

# OATH OF OFFICE

I, LIONEL DELY, DO SOLEMNLY SWEAR THAT I AM DULY QUALIFIED, ACCORDING TO THE CONSTITUTION AND LAWS OF GEORGIA, TO PERFORM THE DUTIES IMPOSED UPON ME AS A POLICE OFFICER OF THE CITY OF ATLANTA, GEORGIA, AND THAT I WILL, TO THE BEST OF MY ABILITY, DISCHARGE THE DUTIES THEREOF, AND PRESERVE, PROTECT, AND DEFEND THE CONSTITUTION OF THE UNITED STATES OF AMERICA AND THE CONSTITUTION OF THE STATE OF GEORGIA.

I SWEAR THAT I AM NOT THE HOLDER OF ANY OFFICE OF TRUST UNDER THE GOVERNMENT OF THE UNITED STATES, ANY OTHER STATE, OR ANY FOREIGN STATE WHICH I AM PROHIBITED FROM HOLDING BY THE LAWS OF THE STATE OF GEORGIA, NOR AM I THE HOLDER OF ANY UNACCOUNTED FOR PUBLIC MONEY DUE THIS STATE OR ANY POLITICAL SUBDIVISION OR AUTHORITY THEREOF.

I FURTHER SWEAR THAT I WILL ENFORCE THE CRIMINAL LAWS OF THE STATE OF GEORGIA AND THE ORDINANCES OF THE CITY OF ATLANTA, THAT I WILL ABIDE BY THE RULES GOVERNING THE ATLANTA POLICE DEPARTMENT, ADHERE TO THE LAW ENFORCEMENT CODE OF ETHICS, AND UPHOLD THE ETHICS CODE OF THE CITY OF ATLANTA. IN DOING SO, I WILL BE MINDFUL OF THE TRUST THAT HAS BEEN PLACED IN ME TO IMPROVE THE QUALITY OF LIFE AND MAKE EVERY EFFORT TO LIVE UP TO THAT TRUST. I WILL NOT PERSECUTE THE INNOCENT, NOR HELP TO SHIELD THE GUILTY, NOR WILL I BE INFLUENCED IN THE DISCHARGE OF MY DUTIES BY FEAR, FAVOR, OR AFFECTION, REWARD, OR THE HOPE THEREOF.

SO HELP ME GOD!

  
Affiant Signature

SWORN TO & SUBSCRIBED BEFORE ME

THIS THE 17 DAY OF march 2016

NOTARY PUBLIC \_\_\_\_\_ COUNTY, GEORGIA

Rev. 7/04



## LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all to liberty, equality, and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement.

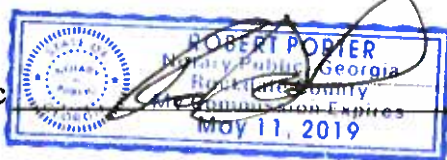
Lione & Delly  
Print Full Name

  
Affiant Signature

SWORN TO AND SUBSCRIBED BEFORE ME

This the 17 Day of March 20 16

Notary Public



County, Georgia





## CITY OF ATLANTA

Kasim Reed  
Mayor

226 Peachtree Street, S.W.  
Atlanta, Georgia 30303  
(404) 546-7705

Atlanta Police Department  
George N. Turner  
Interim Chief of Police

### CERTIFICATION OF EMPLOYMENT

This letter certifies that I am accepting employment with the Atlanta Police Department effective June 1st. I further certify that I am not currently employed (in an active or inactive status) with any other agency/company at the time of my acceptance of employment.

I understand that if after my employment with the Atlanta Police Department, it is discovered that I am currently employed with another agency/company in any way, I am subject to actions, which may include separation.

SIGNATURE Lionel D. Reed

DATE 4-2-15

Jay M. Holt  
HR Representative Signature



## City of Atlanta Employee Ethics Pledge

To assure public confidence, I am committed to promoting integrity in city government by placing the best interest of the City above my own financial or personal interests.

1. I will not use my position to secure special advantage or benefit for myself, my family, or other persons and will seek to avoid situations that may give the perception of an impropriety. When uncertain about the right thing to do, I will seek guidance from my supervisor, the Ethics Office, or the Board of Ethics.
2. I will not solicit or accept money or a personal gift, meal, ticket, travel, entertainment, or other thing of value from a prohibited source unless the gift falls within one of the 11 exceptions to the ban on gratuities.
3. I will use public property, vehicles, equipment, labor, and services only for official city business and not request or allow its use for the private advantage of any individual or private entity.
4. I will not knowingly vote or participate in any matter in which I have a financial or personal interest and will not participate in any bid, proposal, contract, or subcontract if I or my immediate family, employer, prospective employer, or a related business entity have a financial or personal interest.
5. I will refrain from working for any business or entering into any contract to provide goods and services to the City of Atlanta unless the business is conducted through a sealed competitive bid process.
6. I will not represent any individual or private interest for pay before any city agency or in matters adverse to the City while working as a city employee.
7. I will not hold investments, engage in outside employment, or be paid to render services for a private interest when the work is adverse to and incompatible with the proper discharge of my official duties. I will seek permission from my department head for any extra job that I have.
8. I agree that I will not disclose any confidential information that I learn in my official capacity as a city employee.
9. I agree to file my annual financial disclosure statement by the filing deadline, if I am identified as a required filer, and file any report on conflicts of interest, travel, or gifts to the City when appropriate.
10. I understand that the City has a one-year cooling-off period and agree that for one year after leaving city employment I will not appear before any city agency for pay or be paid to work on any matter in which I was directly concerned, personally participated, or actively considered, or about which I acquired knowledge while with the City.

I acknowledge that I have received and read this pledge and agree to abide by the City's Code of Ethics. I understand that the most current copy of the Code of Ethics is at the Board of Ethics' website and that I can seek advice from the Ethics Office or Board of Ethics if I need guidance on how to avoid a conflict of interest and comply with the Code of Ethics.

Lionel O Delf 4-2-15  
Print Name Date  
Lionel O Delf Police  
Signature Department

## Atlanta Police Department Confidentiality and Nondisclosure Agreement

The undersigned employee, Lionel, of the City of Atlanta, Atlanta Police Department (hereafter "Department") acknowledges the following:

- A. Department has employed employee to devote his or her full time, attention, and energies to the business of the Department and to use his or her best effort, skills, and abilities in performing the specific duties of such employment
- B. APD.SOP.2010 "Work Rules", section 4.1.14 states that "Employees will treat as confidential the business, activities, files, and reports of the Department. They must not impart knowledge of the above except to those who have a "right to know". Employees will also comply with any nondisclosure agreement(s) in which they have entered".
- C. As a consequence of the employee's assignment, employee will have access to information not generally known to the general public or to other employees within the Department. It is the policy of the Department that all such information remain confidential.

In consideration of the matters described above, and of the mutual benefits and obligations set forth in this agreement, the parties agree as follows:

- A. Employee will not at any time, during or after the period of his or her employment with the Department, directly or indirectly use, disseminate, or disclose to any person, firm, or other entity for any purpose whatsoever, any information that is not generally known to the general public and/or other employees of the Department, which was disclosed to the employee or known by the employee as a consequence of or through his or her employment with the Department.
- B. Employee agrees that section (A) will not be construed to prevent the disclosure of information contemplated herein in the performance of his or her duties as an employee or as required by the applicable law, regulatory authority, recognized subpoena power, or any court of competent jurisdiction.
- C. Employees will hold in a fiduciary capacity for the benefit of the Department all information described in (A) above.
- D. Employee agrees to return to employer all documents, records, notebooks, audio tapes, video tapes, pictures, memory storage device, or any other repository of information or property containing information described in (A), including all copies of such items, upon request of the employer.
- E. Employee acknowledges that the time, scope, and geographic area and all other provisions of this acknowledgement are reasonable under the circumstances of the employee's assignment. Employee further acknowledges that if, despite the express agreement of the employee and employer, a court holds any portion of this acknowledgement unenforceable for any reason, that the maximum restrictions of time, scope, and geographic area as determined by the court will be substituted for those restrictions held unenforceable.

By signing below, employee acknowledges that a breach of this Confidentiality and Nondisclosure Agreement:

- A. Will be a violation of APD.SOP.2010 "Work Rules", section 4.1.14;
- B. Will subject the employee to investigation and disciplinary action in accordance with APD.SOP.2020 "Disciplinary Process";
- C. May result in other administrative, civil, and/or criminal action.

Acknowledged:

Lionel  
Employee Signature

\_\_\_\_\_  
Unique ID

01-2-15  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Unique ID

\_\_\_\_\_  
Date

## GEORGIA CRIME INFORMATION CENTER

### AWARENESS STATEMENT

Access to Criminal Justice Information, as defined in GCIC Council Rule 140-1-.02 (amended), and dissemination of such information is governed by state and federal laws and GCIC Council Rules. Criminal Justice Information cannot be accessed or disseminated by any employee except as directed by superiors and as authorized by approved standard operating procedures which are based on controlling state and federal laws, relevant federal regulations, and the Rules of the GCIC Council.

O.C.G.A. 35-3-38 establishes criminal penalties for specific offenses involving obtaining, using or disseminating criminal history record information except as permitted by law. The same statute establishes criminal penalties for disclosing or attempting to disclose techniques or methods employed to ensure the security and privacy of information or data contained in Georgia criminal justice information systems.

The Georgia Computer Systems Protection Act (O.C.G.A. 16-9-90 et seq) provides for the protection of public and private sector computer systems, including communications links to such computer systems. The Act establishes four criminal offenses, all major felonies, for violations of the Act: Computer Theft, Computer Trespass, Computer Invasion of Privacy, and Computer Forgery. The criminal penalties for each offense carries maximum sentences of fifteen (15) years in prison and/or fines up to \$50,000.00 as well as possible civil ramifications. The Act also establishes Computer Password Disclosure as a criminal offense with penalties of one (1) year in prison and/or a \$5000.00 fine.

The Georgia Criminal Justice Information System Network is operated by the Georgia Crime Information Center in compliance with O.C.G.A. 35-3-31. All data bases accessible via CJIS Network terminals are protected by the Computer Systems Protection Act. Similar communications and computer systems operated by municipal/county governments are also protected by the Act.

By my signature below, I acknowledge that I have read and understand this Awareness Statement.

Print Name: Lionel J. Dely

Signed: Lionel J. Dely Date: 4-2-15

Witnessed: \_\_\_\_\_ Date: \_\_\_\_\_

**Statement Concerning Your Employment in a Job  
Not Covered by Social Security**

Employee Name Lionel Smith Employee ID# \_\_\_\_\_  
Employer Name Atlanta Police Employer ID# \_\_\_\_\_

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

**Windfall Elimination Provision**

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

**Government Pension Offset Provision**

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400 = \$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

**For More Information**

Social Security publications and additional information, including information about exceptions to each provision, are available at [www.socialsecurity.gov](http://www.socialsecurity.gov). You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security benefits.

Signature of Employee Lionel Smith Date 4-2-15

O.C.G.A. § 50-36-1(e)(2) Affidavit

By executing this affidavit under oath, as an applicant for a(n) Health Benefit  
[type of public benefit], as referenced in O.C.G.A. § 50-36-1, from  
CITY OF Atlanta [name of government entity], the undersigned applicant  
verifies one of the following with respect to my application for a public benefit:

- 1) ✓ I am a United States citizen.
- 2) \_\_\_\_\_ I am a legal permanent resident of the United States.
- 3) \_\_\_\_\_ I am a qualified alien or non-immigrant under the Federal Immigration and Nationality Act with an alien number issued by the Department of Homeland Security or other federal immigration agency.

My alien number issued by the Department of Homeland Security or other federal immigration agency is: \_\_\_\_\_.

The undersigned applicant also hereby verifies that he or she is 18 years of age or older and has provided at least one secure and verifiable document, as required by O.C.G.A. § 50-36-1(e)(1), with this affidavit.

The secure and verifiable document provided with this affidavit can best be classified as:  
SOCIAL SECURITY DRIVER LICENSE

In making the above representation under oath, I understand that any person who knowingly and willfully makes a false, fictitious, or fraudulent statement or representation in an affidavit shall be guilty of a violation of O.C.G.A. § 16-10-20, and face criminal penalties as allowed by such criminal statute.

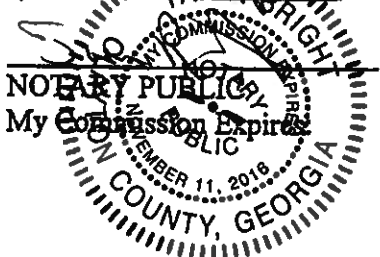
Executed in Atlanta (city), GA (state).

Lionel B. De...  
Signature of Applicant

Lionel B. De...  
Printed Name of Applicant

SUBSCRIBED AND SWORN  
BEFORE ME ON THIS THE

10 DAY OF January, 2015



Systematic Alien Verification for Entitlements (SAVE) Program  
Standard Operating Procedures

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**FOR INTERNAL CITY GOVERNMENT USE ONLY**

PLEASE INDICATE BELOW THE PUBLIC BENEFIT FOR WHICH THE NON-CITIZEN IS APPLYING

NAME OF APPLICANT TO BE VERIFIED THROUGH SAVE Lionel Dely

CITY OF ATLANTA DEPARTMENT OF police

DEPARTMENT CONTACT PERSON Andrea Johnson

- ☐ Adult Education
- ☐ Alcohol License
- ☐ Authorization to conduct a commercial enterprise or business
- ☐ Business certificate, license, or registration
- ☐ Business loan
- ☐ Cash allowance
- ☐ Certificate of Public Necessity (CPNC)
- ☐ Commercial license
- ☐ Contract
- ☐ Disability assistance or insurance
- ☐ Down payment assistance
- ☐ Energy assistance
- ☐ Food stamps
- ☐ Gaming license
- ☐ Georgia occupational tax certificate
- ☐ Grant
- ☐ Health benefits
- ☐ Housing allowance, grant, guarantee, or loan
- ☐ Loan guarantee
- ☐ Medicaid
- ☐ Occupational license
- ☐ Postsecondary education
- ☐ Professional license
- ☐ Public or assisted housing
- ☐ Registration of a regulated business
- ☐ Rent assistance or subsidy
- ☐ Retirement benefits
- ☐ State grant or loan
- ☐ State identification card
- ☐ Tax certificate required to conduct a commercial business
- ☐ Taxi Driver Permit
- ☐ Temporary Assistance for Needy Families (TANF)
- ☐ Unemployment insurance
- ☐ Welfare to work
- ☐ Other \_\_\_\_\_



## CITY OF ATLANTA

Kasim Reed  
Mayor

226 Peachtree Street SW  
Atlanta, Georgia 30303  
(404) 546-7650

Atlanta Police Department  
George N. Turner  
Chief of Police

### Background and Recruitment Pre-Hiring Questionnaire

*After reading the following questions, indicate yes or no in the blank space. If any questions were marked yes please explain on the reverse side of this paper.*

Have you received any traffic citations since you applied with the Atlanta Police Department? NO

Have you been arrested since you applied with the Atlanta Police Department? NO

Have you been investigated or detained by a Law Enforcement Agency since you applied with Atlanta Police Department? NO

Have you obtained employment with another police agency since you applied with Atlanta Police Department? NO

Have you been terminated or forced to resign from any employment since you applied with Atlanta Police Department? NO

Have you attended any Law Enforcement Academy since you applied with Atlanta Police Department? NO

Have you committed any undetected crime since you applied with Atlanta Police Department? NO

Are you still employed anywhere other than the Atlanta Police Department? NO

Completed on the Lionel day of 4-2 2015  
2010

Lionel De V  
Print Name

Lionel De V  
Applicant's Signature

\_\_\_\_\_  
Background Investigator

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                          |                      |                        |                      |                                        |  |
|--------------------------|----------------------|------------------------|----------------------|----------------------------------------|--|
| <b>*Last Name</b>        | <b>Dely</b>          | <b>*First Name</b>     | <b>Lionel</b>        | <b>M. Initial</b>                      |  |
| <b>*Employee ID#</b>     | <b>37882</b>         | <b>Job Class Title</b> | <b>Recruit</b>       | <b>Department</b>                      |  |
| <b>Evaluation Period</b> | <b>April 2, 2015</b> | <b>To</b>              | <b>June 30, 2015</b> | <b>APD - Atlanta Police Department</b> |  |

**Definition of Ratings**

|                       |                                                                                                                              |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------|
| Outstanding (5)       | Consistently exceeds the expected performance standards and contributes in unexpected areas well beyond job responsibilities |
| Highly Effective (4)  | Exceeds the expected performance standards on a regular basis                                                                |
| Effective (3)         | Meets the expected performance standards on a regular basis                                                                  |
| Needs Improvement (2) | Meets most, but not all of the expected performance standards                                                                |
| Unacceptable (1)      | Does not meet most of the expected performance standards or fails to meet significant performance standards                  |

**DEPARTMENT STRATEGY:**

It is the mission of the Atlanta Police Department to reduce crime and promote the quality of life, in partnership with our community.

**GOALS**

(Goals Section = 75% of TOTAL Evaluation)

**Goal 1:** (Individual Goal Weighting = **25** %)

(Customer C.A.R.E. Goal)

Customer Service/Communication

Rating Score  
(1-5)

**Performance Indicators**

1.1 Recruit is in good standing with the Atlanta Police Department.

3

1.2

Select

1.3

Select

1.4

Select

1.5

Select

**Rater's Comments: (Less than 200 words)**

This recruit was effective during this rating period.

**Employee Comments: (Less than 200 words)**

I concur with my rater's scoring

Goal 1 Score **3.00**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                               |                                                                 |                   |        |                  |                               |
|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                              | Dely                                                            | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                                                                      |                                                                 |                   |        |                  |                               |
| <b>Goal 2:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 2px;">20</span> %) |                                                                 |                   |        |                  |                               |
| Appearance & Operational Procedures                                                                           |                                                                 |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                 |                                                                 |                   |        |                  |                               |
| 2.1                                                                                                           | Recruit is in good standing with the Atlanta Police Department. |                   |        |                  | 3                             |
| 2.2                                                                                                           |                                                                 |                   |        |                  | Select                        |
| 2.3                                                                                                           |                                                                 |                   |        |                  | Select                        |
| 2.4                                                                                                           |                                                                 |                   |        |                  | Select                        |
| 2.5                                                                                                           |                                                                 |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                |                                                                 |                   |        |                  |                               |
| This recruit was effective during this rating period.                                                         |                                                                 |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                               |                                                                 |                   |        |                  |                               |
| I concur with my supervisor's rating of my performance                                                        |                                                                 |                   |        |                  |                               |

Goal 2 Score 3.00

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                               |                                                                 |                                                               |               |                  |                               |
|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------|---------------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                              | <b>Dely</b>                                                     | <b>First Name</b>                                             | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b>                  |
| <b>GOALS (continued)</b>                                                                                      |                                                                 |                                                               |               |                  |                               |
| <b>Goal 3:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 2px;">30</span> %) |                                                                 |                                                               |               |                  |                               |
| Issued/ Assigned City Uniform, Property& Equipment                                                            |                                                                 |                                                               |               |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                 |                                                                 |                                                               |               |                  |                               |
| 3.1                                                                                                           | Recruit is in good standing with the Atlanta Police Department. | <span style="border: 1px solid black; padding: 2px;">3</span> |               |                  |                               |
| 3.2                                                                                                           |                                                                 | Select                                                        |               |                  |                               |
| 3.3                                                                                                           |                                                                 | Select                                                        |               |                  |                               |
| 3.4                                                                                                           |                                                                 | Select                                                        |               |                  |                               |
| 3.5                                                                                                           |                                                                 | Select                                                        |               |                  |                               |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                |                                                                 |                                                               |               |                  |                               |
| This recruit was effective during this rating period.                                                         |                                                                 |                                                               |               |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                               |                                                                 |                                                               |               |                  |                               |
| I concur with my supervisor's rating of my performance.                                                       |                                                                 |                                                               |               |                  |                               |

Goal 3 Score 3.00

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                          |                                                                 |                   |        |                  |                               |
|----------------------------------------------------------|-----------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                         | Dely                                                            | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                 |                                                                 |                   |        |                  |                               |
| <b>Goal 4:</b> (Individual Goal Weighting = <b>25</b> %) |                                                                 |                   |        |                  |                               |
| Recruit Program Completions                              |                                                                 |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                            |                                                                 |                   |        |                  |                               |
| 4.1                                                      | Recruit is in good standing with the Atlanta Police Department. |                   |        |                  | 3                             |
| 4.2                                                      |                                                                 |                   |        |                  | Select                        |
| 4.3                                                      |                                                                 |                   |        |                  | Select                        |
| 4.4                                                      |                                                                 |                   |        |                  | Select                        |
| 4.5                                                      |                                                                 |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>           |                                                                 |                   |        |                  |                               |
| This recruit was effective during this rating period.    |                                                                 |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>          |                                                                 |                   |        |                  |                               |
| I concur with my supervisor's rating of my performance.  |                                                                 |                   |        |                  |                               |

Goal 4 Score **3.00**

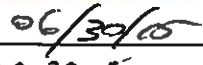
**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                         |      |                   |        |                  |                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                                                                                        | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                                                                                                                                |      |                   |        |                  |                               |
| <b>Goal 5:</b> (Individual Goal Weighting = <span style="border: 1px solid black; display: inline-block; width: 50px; height: 15px; vertical-align: middle;"></span> %) |      |                   |        |                  |                               |
|                                                                                                                                                                         |      |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                                                                           |      |                   |        |                  |                               |
| 5.1                                                                                                                                                                     |      |                   |        |                  | Select                        |
| 5.2                                                                                                                                                                     |      |                   |        |                  | Select                        |
| 5.3                                                                                                                                                                     |      |                   |        |                  | Select                        |
| 5.4                                                                                                                                                                     |      |                   |        |                  | Select                        |
| 5.5                                                                                                                                                                     |      |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                                                                          |      |                   |        |                  |                               |
|                                                                                                                                                                         |      |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                                                                         |      |                   |        |                  |                               |
|                                                                                                                                                                         |      |                   |        |                  |                               |

Goal 5 Score

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                               |      |                   |        |                  |                         |
|-------------------------------|------|-------------------|--------|------------------|-------------------------|
| <b>Last Name</b>              | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                   |
| <b>GOALS - WEIGHTED SCORE</b> |      |                   |        |                  |                         |
| <b>Goal:</b>                  | 1    | 2                 | 3      | 4                | 5                       |
| <b>Weighting:</b>             | 25%  | 20%               | 30%    | 25%              | 0%                      |
| <b>Rating:</b>                | 3.00 | 3.00              | 3.00   | 3.00             |                         |
|                               |      |                   |        |                  | <b>Total Weighting:</b> |
|                               |      |                   |        |                  | <b>100%</b>             |
| <b>OVERALL GOALS SCORE</b>    |      |                   |        |                  | <b>3.00</b>             |

|                                                                                                        |                                                                                         |
|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| (Please sign and date as indicated below.)                                                             |                                                                                         |
| Rater's Signature     | Date  |
| Employee's Signature  | Date  |
| <b>CONTINUATION OF EVALUATION UNDER NEW RATER (IF APPLICABLE)</b>                                      |                                                                                         |
| New Rater's Signature                                                                                  | Date                                                                                    |
| Employee's Signature                                                                                   | Date                                                                                    |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |      |                   |        |                  |       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882 |
| <b>COMPETENCIES</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      |                   |        |                  |       |
| <i>(Competencies Section = 25% of TOTAL Evaluation)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      |                   |        |                  |       |
| <b><u>COMPETENCY 1 - Integrity/Honesty</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                   |        |                  |       |
| <p>Earns trust and respect through consistent honesty and professionalism in all interactions. Tells the truth and avoids situations/actions which could be considered inappropriate or present a conflict of interest. Does not misrepresent self or use position or authority for personal gain.</p>                                                                                                                                                                                                                                                                                                                                                                          |      |                   |        |                  |       |
| <ol style="list-style-type: none"> <li>1 Rarely exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>2 Sometimes exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>3 Exhibits honesty, truthfulness and ethical behavior in most dealings with internal and external parties.</li> <li>4 Consistently exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>5 Exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties in an exceptional manner.</li> </ol> |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                   |        |                  |       |
| Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |      |                   |        |                  |       |
| I concur with my supervisor's comment and rating of my performance in the area of ethics.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |      |                   |        |                  |       |

Rating Score (1-5)

3

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| <b><u>COMPETENCY 2 - Accountability</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |  |  |  |  |
| <p>Accepts responsibility for one's own actions and decisions and demonstrates commitment to accomplish work in an ethical, efficient and cost-effective manner.</p>                                                                                                                                                                                                                                                                                                                                                             |  |  |  |  |  |
| <ol style="list-style-type: none"> <li>1 Rarely accepts responsibility for own actions and decisions. Needs constant supervision and regular guidance.</li> <li>2 Accepts responsibility in some cases for own actions and decisions. Needs close supervision.</li> <li>3 Accepts responsibility in most cases for own actions and decisions.</li> <li>4 Consistently accepts responsibility for own actions and decisions.</li> <li>5 Accepts responsibility for own actions and decisions in an exceptional manner.</li> </ol> |  |  |  |  |  |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |  |  |  |  |
| Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.                                                                                                                                                                                                                                                                                                                                                                                                                       |  |  |  |  |  |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |

Rating Score (1-5)

3

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                 |             |                   |               |                  |              |
|---------------------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b>                | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
| <b>COMPETENCIES (continued)</b> |             |                   |               |                  |              |

**COMPETENCY 3 - Customer Service**

Demonstrates concern for consistently meeting the needs of our customers and each other, and ensuring full attention in resolving issues.

- 1 Can be depended upon rarely to respond in a timely manner in meeting the needs of internal and external customers.
- 2 Can be depended upon in some cases to respond in a timely manner in meeting the needs of internal and external customers.
- 3 Can be depended upon in most cases to respond in a timely manner in meeting the needs of internal and external customers.
- 4 Consistently can be depended upon to respond in a timely manner in meeting the needs of internal and external customers.
- 5 Can be depended upon to respond in a timely manner in meeting the needs of internal and external customers in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

**3**

**COMPETENCY 4 - Teamwork**

Cooperates with those working in a workgroup to achieve a common purpose.

- 1 Rarely displays teaming behavior within the division and throughout the organization.
- 2 Displays teaming behavior on some occasions within the division and throughout the organization.
- 3 Displays teaming behavior on most occasions within the division and throughout the organization.
- 4 Displays teaming behavior on a consistent basis within the division and throughout the organization.
- 5 Visibly models teaming behavior within the division and throughout the organization in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

I concur with my supervisor's rating of my performance.

Rating Score (1-5)

**3**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                 |             |                   |               |                  |              |
|---------------------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b>                | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
| <b>COMPETENCIES (continued)</b> |             |                   |               |                  |              |

**COMPETENCY 5 - Problem Solving**

Builds a logical approach to address problems or opportunities or manage the situation at hand. Draws on knowledge and experience base and utilizes other references and resources as necessary.

- 1 Fails to build a logical approach to address problems or opportunities or manage the situation at hand.
- 2 Builds a logical approach to address problems or opportunities or manage the situation at hand in some cases.
- 3 Builds a logical approach to address problems or opportunities or manage the situation at hand in most cases.
- 4 Builds a logical approach to address problems or opportunities or manage the situation at hand in a consistent manner.
- 5 Builds a logical approach to address problems or opportunities or manage the situation at hand exceptionally well.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

**3**

**COMPETENCY 6 - Fiscal Responsibility/Resource Management**

Effectively allocates, manages, stewards, and cultivates the City's fiscal, material, natural, and human resources at all levels of the organization consistent with mission and priorities, and principles of sustainability.

- 1 Rarely considers fiscal impact of decisions or work processes, which may result in waste or inefficiency.
- 2 Sometimes considers fiscal impact of decisions or work processes. Requires close supervision to avoid waste or inefficiency.
- 3 Often considers fiscal impact of decisions or work processes. Sporadically offers innovative suggestions for improving efficiency.
- 4 Consistently considers fiscal impact of decisions or work processes. Often offers innovative suggestions for improving efficiency.
- 5 Considers fiscal impact of decisions or work processes, and offers innovative suggestions for improving efficiency in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

**3**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |             |                   |               |                  |              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |             |                   |               |                  |              |
| <b>COMPETENCY 7 - Leadership (for People Managers)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |             |                   |               |                  |              |
| Creates work environment that drives employee performance to successfully execute on organizational strategies. Engenders trust and demonstrates fairness in all actions by setting the standard and acting as a role model for others to follow. Helps employees achieve excellence by setting meaningful goals, providing knowledgeable support and delivering regular feedback on performance.                                                                                                                                                                                                                                                                 |             |                   |               |                  |              |
| <div style="border: 1px solid black; padding: 5px;"><div>1 Fails to create productive team environment or provide goals/feedback that drive performance.</div><div>2 Sporadically acts to create productive team environment and provide goals/feedback that drive performance.</div><div>3 Creates productive team environment and provides goals/feedback that drive performance with some frequency.</div><div>4 Consistently creates productive team environment and provides goals/feedback that drive performance.</div><div>5 Creates productive team environment and provides goals/feedback that drive performance in an exceptional manner.</div></div> |             |                   |               |                  |              |
| <b>Rater's Comments: (Less than 150 words)</b> <div style="border: 1px solid black; height: 60px; margin-top: 5px;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |             |                   |               |                  |              |
| <b>Employee Comments: (Less than 150 words)</b> <div style="border: 1px solid black; height: 60px; margin-top: 5px;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |             |                   |               |                  |              |

Rating Score (1-5)

**3**

**OVERALL COMPETENCY SCORE**

**3.00**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                   |                      |                 |                      |                                            |  |
|-------------------|----------------------|-----------------|----------------------|--------------------------------------------|--|
| Last Name         | <b>Dely</b>          | First Name      | <b>Lionel</b>        | M. Initial                                 |  |
| Employee ID#      | <b>37882</b>         | Job Class Title | <b>Recruit</b>       | Department                                 |  |
| Evaluation Period | <b>April 2, 2015</b> | To              | <b>June 30, 2015</b> | <b>APD - Atlanta Police<br/>Department</b> |  |

**ANNUAL OVERALL RATING**

(Total points from Goal and Competencies Sections)

**3.00**



Request Extension of Probationary Period Through \_\_\_\_\_ (Date)

Rater's Signature:

*[Handwritten Signature]*

Rater's Employee ID#:

**391**

Date:

**06/30/15**

I have received a copy of my Evaluation and it has been discussed with me.

☒ I agree with the rating.

☐ I disagree with the rating and request a review.

Employee Comments:

Employee Signature

*[Handwritten Signature]*

Date

**Jun-30-15**

**EVALUATION REVIEWED BY**

Department Evaluation Reviewer

Date

Bureau Head or Equivalent

Date

Other Signature (if applicable)

Date

Department Head of Designee

Date

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                          |                     |                        |                       |                                        |          |
|--------------------------|---------------------|------------------------|-----------------------|----------------------------------------|----------|
| <b>*Last Name</b>        | <b>Dely</b>         | <b>*First Name</b>     | <b>lionel</b>         | <b>M. Initial</b>                      | <b>J</b> |
| <b>*Employee ID#</b>     | <b>37799</b>        | <b>Job Class Title</b> | <b>Police Officer</b> | <b>Department</b>                      |          |
| <b>Evaluation Period</b> | <b>July 1, 2015</b> | <b>To</b>              | <b>June 30, 2016</b>  | <b>APD - Atlanta Police Department</b> |          |

**Definition of Ratings**

|                       |                                                                                                                              |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------|
| Outstanding (5)       | Consistently exceeds the expected performance standards and contributes in unexpected areas well beyond job responsibilities |
| Highly Effective (4)  | Exceeds the expected performance standards on a regular basis                                                                |
| Effective (3)         | Meets the expected performance standards on a regular basis                                                                  |
| Needs Improvement (2) | Meets most, but not all of the expected performance standards                                                                |
| Unacceptable (1)      | Does not meet most of the expected performance standards or fails to meet significant performance standards                  |

**DEPARTMENT STRATEGY:**

It is the mission of the Atlanta Police Department to reduce crime and promote the quality of life, in partnership with our community.

**GOALS**

(Goals Section = 75% of TOTAL Evaluation)

**Goal 1:** (Individual Goal Weighting = **25** %)  
(Customer C.A.R.E. Goal)

Customer Service/Communication -Recruit Training Manual and APD SOP 2010

Rating Score  
(1-5)

**Performance Indicators**

|     |                                                                                                                                               |        |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 1.1 | Maintain both verbal and written communication with all internal and external customers.                                                      | 3      |
| 1.2 | Effectively aid both internal and external customers with all encounters; and adhering to the pledge of the COA and the rules of the Academy. | 3      |
| 1.3 | Ensuring that all interactions by phone and or in person are handled with the highest level of professionalism and respect at all times.      | 3      |
| 1.4 | Adhering to all rules and regulations governed by the Recruit Training Manual at all times.                                                   | 3      |
| 1.5 |                                                                                                                                               | Select |

**Rater's Comments: (Less than 200 words)**

The above recruit is effective during this rating period.

**Employee Comments: (Less than 200 words)**

I concur with my rater's evaluation scoring.

Goal 1 Score **3.00**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                       |                                                                                                                                  |                   |        |                  |                               |
|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                      | Dely                                                                                                                             | <b>First Name</b> | lionel | <b>Empl. ID#</b> | 37799                         |
| <b>GOALS (continued)</b>                                                              |                                                                                                                                  |                   |        |                  |                               |
| <b>Goal 2:</b> (Individual Goal Weighting = <b>15</b> %)                              |                                                                                                                                  |                   |        |                  |                               |
| <i>Appearance and Operational Procedures-Recruit Training Manual and APD SOP 2010</i> |                                                                                                                                  |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                         |                                                                                                                                  |                   |        |                  |                               |
| 2.1                                                                                   | Arriving on time every day and in proper uniform and groomed in accordance with the Academy rules and regulations.               | 3                 |        |                  |                               |
| 2.2                                                                                   | Completing all tasks and duties assigned within the allotted time at designated assigned locations and/or Academy.               | 3                 |        |                  |                               |
| 2.3                                                                                   | Adhering to all guidelines set by the Academy while assigned to the SSD/Training Academy Unit.                                   | 3                 |        |                  |                               |
| 2.4                                                                                   | Adhering to all P.O.S.T guidelines while in the process of waiting approval and upon completion of the recruit training program. | 3                 |        |                  |                               |
| 2.5                                                                                   |                                                                                                                                  | Select            |        |                  |                               |
| <b>Rater's Comments: (Less than 200 words)</b>                                        |                                                                                                                                  |                   |        |                  |                               |
| The above recruit is effective during this rating period.                             |                                                                                                                                  |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                       |                                                                                                                                  |                   |        |                  |                               |
| I concur with my rater's evaluation scoring.                                          |                                                                                                                                  |                   |        |                  |                               |

Goal 2 Score **3.00**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                 |                                                                                                              |                                                                                                        |        |                  |                               |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                                | Dely                                                                                                         | <b>First Name</b>                                                                                      | lionel | <b>Empl. ID#</b> | 37799                         |
| <b>GOALS (continued)</b>                                                                                        |                                                                                                              |                                                                                                        |        |                  |                               |
| <b>Goal 3:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 0 5px;">15</span> %) |                                                                                                              |                                                                                                        |        |                  |                               |
| <i>Issued /Assigned City Uniform, Property &amp; Equipment -Recruit Training Manual and APO SOP 2010</i>        |                                                                                                              |                                                                                                        |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                   |                                                                                                              |                                                                                                        |        |                  |                               |
| 3.1                                                                                                             | Accountable for all issued equipment and property provided upon the first date of hire.                      | <div style="background-color: #d4edda; width: 100px; margin: 0 auto; border-radius: 5px;">3</div>      |        |                  |                               |
| 3.2                                                                                                             | Accountable for all supplies issued from the first date of hire that is required during class participation. | <div style="background-color: #d4edda; width: 100px; margin: 0 auto; border-radius: 5px;">3</div>      |        |                  |                               |
| 3.3                                                                                                             | Accountable for all material issued during training in the Atlanta Police Recruit Program.                   | <div style="background-color: #d4edda; width: 100px; margin: 0 auto; border-radius: 5px;">3</div>      |        |                  |                               |
| 3.4                                                                                                             |                                                                                                              | <div style="background-color: #d4edda; width: 100px; margin: 0 auto; border-radius: 5px;">Select</div> |        |                  |                               |
| 3.5                                                                                                             |                                                                                                              | <div style="background-color: #d4edda; width: 100px; margin: 0 auto; border-radius: 5px;">Select</div> |        |                  |                               |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                  |                                                                                                              |                                                                                                        |        |                  |                               |
| The above recruit is effective during this rating period.                                                       |                                                                                                              |                                                                                                        |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                 |                                                                                                              |                                                                                                        |        |                  |                               |
| I concur with the rater's evaluation scoring.                                                                   |                                                                                                              |                                                                                                        |        |                  |                               |

**Goal 3 Score** 3.00

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                     |                                                                                                                                        |                   |        |                  |                               |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                    | Dely                                                                                                                                   | <b>First Name</b> | lionel | <b>Empl. ID#</b> | 37799                         |
| <b>GOALS (continued)</b>                                                            |                                                                                                                                        |                   |        |                  |                               |
| <b>Goal 4:</b> (Individual Goal Weighting = <b>45</b> %)                            |                                                                                                                                        |                   |        |                  |                               |
| <i>Recruit Training Program Completion-Recruit Training Manual and APD SOP 2010</i> |                                                                                                                                        |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                       |                                                                                                                                        |                   |        |                  |                               |
| 4.1                                                                                 | Adhere to the points guidelines provided by the Training Academy while awaiting class and during mandate training.                     | 3                 |        |                  |                               |
| 4.2                                                                                 | Compliance with the Academy's rules and regulations with full participation in all events requiring APD and Community involved events. | 3                 |        |                  |                               |
| 4.3                                                                                 | Successfully pass all academic and scenario based training that is required by P.O.S.T mandate and extended hours during training.     | 3                 |        |                  |                               |
| 4.4                                                                                 |                                                                                                                                        | Select            |        |                  |                               |
| 4.5                                                                                 |                                                                                                                                        | Select            |        |                  |                               |
| <b>Rater's Comments: (Less than 200 words)</b>                                      |                                                                                                                                        |                   |        |                  |                               |
| The above recruit is effective during this rating period.                           |                                                                                                                                        |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                     |                                                                                                                                        |                   |        |                  |                               |
| I concur with my rater's evaluation scoring.                                        |                                                                                                                                        |                   |        |                  |                               |

Goal 4 Score **3.00**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
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|                                                 |                                          |                   |        |                  |                               |
|-------------------------------------------------|------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                | Dely                                     | <b>First Name</b> | lional | <b>Empl. ID#</b> | 37799                         |
| <b>GOALS (continued)</b>                        |                                          |                   |        |                  |                               |
| <b>Goal 5:</b>                                  | (Individual Goal Weighting =          %) |                   |        |                  |                               |
|                                                 |                                          |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                   |                                          |                   |        |                  |                               |
| 5.1                                             |                                          |                   |        |                  | Select                        |
| 5.2                                             |                                          |                   |        |                  | Select                        |
| 5.3                                             |                                          |                   |        |                  | Select                        |
| 5.4                                             |                                          |                   |        |                  | Select                        |
| 5.5                                             |                                          |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>  |                                          |                   |        |                  |                               |
|                                                 |                                          |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b> |                                          |                   |        |                  |                               |
|                                                 |                                          |                   |        |                  |                               |

Goal 5 Score

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                               |      |                   |        |                  |                                     |
|-------------------------------|------|-------------------|--------|------------------|-------------------------------------|
| <b>Last Name</b>              | Dely | <b>First Name</b> | lionei | <b>Empl. ID#</b> | 37799                               |
| <b>GOALS - WEIGHTED SCORE</b> |      |                   |        |                  |                                     |
| <b>Goal:</b>                  | 1    | 2                 | 3      | 4                | 5                                   |
| <b>Weighting:</b>             | 25%  | 15%               | 15%    | 45%              | 0%                                  |
| <b>Rating:</b>                | 3.00 | 3.00              | 3.00   | 3.00             |                                     |
|                               |      |                   |        |                  | <b>Total Weighting:</b> <b>100%</b> |
| <b>OVERALL GOALS SCORE</b>    |      |                   |        |                  | <b>3.00</b>                         |

|                                                                                   |             |
|-----------------------------------------------------------------------------------|-------------|
| (Please sign and date as indicated below.)                                        |             |
| <b>Rater's Signature</b>                                                          | <b>Date</b> |
|  | 6/30/16     |
| <b>Employee's Signature</b>                                                       | <b>Date</b> |
|  |             |
| <b>CONTINUATION OF EVALUATION UNDER NEW RATER (IF APPLICABLE)</b>                 |             |
| <b>New Rater's Signature</b>                                                      | <b>Date</b> |
| <b>Employee's Signature</b>                                                       | <b>Date</b> |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Dely | <b>First Name</b> | lionel | <b>Empl. ID#</b> | 37799 |
| <b>COMPETENCIES</b><br><i>(Competencies Section = 25% of TOTAL Evaluation)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                   |        |                  |       |
| <b><u>COMPETENCY 1 - Integrity/Honesty</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                   |        |                  |       |
| <p>Earns trust and respect through consistent honesty and professionalism in all interactions. Tells the truth and avoids situations/actions which could be considered inappropriate or present a conflict of interest. Does not misrepresent self or use position or authority for personal gain.</p>                                                                                                                                                                                                                                                                                                                                                                          |      |                   |        |                  |       |
| <ol style="list-style-type: none"> <li>1 Rarely exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>2 Sometimes exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>3 Exhibits honesty, truthfulness and ethical behavior in most dealings with internal and external parties.</li> <li>4 Consistently exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>5 Exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties in an exceptional manner.</li> </ol> |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b><br><p>The recruit has exhibited honesty, truthfulness and ethical behavior in dealings with internal and external parties in an exceptional manner.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b><br><p>I concur with the rater's evaluation scoring.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      |                   |        |                  |       |

Rating Score (1-5)

3

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b><u>COMPETENCY 2 - Accountability</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| <p>Accepts responsibility for one's own actions and decisions and demonstrates commitment to accomplish work in an ethical, efficient and cost-effective manner.</p>                                                                                                                                                                                                                                                                                                                                                             |  |
| <ol style="list-style-type: none"> <li>1 Rarely accepts responsibility for own actions and decisions. Needs constant supervision and regular guidance.</li> <li>2 Accepts responsibility in some cases for own actions and decisions. Needs close supervision.</li> <li>3 Accepts responsibility in most cases for own actions and decisions.</li> <li>4 Consistently accepts responsibility for own actions and decisions.</li> <li>5 Accepts responsibility for own actions and decisions in an exceptional manner.</li> </ol> |  |
| <b>Rater's Comments: (Less than 150 words)</b><br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |  |
| <b>Employee Comments: (Less than 150 words)</b><br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |

Rating Score (1-5)

3

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Dely | <b>First Name</b> | lionei | <b>Empl. ID#</b> | 37799 |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
| <b><u>COMPETENCY 3 - Customer Service</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |      |                   |        |                  |       |
| Demonstrates concern for consistently meeting the needs of our customers and each other, and ensuring full attention in resolving issues.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                   |        |                  |       |
| <ol style="list-style-type: none"> <li>1 Can be depended upon rarely to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>2 Can be depended upon in some cases to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>3 Can be depended upon in most cases to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>4 Consistently can be depended upon to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>5 Can be depended upon to respond in a timely manner in meeting the needs of internal and external customers in an exceptional manner.</li> </ol> |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |      |                   |        |                  |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |

Rating Score (1-5)

**3**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b><u>COMPETENCY 4 - Teamwork</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| Cooperates with those working in a workgroup to achieve a common purpose.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| <ol style="list-style-type: none"> <li>1 Rarely displays teaming behavior within the division and throughout the organization.</li> <li>2 Displays teaming behavior on some occasions within the division and throughout the organization.</li> <li>3 Displays teaming behavior on most occasions within the division and throughout the organization.</li> <li>4 Displays teaming behavior on a consistent basis within the division and throughout the organization.</li> <li>5 Visibly models teaming behavior within the division and throughout the organization in an exceptional manner.</li> </ol> |  |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |
| The recruit has exhibited effective teamwork behavior during this rating period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
| I concur with the rater's evaluation scoring.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |

Rating Score (1-5)

**3**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |                   |        |                  |       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Dely | <b>First Name</b> | lionei | <b>Empl. ID#</b> | 37799 |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |                   |        |                  |       |
| <b>COMPETENCY 5 - Problem Solving</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      |                   |        |                  |       |
| Builds a logical approach to address problems or opportunities or manage the situation at hand. Draws on knowledge and experience base and utilizes other references and resources as necessary.                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |      |                   |        |                  |       |
| <ol style="list-style-type: none"> <li>1 Fails to build a logical approach to address problems or opportunities or manage the situation at hand.</li> <li>2 Builds a logical approach to address problems or opportunities or manage the situation at hand in some cases.</li> <li>3 Builds a logical approach to address problems or opportunities or manage the situation at hand in most cases.</li> <li>4 Builds a logical approach to address problems or opportunities or manage the situation at hand in a consistent manner.</li> <li>5 Builds a logical approach to address problems or opportunities or manage the situation at hand exceptionally well.</li> </ol> |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      |                   |        |                  |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |                   |        |                  |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |                   |        |                  |       |

Rating Score (1-5)

3

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  |  |  |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| <b>COMPETENCY 6 - Fiscal Responsibility/Resource Management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  |  |  |  |
| Effectively allocates, manages, stewards, and cultivates the City's fiscal, material, natural, and human resources at all levels of the organization consistent with mission and priorities, and principles of sustainability.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |  |  |  |
| <ol style="list-style-type: none"> <li>1 Rarely considers fiscal impact of decisions or work processes, which may result in waste or inefficiency.</li> <li>2 Sometimes considers fiscal impact of decisions or work processes. Requires close supervision to avoid waste or inefficiency.</li> <li>3 Often considers fiscal impact of decisions or work processes. Sporadically offers innovative suggestions for improving efficiency.</li> <li>4 Consistently considers fiscal impact of decisions or work processes. Often offers innovative suggestions for improving efficiency.</li> <li>5 Considers fiscal impact of decisions or work processes, and offers innovative suggestions for improving efficiency in an exceptional manner.</li> </ol> |  |  |  |  |  |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |  |  |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  |  |  |  |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  |  |  |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  |  |  |  |

Rating Score (1-5)

Select

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                 |      |                   |        |                  |       |
|---------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                | Dely | <b>First Name</b> | lionei | <b>Empl. ID#</b> | 37799 |
| <b>COMPETENCIES (continued)</b> |      |                   |        |                  |       |

**COMPETENCY 7 - Leadership (for People Managers)**

Creates work environment that drives employee performance to successfully execute on organizational strategies. Engenders trust and demonstrates fairness in all actions by setting the standard and acting as a role model for others to follow. Helps employees achieve excellence by setting meaningful goals, providing knowledgeable support and delivering regular feedback on performance.

- 1 Fails to create productive team environment or provide goals/feedback that drive performance.
- 2 Sporadically acts to create productive team environment and provide goals/feedback that drive performance.
- 3 Creates productive team environment and provides goals/feedback that drive performance with some frequency.
- 4 Consistently creates productive team environment and provides goals/feedback that drive performance.
- 5 Creates productive team environment and provides goals/feedback that drive performance in an exceptional manner.

**Rater's Comments:** *(Less than 150 words)*

**Employee Comments:** *(Less than 150 words)*

Rating Score (1-5)

**OVERALL COMPETENCY SCORE**

**3.00**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                   |                     |                 |                       |                                            |          |
|-------------------|---------------------|-----------------|-----------------------|--------------------------------------------|----------|
| Last Name         | <b>Dely</b>         | First Name      | <b>lionel</b>         | M. Initial                                 | <b>J</b> |
| Employee ID#      | <b>37799</b>        | Job Class Title | <b>Police Officer</b> | <b>Department</b>                          |          |
| Evaluation Period | <b>July 1, 2015</b> | To              | <b>June 30, 2016</b>  | <b>APD - Atlanta Police<br/>Department</b> |          |

**ANNUAL OVERALL RATING**

(Total points from Goal and Competencies Sections)

**3.00**



Request Extension of Probationary Period Through \_\_\_\_\_ (Date)

|                        |                                     |                         |
|------------------------|-------------------------------------|-------------------------|
| Rater's Signature:<br> | Rater's Employee ID#:<br><b>391</b> | Date:<br><b>6/30/16</b> |
|------------------------|-------------------------------------|-------------------------|

I have received a copy of my Evaluation and it has been discussed with me.

☒ I agree with the rating.  
Employee Comments:

☐ I disagree with the rating and request a review.

|                    |                     |
|--------------------|---------------------|
| Employee Signature | Date <b>6-30-16</b> |
|--------------------|---------------------|

**EVALUATION REVIEWED BY**

|                                    |                        |
|------------------------------------|------------------------|
| Department Evaluation Reviewer<br> | Date<br><b>6/30/16</b> |
| Bureau Head or Equivalent<br>      | Date<br><b>9/7/16</b>  |
| Other Signature (if applicable)    | Date                   |
| Department Head of Designee<br>    | Date<br><b>9/13/16</b> |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                          |              |                        |                   |                                        |   |
|--------------------------|--------------|------------------------|-------------------|----------------------------------------|---|
| <b>*Last Name</b>        | Dely         | <b>*First Name</b>     | Lionel            | <b>M. Initial</b>                      | J |
| <b>*Employee ID#</b>     | 37882        | <b>Job Class Title</b> | Police Department | <b>Department</b>                      |   |
| <b>Evaluation Period</b> | July 1, 2017 | <b>To</b>              | June 30, 2018     | <b>APD - Atlanta Police Department</b> |   |

**Definition of Ratings**

|                              |                                                                                                                              |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| <b>Outstanding (5)</b>       | Consistently exceeds the expected performance standards and contributes in unexpected areas well beyond job responsibilities |
| <b>Highly Effective (4)</b>  | Exceeds the expected performance standards on a regular basis                                                                |
| <b>Effective (3)</b>         | Meets the expected performance standards on a regular basis                                                                  |
| <b>Needs Improvement (2)</b> | Meets most, but not all of the expected performance standards                                                                |
| <b>Unacceptable (1)</b>      | Does not meet most of the expected performance standards or fails to meet significant performance standards                  |

**DEPARTMENT STRATEGY:**

To reduce crime and promote the quality of life in partnership with the community.

**GOALS**

(Goals Section = 75% of TOTAL Evaluation)

**Goal 1:** (Individual Goal Weighting = **20** %)

(Customer C.A.R.E. Goal)

**Courtesy and Respect**

Rating Score  
(1-5)

**Performance Indicators**

|     |                                                                                                                   |        |
|-----|-------------------------------------------------------------------------------------------------------------------|--------|
| 1.1 | Provides the best service possible to every customer, in every contact, internally as well as externally.         | 5      |
| 1.2 | Delivers a positive service experience for those customers living in, working in or visiting the City of Atlanta. | 5      |
| 1.3 | Actively listen to our customers and treat everyone with dignity and respect.                                     | 5      |
| 1.4 | Follows all policies and procedures, work rule and command memorandums.                                           | 4      |
| 1.5 |                                                                                                                   | Select |

**Rater's Comments: (Less than 200 words)**

Officer DELY Exceeds the expected performance standards for this goal on a regular basis.

**Employee Comments: (Less than 200 words)**

Goal 1 Score **4.75**

**CITY OF ATLANTA  
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|                                                                                                                 |                                                                                                                                                         |                   |        |                  |                               |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                                | Dely                                                                                                                                                    | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                                                                        |                                                                                                                                                         |                   |        |                  |                               |
| <b>Goal 2:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 0 5px;">40</span> %) |                                                                                                                                                         |                   |        |                  |                               |
| <b>Appearance and Operational Procedures</b>                                                                    |                                                                                                                                                         |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                   |                                                                                                                                                         |                   |        |                  |                               |
| 2.1                                                                                                             | Complie statistics, data, arrest, and correlates this information into weekly and monthly reports. (Source: arrest database, officer arrest citations.) |                   |        |                  | 4                             |
| 2.2                                                                                                             | Daily statistics are compiled and entered into the database on a daily basis (Source: arrest database)                                                  |                   |        |                  | 4                             |
| 2.3                                                                                                             | Arrest and traffic Tickets are logged and compiled for transportation to respective courts (Source: Officers arrest and traffic citations)              |                   |        |                  | 4                             |
| 2.4                                                                                                             |                                                                                                                                                         |                   |        |                  | Select                        |
| 2.5                                                                                                             |                                                                                                                                                         |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                  |                                                                                                                                                         |                   |        |                  |                               |
| Officer DELY Exceeds the expected performance standards for this goal on a regular basis.                       |                                                                                                                                                         |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                 |                                                                                                                                                         |                   |        |                  |                               |
|                                                                                                                 |                                                                                                                                                         |                   |        |                  |                               |

Goal 2 Score 4.00

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                 |                                                                                                    |                   |        |                  |                               |
|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                                | Dely                                                                                               | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                                                                        |                                                                                                    |                   |        |                  |                               |
| <b>Goal 3:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 0 5px;">20</span> %) |                                                                                                    |                   |        |                  |                               |
| <b>Crime Prevention and Enforcement</b>                                                                         |                                                                                                    |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                   |                                                                                                    |                   |        |                  |                               |
| 3.1                                                                                                             | Officer makes appropriate reports (Source APD.SOP.3060)                                            | 4                 |        |                  |                               |
| 3.2                                                                                                             | Officer submits reports and other written documents by the end of the watch (Source APD. SOP.3060) | 5                 |        |                  |                               |
| 3.3                                                                                                             | Officer turns in reports in a complete and legible manner. (Source APD.SOP.3060)                   | 5                 |        |                  |                               |
| 3.4                                                                                                             |                                                                                                    | Select            |        |                  |                               |
| 3.5                                                                                                             |                                                                                                    | Select            |        |                  |                               |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                  |                                                                                                    |                   |        |                  |                               |
| Officer DELY Exceeds the expected performance standards for this goal on a regular basis.                       |                                                                                                    |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                 |                                                                                                    |                   |        |                  |                               |
|                                                                                                                 |                                                                                                    |                   |        |                  |                               |

Goal 3 Score 4.67

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                 |                                                                                                                                     |                   |        |                  |                               |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                                | Dely                                                                                                                                | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                                                                        |                                                                                                                                     |                   |        |                  |                               |
| <b>Goal 4:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 0 5px;">20</span> %) |                                                                                                                                     |                   |        |                  |                               |
| <b>Report's and Written Correspondence</b>                                                                      |                                                                                                                                     |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                   |                                                                                                                                     |                   |        |                  |                               |
| 4.1                                                                                                             | Respond to request, questions and complaints by radio, phone, in person, mail or computer (network). (Source: APD.SOP 2010)         |                   |        |                  | 5                             |
| 4.2                                                                                                             | Answers the telephone, provide requested information and direct calls to the appropriate person if necessary (Source: APD.SOP 2010) |                   |        |                  | 5                             |
| 4.3                                                                                                             | Assist citizens, ascertain nature of business and determine appropriate or referral. (Source: APD.SOP2010)                          |                   |        |                  | 5                             |
| 4.4                                                                                                             | Listens to the concerns of citizens and always assist in getting the proper service needed to assist.                               |                   |        |                  | 4                             |
| 4.5                                                                                                             |                                                                                                                                     |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                  |                                                                                                                                     |                   |        |                  |                               |
| Officer DELY Exceeds the expected performance standards for this goal on a regular basis.                       |                                                                                                                                     |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                 |                                                                                                                                     |                   |        |                  |                               |
|                                                                                                                 |                                                                                                                                     |                   |        |                  |                               |

Goal 4 Score **4.75**

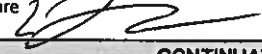
**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
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|                                                 |                              |            |        |           |                               |
|-------------------------------------------------|------------------------------|------------|--------|-----------|-------------------------------|
| Last Name                                       | Dely                         | First Name | Lionel | Empl. ID# | 37882                         |
| <b>GOALS (continued)</b>                        |                              |            |        |           |                               |
| <b>Goal 5:</b>                                  | (Individual Goal Weighting = |            |        |           | %)                            |
|                                                 |                              |            |        |           | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                   |                              |            |        |           |                               |
| 5.1                                             |                              |            |        |           | Select                        |
| 5.2                                             |                              |            |        |           | Select                        |
| 5.3                                             |                              |            |        |           | Select                        |
| 5.4                                             |                              |            |        |           | Select                        |
| 5.5                                             |                              |            |        |           | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>  |                              |            |        |           |                               |
|                                                 |                              |            |        |           |                               |
| <b>Employee Comments: (Less than 200 words)</b> |                              |            |        |           |                               |
|                                                 |                              |            |        |           |                               |

Goal 5 Score

**CITY OF ATLANTA  
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|                               |      |                   |        |                  |                         |
|-------------------------------|------|-------------------|--------|------------------|-------------------------|
| <b>Last Name</b>              | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                   |
| <b>GOALS - WEIGHTED SCORE</b> |      |                   |        |                  |                         |
| <b>Goal:</b>                  | 1    | 2                 | 3      | 4                | 5                       |
| <b>Weighting:</b>             | 20%  | 40%               | 20%    | 20%              | 0%                      |
| <b>Rating:</b>                | 4.75 | 4.00              | 4.67   | 4.75             |                         |
|                               |      |                   |        |                  | <b>Total Weighting:</b> |
|                               |      |                   |        |                  | <u>100%</u>             |
| <b>OVERALL GOALS SCORE</b>    |      |                   |        |                  | 4.43                    |

|                                                                                                        |                   |
|--------------------------------------------------------------------------------------------------------|-------------------|
| <small>(Please sign and date as indicated below.)</small>                                              |                   |
| Rater's Signature     | Date 6-30-18      |
| Employee's Signature  | Date June 30 - 18 |
| <b>CONTINUATION OF EVALUATION UNDER NEW RATER (IF APPLICABLE)</b>                                      |                   |
| New Rater's Signature                                                                                  | Date              |
| Employee's Signature  | Date 6-30-18      |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882 |
| <b>COMPETENCIES</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |      |                   |        |                  |       |
| <i>(Competencies Section = 25% of TOTAL Evaluation)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |      |                   |        |                  |       |
| <b><u>COMPETENCY 1 - Integrity/Honesty</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                   |        |                  |       |
| <p>Earns trust and respect through consistent honesty and professionalism in all interactions. Tells the truth and avoids situations/actions which could be considered inappropriate or present a conflict of interest. Does not misrepresent self or use position or authority for personal gain.</p>                                                                                                                                                                                                                                                                                                                                                                          |      |                   |        |                  |       |
| <ol style="list-style-type: none"> <li>1 Rarely exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>2 Sometimes exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>3 Exhibits honesty, truthfulness and ethical behavior in most dealings with internal and external parties.</li> <li>4 Consistently exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>5 Exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties in an exceptional manner.</li> </ol> |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                   |        |                  |       |
| Officer DELY consistently exhibits honesty, truthfulness and ethical behavior in dealing with internal and external parties.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |      |                   |        |                  |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |      |                   |        |                  |       |

Rating Score (1-5)

5

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| <b><u>COMPETENCY 2 - Accountability</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |  |  |  |  |
| <p>Accepts responsibility for one's own actions and decisions and demonstrates commitment to accomplish work in an ethical, efficient and cost-effective manner.</p>                                                                                                                                                                                                                                                                                                                                                             |  |  |  |  |  |
| <ol style="list-style-type: none"> <li>1 Rarely accepts responsibility for own actions and decisions. Needs constant supervision and regular guidance.</li> <li>2 Accepts responsibility in some cases for own actions and decisions. Needs close supervision.</li> <li>3 Accepts responsibility in most cases for own actions and decisions.</li> <li>4 Consistently accepts responsibility for own actions and decisions.</li> <li>5 Accepts responsibility for own actions and decisions in an exceptional manner.</li> </ol> |  |  |  |  |  |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |  |  |  |  |
| Officer DELY consistently accepts responsibility for own actions and decisions.                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |

Rating Score (1-5)

5

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882 |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
| <b><u>COMPETENCY 3 - Customer Service</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |      |                   |        |                  |       |
| Demonstrates concern for consistently meeting the needs of our customers and each other, and ensuring full attention in resolving issues.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                   |        |                  |       |
| <ol style="list-style-type: none"> <li>1 Can be depended upon rarely to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>2 Can be depended upon in some cases to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>3 Can be depended upon in most cases to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>4 Consistently can be depended upon to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>5 Can be depended upon to respond in a timely manner in meeting the needs of internal and external customers in an exceptional manner.</li> </ol> |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |      |                   |        |                  |       |
| Officer DELY consistently can be depended upon to respond in a timely manner in meeting the needs of internal and external customers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |

Rating Score (1-5)

5

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |  |  |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| <b><u>COMPETENCY 4 - Teamwork</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |  |  |  |  |
| Cooperates with those working in a workgroup to achieve a common purpose.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
| <ol style="list-style-type: none"> <li>1 Rarely displays teaming behavior within the division and throughout the organization.</li> <li>2 Displays teaming behavior on some occasions within the division and throughout the organization.</li> <li>3 Displays teaming behavior on most occasions within the division and throughout the organization.</li> <li>4 Displays teaming behavior on a consistent basis within the division and throughout the organization.</li> <li>5 Visibly models teaming behavior within the division and throughout the organization in an exceptional manner.</li> </ol> |  |  |  |  |  |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |  |  |  |  |
| Officer DELY consistently models teaming behavior within the division and throughout the organization in an exceptional manner.                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |  |  |  |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |  |  |  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |  |  |  |

Rating Score (1-5)

5

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |             |                   |               |                  |              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |             |                   |               |                  |              |
| <b>COMPETENCY 5 - Problem Solving</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |             |                   |               |                  |              |
| Builds a logical approach to address problems or opportunities or manage the situation at hand. Draws on knowledge and experience base and utilizes other references and resources as necessary.                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |             |                   |               |                  |              |
| <ol style="list-style-type: none"> <li>1 Fails to build a logical approach to address problems or opportunities or manage the situation at hand.</li> <li>2 Builds a logical approach to address problems or opportunities or manage the situation at hand in some cases.</li> <li>3 Builds a logical approach to address problems or opportunities or manage the situation at hand in most cases.</li> <li>4 Builds a logical approach to address problems or opportunities or manage the situation at hand in a consistent manner.</li> <li>5 Builds a logical approach to address problems or opportunities or manage the situation at hand exceptionally well.</li> </ol> |             |                   |               |                  |              |
| <b>Rater's Comments: (Less than 150 words)</b><br>Officer DELY consistently builds a logical approach to address problems in a consistent manner.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |             |                   |               |                  |              |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |             |                   |               |                  |              |

Rating Score (1-5)

4

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>COMPETENCY 6 - Fiscal Responsibility/Resource Management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |
| Effectively allocates, manages, stewards, and cultivates the City's fiscal, material, natural, and human resources at all levels of the organization consistent with mission and priorities, and principles of sustainability.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
| <ol style="list-style-type: none"> <li>1 Rarely considers fiscal impact of decisions or work processes, which may result in waste or inefficiency.</li> <li>2 Sometimes considers fiscal impact of decisions or work processes. Requires close supervision to avoid waste or inefficiency.</li> <li>3 Often considers fiscal impact of decisions or work processes. Sporadically offers innovative suggestions for improving efficiency.</li> <li>4 Consistently considers fiscal impact of decisions or work processes. Often offers innovative suggestions for improving efficiency.</li> <li>5 Considers fiscal impact of decisions or work processes, and offers innovative suggestions for improving efficiency in an exceptional manner.</li> </ol> |  |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |

Rating Score (1-5)

Select

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |             |                   |               |                  |              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |             |                   |               |                  |              |
| <b>COMPETENCY 7 - Leadership (for People Managers)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |             |                   |               |                  |              |
| Creates work environment that drives employee performance to successfully execute on organizational strategies. Engenders trust and demonstrates fairness in all actions by setting the standard and acting as a role model for others to follow. Helps employees achieve excellence by setting meaningful goals, providing knowledgeable support and delivering regular feedback on performance.                                                                                                                                                                                                                                                                           |             |                   |               |                  |              |
| <div style="display: flex; flex-direction: column; gap: 5px;"><div>1 Fails to create productive team environment or provide goals/feedback that drive performance.</div><div>2 Sporadically acts to create productive team environment and provide goals/feedback that drive performance.</div><div>3 Creates productive team environment and provides goals/feedback that drive performance with some frequency.</div><div>4 Consistently creates productive team environment and provides goals/feedback that drive performance.</div><div>5 Creates productive team environment and provides goals/feedback that drive performance in an exceptional manner.</div></div> |             |                   |               |                  |              |
| <b>Rater's Comments: (Less than 150 words)</b><br><div style="border: 1px solid black; height: 60px; margin-top: 5px;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |             |                   |               |                  |              |
| <b>Employee Comments: (Less than 150 words)</b><br><div style="border: 1px solid black; height: 60px; margin-top: 5px;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |             |                   |               |                  |              |

Rating Score (1-5)

**OVERALL COMPETENCY SCORE**

**4.80**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                   |              |                 |                   |                                 |   |
|-------------------|--------------|-----------------|-------------------|---------------------------------|---|
| Last Name         | Dely         | First Name      | Lionel            | M. Initial                      | J |
| Employee ID#      | 37882        | Job Class Title | Police Department | Department                      |   |
| Evaluation Period | July 1, 2017 | To              | June 30, 2018     | APD - Atlanta Police Department |   |

**ANNUAL OVERALL RATING**

(Total points from Goal and Competencies Sections)

**4.53**



Request Extension of Probationary Period Through \_\_\_\_\_ (Date)

Rater's Signature:

*[Handwritten Signature]*

Rater's Employee ID#:

*9162*

Date:

*6-22-18*

I have received a copy of my Evaluation and it has been discussed with me.

☒ I agree with the rating.

☐ I disagree with the rating and request a review.

Employee Comments:

*[Handwritten Signature]*

Employee Signature

Date

*6-30-18*

**EVALUATION REVIEWED BY**

Department Evaluation Reviewer

Date

*[Handwritten Signature]*

*6/30/18*

Bureau Head or Equivalent

Date

*[Handwritten Signature]*

*7-23-18*

Other Signature (if applicable)

Date

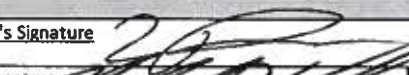
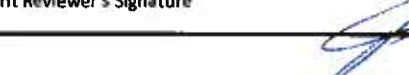
Department Head of Designee

Date

**CITY OF ATLANTA  
MID-YEAR REVIEW FORM**

|                                                                                                         |  |                                               |  |                                        |  |
|---------------------------------------------------------------------------------------------------------|--|-----------------------------------------------|--|----------------------------------------|--|
| <b>*Last Name</b> Dely                                                                                  |  | <b>*First Name</b> Lionel                     |  | <b>M. Initial</b> J                    |  |
| <b>*Employee ID#</b> 37882                                                                              |  | <b>Job Class Title</b> Police Officer         |  | <b>Department</b>                      |  |
| <b>Evaluation Period</b> July 1, 2016                                                                   |  | <b>To</b> December 31, 2016                   |  | <b>APD - Atlanta Police Department</b> |  |
| <b>GOALS = 75% of TOTAL Evaluation</b>                                                                  |  |                                               |  |                                        |  |
| <b>Goal 1:</b> 35 %)                                                                                    |  | Customer C.A.R.E Goal                         |  | <b>Goal 1 Score</b>                    |  |
| <b>Comments:</b><br>Listens to each person thoroughly and responds appropriately                        |  |                                               |  | 4                                      |  |
| <b>Goal 2:</b> 30 %)                                                                                    |  | Performance of Law enforcement duties.        |  | <b>Goal 2 Score</b>                    |  |
| <b>Comments:</b><br>Maintain beat integrity and respond to assigned calls in a prompt and timely manner |  |                                               |  | 4                                      |  |
| <b>Goal 3:</b> 35 %)                                                                                    |  | Adherence to Department Policy and Procedure. |  | <b>Goal 3 Score</b>                    |  |
| <b>Comments:</b><br>Follow all policies, procedures, work rules and command memorandums per SOP         |  |                                               |  | 4                                      |  |
| <b>Goal 4:</b> %)                                                                                       |  |                                               |  | <b>Goal 4 Score</b>                    |  |
| <b>Comments:</b>                                                                                        |  |                                               |  | 4                                      |  |
| <b>Goal 5:</b> %)                                                                                       |  |                                               |  | <b>Goal 5 Score</b>                    |  |
| <b>Comments:</b>                                                                                        |  |                                               |  | 4                                      |  |
| <b>COMPETENCIES = 25% of TOTAL Evaluation</b>                                                           |  |                                               |  |                                        |  |
| <b>COMPETENCY 1 - Integrity/Honesty</b>                                                                 |  |                                               |  | <b>Competency 1 Score</b>              |  |
| <b>Comments:</b><br>Exceeds the expected performance standards on a regular basis.                      |  |                                               |  | 5                                      |  |
| <b>COMPETENCY 2 - Accountability</b>                                                                    |  |                                               |  | <b>Competency 2 Score</b>              |  |
| <b>Comments:</b><br>Exceeds the expected performance standards on a regular basis.                      |  |                                               |  | 3                                      |  |
| <b>COMPETENCY 3 - Customer Service</b>                                                                  |  |                                               |  | <b>Competency 3 Score</b>              |  |
| <b>Comments:</b><br>Exceeds the expected performance standards on a regular basis.                      |  |                                               |  | 4                                      |  |
| <b>COMPETENCY 4 - Teamwork</b>                                                                          |  |                                               |  | <b>Competency 4 Score</b>              |  |
| <b>Comments:</b><br>Exceeds the expected performance standards on a regular basis.                      |  |                                               |  | 4                                      |  |
| <b>COMPETENCY 5 - Problem Solving</b>                                                                   |  |                                               |  | <b>Competency 5 Score</b>              |  |
| <b>Comments:</b><br>Exceeds the expected performance standards on a regular basis.                      |  |                                               |  | 3                                      |  |
| <b>COMPETENCY 6 - Fiscal Responsibility/Resource Management</b>                                         |  |                                               |  | <b>Competency 6 Score</b>              |  |
| <b>Comments:</b>                                                                                        |  |                                               |  | Select                                 |  |
| <b>COMPETENCY 7 - Leadership (for People Managers)</b>                                                  |  |                                               |  | <b>Competency 7 Score</b>              |  |
| <b>Comments:</b>                                                                                        |  |                                               |  | Select                                 |  |
|                                                                                                         |  |                                               |  | <b>GOALS</b> 4.00                      |  |
|                                                                                                         |  |                                               |  | <b>COMPETENCIES</b> 3.80               |  |
|                                                                                                         |  |                                               |  | <b>OVERALL RATING</b> 3.95             |  |
| <b>Employee's Signature</b>                                                                             |  | <b>Date</b> 12-31-16                          |  |                                        |  |
| <b>Rater's Signature</b>                                                                                |  | <b>Rater's ID</b> 2527                        |  | <b>Date</b> 12-31-2016                 |  |
| <b>Department Reviewer's Signature</b>                                                                  |  | <b>Date</b> 12/31/16                          |  |                                        |  |

**CITY OF ATLANTA  
MID-YEAR REVIEW FORM**

|                                                                                                          |                                    |                                               |                                   |                                 |                                                                                                  |
|----------------------------------------------------------------------------------------------------------|------------------------------------|-----------------------------------------------|-----------------------------------|---------------------------------|--------------------------------------------------------------------------------------------------|
| *Last Name                                                                                               | Dely                               | *First Name                                   | Lionel                            | M. Initial                      | J                                                                                                |
| *Employee ID#                                                                                            | 37882                              | Job Class Title                               | Police Officer                    | Department                      |                                                                                                  |
| Evaluation Period                                                                                        | July 1, 2017                       | To                                            | December 31, 2017                 | APD - Atlanta Police Department |                                                                                                  |
| <b>GOALS = 75% of TOTAL Evaluation</b>                                                                   |                                    |                                               |                                   |                                 |                                                                                                  |
| <b>Goal 1:</b>                                                                                           | <b>35</b>                          | Customer C.A.R.E Goal                         |                                   |                                 | Goal 1 Score                                                                                     |
| <i>Comments:</i><br>Listens to each person thoroughly and responds appropriately.                        |                                    |                                               |                                   |                                 | <b>4</b>                                                                                         |
| <b>Goal 2:</b>                                                                                           | <b>30</b>                          | Performance of Law enforcement duties.        |                                   |                                 | Goal 2 Score                                                                                     |
| <i>Comments:</i><br>Maintain beat integrity and respond to assigned calls in a prompt and timely manner. |                                    |                                               |                                   |                                 | <b>4</b>                                                                                         |
| <b>Goal 3:</b>                                                                                           | <b>35</b>                          | Adherence to Department Policy and Procedure. |                                   |                                 | Goal 3 Score                                                                                     |
| <i>Comments:</i><br>Follow all policies, procedures, work rules and command memorandums per SOP.         |                                    |                                               |                                   |                                 | <b>4</b>                                                                                         |
| <b>Goal 4:</b>                                                                                           |                                    |                                               |                                   |                                 | Goal 4 Score                                                                                     |
| <i>Comments:</i>                                                                                         |                                    |                                               |                                   |                                 |                                                                                                  |
| <b>Goal 5:</b>                                                                                           |                                    |                                               |                                   |                                 | Goal 5 Score                                                                                     |
| <i>Comments:</i>                                                                                         |                                    |                                               |                                   |                                 |                                                                                                  |
| <b>COMPETENCIES = 25% of TOTAL Evaluation</b>                                                            |                                    |                                               |                                   |                                 |                                                                                                  |
| <b>COMPETENCY 1 - Integrity/Honesty</b>                                                                  |                                    |                                               |                                   |                                 | Competency 1 Score                                                                               |
| <i>Comments:</i><br>Exceeds the expected performance standards on a regular basis.                       |                                    |                                               |                                   |                                 | <b>5</b>                                                                                         |
| <b>COMPETENCY 2 - Accountability</b>                                                                     |                                    |                                               |                                   |                                 | Competency 2 Score                                                                               |
| <i>Comments:</i><br>Exceeds the expected performance standards on a regular basis.                       |                                    |                                               |                                   |                                 | <b>4</b>                                                                                         |
| <b>COMPETENCY 3 - Customer Service</b>                                                                   |                                    |                                               |                                   |                                 | Competency 3 Score                                                                               |
| <i>Comments:</i><br>Exceeds the expected performance standards on a regular basis.                       |                                    |                                               |                                   |                                 | <b>4</b>                                                                                         |
| <b>COMPETENCY 4 - Teamwork</b>                                                                           |                                    |                                               |                                   |                                 | Competency 4 Score                                                                               |
| <i>Comments:</i><br>Exceeds the expected performance standards on a regular basis.                       |                                    |                                               |                                   |                                 | <b>4</b>                                                                                         |
| <b>COMPETENCY 5 - Problem Solving</b>                                                                    |                                    |                                               |                                   |                                 | Competency 5 Score                                                                               |
| <i>Comments:</i><br>Exceeds the expected performance standards on a regular basis.                       |                                    |                                               |                                   |                                 | <b>4</b>                                                                                         |
| <b>COMPETENCY 6 - Fiscal Responsibility/Resource Management</b>                                          |                                    |                                               |                                   |                                 | Competency 6 Score                                                                               |
| <i>Comments:</i>                                                                                         |                                    |                                               |                                   |                                 | Select                                                                                           |
| <b>COMPETENCY 7 - Leadership (for People Managers)</b>                                                   |                                    |                                               |                                   |                                 | Competency 7 Score                                                                               |
| <i>Comments:</i>                                                                                         |                                    |                                               |                                   |                                 | Select                                                                                           |
|                       |                                    |                                               |                                   |                                 | <b>GOALS</b> <b>4.00</b><br><b>COMPETENCIES</b> <b>4.20</b><br><b>OVERALL RATING</b> <b>4.05</b> |
| UNSATISFACTORY<br>(1 - 1.99)                                                                             | NEEDS<br>IMPROVEMENT<br>(2 - 2.99) | EFFECTIVE<br>(3 - 3.99)                       | HIGHLY<br>EFFECTIVE<br>(4 - 4.99) | OUTSTANDING<br>(5)              |                                                                                                  |
| Employee's Signature                                                                                     |                                    |                                               | Date                              |                                 |                                                                                                  |
|                       |                                    |                                               | 12-31-17                          |                                 |                                                                                                  |
| Rater's Signature                                                                                        |                                    | Rater's ID                                    | Date                              |                                 |                                                                                                  |
|                       |                                    | 0558                                          | 12/31/17                          |                                 |                                                                                                  |
| Department Reviewer's Signature                                                                          |                                    |                                               | Date                              |                                 |                                                                                                  |
|                       |                                    |                                               | 12/31/17                          |                                 |                                                                                                  |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                          |               |                        |               |                                                         |
|--------------------------|---------------|------------------------|---------------|---------------------------------------------------------|
| <b>*Last Name</b>        | Dely          | <b>*First Name</b>     | Lionel        | <b>M. Initial</b>                                       |
| <b>*Employee ID#</b>     | 37882         | <b>Job Class Title</b> | Recruit       | <b>Department</b><br>APD - Atlanta Police<br>Department |
| <b>Evaluation Period</b> | April 2, 2015 | To                     | June 30, 2015 |                                                         |

**Definition of Ratings**

|                       |                                                                                                                              |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------|
| Outstanding (5)       | Consistently exceeds the expected performance standards and contributes in unexpected areas well beyond job responsibilities |
| Highly Effective (4)  | Exceeds the expected performance standards on a regular basis                                                                |
| Effective (3)         | Meets the expected performance standards on a regular basis                                                                  |
| Needs Improvement (2) | Meets most, but not all of the expected performance standards                                                                |
| Unacceptable (1)      | Does not meet most of the expected performance standards or fails to meet significant performance standards                  |

**DEPARTMENT STRATEGY:**

It is the mission of the Atlanta Police Department to reduce crime and promote the quality of life, in partnership with our community.

**GOALS**

(Goals Section = 75% of TOTAL Evaluation)

**Goal 1:** (Individual Goal Weighting = 25 %)

(Customer C.A.R.E. Goal)

Customer Service/Communication

Rating Score  
(1-5)

**Performance Indicators**

|     |                                                                 |        |
|-----|-----------------------------------------------------------------|--------|
| 1.1 | Recruit is in good standing with the Atlanta Police Department. | 3      |
| 1.2 |                                                                 | Select |
| 1.3 |                                                                 | Select |
| 1.4 |                                                                 | Select |
| 1.5 |                                                                 | Select |

**Rater's Comments: (Less than 200 words)**

This recruit was effective during this rating period.

**Employee Comments: (Less than 200 words)**

I concur with my rater's scoring

Goal 1 Score 3.00

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                 |      |                   |        |                  |                                                                         |
|-----------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------------------------------------------------------------------------|
| <b>Last Name</b>                                                                                                | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                                                                   |
| <b>GOALS (continued)</b>                                                                                        |      |                   |        |                  |                                                                         |
| <b>Goal 2:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 0 5px;">20</span> %) |      |                   |        |                  |                                                                         |
| <b>Appearance &amp; Operational Procedures</b>                                                                  |      |                   |        |                  | <b>Rating Score<br/>(1-5)</b>                                           |
| <b>Performance Indicators</b>                                                                                   |      |                   |        |                  |                                                                         |
| Recruit is in good standing with the Atlanta Police Department.                                                 |      |                   |        |                  | <span style="border: 1px solid black; padding: 2px 10px;">3</span>      |
| 2.1                                                                                                             |      |                   |        |                  | <span style="border: 1px solid black; padding: 2px 10px;">Select</span> |
| 2.2                                                                                                             |      |                   |        |                  | <span style="border: 1px solid black; padding: 2px 10px;">Select</span> |
| 2.3                                                                                                             |      |                   |        |                  | <span style="border: 1px solid black; padding: 2px 10px;">Select</span> |
| 2.4                                                                                                             |      |                   |        |                  | <span style="border: 1px solid black; padding: 2px 10px;">Select</span> |
| 2.5                                                                                                             |      |                   |        |                  | <span style="border: 1px solid black; padding: 2px 10px;">Select</span> |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                  |      |                   |        |                  |                                                                         |
| This recruit was effective during this rating period.                                                           |      |                   |        |                  |                                                                         |
| <b>Employee Comments: (Less than 200 words)</b>                                                                 |      |                   |        |                  |                                                                         |
| I concur with my supervisor's rating of my performance                                                          |      |                   |        |                  |                                                                         |
| <b>Goal 2 Score</b>                                                                                             |      |                   |        |                  | <span style="border: 1px solid black; padding: 2px 10px;">3.00</span>   |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                 |      |                   |        |                  |                               |
|-----------------------------------------------------------------|------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                | Dely | <b>First Name</b> | Llonel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                        |      |                   |        |                  |                               |
| <b>Goal 3:</b> (Individual Goal Weighting = <b>30</b> %)        |      |                   |        |                  |                               |
| Issued/ Assigned City Uniform, Property& Equipment              |      |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                   |      |                   |        |                  |                               |
| Recruit is in good standing with the Atlanta Police Department. |      |                   |        |                  | 3                             |
| 3.1                                                             |      |                   |        |                  | Select                        |
| 3.2                                                             |      |                   |        |                  | Select                        |
| 3.3                                                             |      |                   |        |                  | Select                        |
| 3.4                                                             |      |                   |        |                  | Select                        |
| 3.5                                                             |      |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>                  |      |                   |        |                  |                               |
| This recruit was effective during this rating period.           |      |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                 |      |                   |        |                  |                               |
| I concur with my supervisor's rating of my performance.         |      |                   |        |                  |                               |

Goal 3 Score **3.00**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                 |                                    |            |        |           |                       |
|-----------------------------------------------------------------|------------------------------------|------------|--------|-----------|-----------------------|
| Last Name                                                       | Dely                               | First Name | Lionel | Empl. ID# | 37882                 |
| GOALS (continued)                                               |                                    |            |        |           |                       |
| Goal 4:                                                         | (Individual Goal Weighting = 25 %) |            |        |           |                       |
| Recruit Program Completions                                     |                                    |            |        |           | Rating Score<br>(1-5) |
| Performance Indicators                                          |                                    |            |        |           |                       |
| Recruit is in good standing with the Atlanta Police Department. |                                    |            |        |           |                       |
| 4.1                                                             |                                    |            |        |           | 3                     |
| 4.2                                                             |                                    |            |        |           | Select                |
| 4.3                                                             |                                    |            |        |           | Select                |
| 4.4                                                             |                                    |            |        |           | Select                |
| 4.5                                                             |                                    |            |        |           | Select                |
| Rater's Comments: (Less than 200 words)                         |                                    |            |        |           |                       |
| This recruit was effective during this rating period.           |                                    |            |        |           |                       |
| Employee Comments: (Less than 200 words)                        |                                    |            |        |           |                       |
| I concur with my supervisor's rating of my performance.         |                                    |            |        |           |                       |

|              |      |
|--------------|------|
| Goal 4 Score | 3.00 |
|--------------|------|

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                 |                                          |                   |        |                  |                               |
|-------------------------------------------------|------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                | Dely                                     | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                        |                                          |                   |        |                  |                               |
| <b>Goal 5:</b>                                  | (Individual Goal Weighting =          %) |                   |        |                  |                               |
|                                                 |                                          |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                   |                                          |                   |        |                  |                               |
| 5.1                                             |                                          |                   |        |                  | Select                        |
| 5.2                                             |                                          |                   |        |                  | Select                        |
| 5.3                                             |                                          |                   |        |                  | Select                        |
| 5.4                                             |                                          |                   |        |                  | Select                        |
| 5.5                                             |                                          |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>  |                                          |                   |        |                  |                               |
|                                                 |                                          |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b> |                                          |                   |        |                  |                               |
|                                                 |                                          |                   |        |                  |                               |

**Goal 5 Score**

**CITY OF ATLANTA**  
**PERFORMANCE EVALUATION FORM**  
**(Electronic Version)**

|                               |             |                   |               |                  |                         |
|-------------------------------|-------------|-------------------|---------------|------------------|-------------------------|
| <b>Last Name</b>              | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b>            |
| <b>GOALS - WEIGHTED SCORE</b> |             |                   |               |                  |                         |
| <b>Goal:</b>                  | 1           | 2                 | 3             | 4                | 5                       |
| <b>Weighting:</b>             | 25%         | 20%               | 30%           | 25%              | 0%                      |
| <b>Rating:</b>                | 3.00        | 3.00              | 3.00          | 3.00             |                         |
|                               |             |                   |               |                  | <b>Total Weighting:</b> |
|                               |             |                   |               |                  | <b>100%</b>             |
| <b>OVERALL GOALS SCORE</b>    |             |                   |               |                  | <b>3.00</b>             |

|                                                                   |                       |
|-------------------------------------------------------------------|-----------------------|
| <small>(Please sign and date as indicated below.)</small>         |                       |
| Rater's Signature <i>[Signature]</i>                              | Date <i>06/30/15</i>  |
| Employee's Signature <i>[Signature]</i>                           | Date <i>JUN-30-15</i> |
| <b>CONTINUATION OF EVALUATION UNDER NEW RATER (IF APPLICABLE)</b> |                       |
| New Rater's Signature                                             | Date                  |
| Employee's Signature                                              | Date                  |

**CITY OF ATLANTA**  
**PERFORMANCE EVALUATION FORM**  
**(Electronic Version)**

|                  |             |                   |               |                  |              |
|------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b> | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
|------------------|-------------|-------------------|---------------|------------------|--------------|

**COMPETENCIES**  
*(Competencies Section = 25% of TOTAL Evaluation)*

**COMPETENCY 1 - Integrity/Honesty**

Earns trust and respect through consistent honesty and professionalism in all interactions. Tells the truth and avoids situations/actions which could be considered inappropriate or present a conflict of interest. Does not misrepresent self or use position or authority for personal gain.

- 1 Rarely exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.
- 2 Sometimes exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.
- 3 Exhibits honesty, truthfulness and ethical behavior in most dealings with internal and external parties.
- 4 Consistently exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.
- 5 Exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

I concur with my supervisor's comment and rating of my performance in the area of ethics.

Rating Score (1-5)

**3**

**COMPETENCY 2 - Accountability**

Accepts responsibility for one's own actions and decisions and demonstrates commitment to accomplish work in an ethical, efficient and cost-effective manner.

- 1 Rarely accepts responsibility for own actions and decisions. Needs constant supervision and regular guidance.
- 2 Accepts responsibility in some cases for own actions and decisions. Needs close supervision.
- 3 Accepts responsibility in most cases for own actions and decisions.
- 4 Consistently accepts responsibility for own actions and decisions.
- 5 Accepts responsibility for own actions and decisions in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

**3**

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                 |      |                   |        |                  |       |
|---------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882 |
| <b>COMPETENCIES (continued)</b> |      |                   |        |                  |       |

**COMPETENCY 3 - Customer Service**

Demonstrates concern for consistently meeting the needs of our customers and each other, and ensuring full attention in resolving issues.

- 1 Can be depended upon rarely to respond in a timely manner in meeting the needs of internal and external customers.
- 2 Can be depended upon in some cases to respond in a timely manner in meeting the needs of internal and external customers.
- 3 Can be depended upon in most cases to respond in a timely manner in meeting the needs of internal and external customers.
- 4 Consistently can be depended upon to respond in a timely manner in meeting the needs of internal and external customers.
- 5 Can be depended upon to respond in a timely manner in meeting the needs of internal and external customers in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

3

**COMPETENCY 4 - Teamwork**

Cooperates with those working in a workgroup to achieve a common purpose.

- 1 Rarely displays teaming behavior within the division and throughout the organization.
- 2 Displays teaming behavior on some occasions within the division and throughout the organization.
- 3 Displays teaming behavior on most occasions within the division and throughout the organization.
- 4 Displays teaming behavior on a consistent basis within the division and throughout the organization.
- 5 Visibly models teaming behavior within the division and throughout the organization in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

I concur with my supervisor's rating of my performance.

Rating Score (1-5)

3

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                  |      |                   |        |                  |       |
|------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b> | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882 |
|------------------|------|-------------------|--------|------------------|-------|

**COMPETENCIES (continued)**

**COMPETENCY 5 - Problem Solving**

Builds a logical approach to address problems or opportunities or manage the situation at hand. Draws on knowledge and experience base and utilizes other references and resources as necessary.

- 1 Fails to build a logical approach to address problems or opportunities or manage the situation at hand.
- 2 Builds a logical approach to address problems or opportunities or manage the situation at hand in some cases.
- 3 Builds a logical approach to address problems or opportunities or manage the situation at hand in most cases.
- 4 Builds a logical approach to address problems or opportunities or manage the situation at hand in a consistent manner.
- 5 Builds a logical approach to address problems or opportunities or manage the situation at hand exceptionally well.

**Rater's Comments: (Less than 150 words)**

Recruit has maintained all requirements of the Training Academy and the City of Atlanta Police Department.

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

3

**COMPETENCY 6 - Fiscal Responsibility/Resource Management**

Effectively allocates, manages, stewards, and cultivates the City's fiscal, material, natural, and human resources at all levels of the organization consistent with mission and priorities, and principles of sustainability.

- 1 Rarely considers fiscal impact of decisions or work processes, which may result in waste or inefficiency.
- 2 Sometimes considers fiscal impact of decisions or work processes. Requires close supervision to avoid waste or inefficiency.
- 3 Often considers fiscal impact of decisions or work processes. Sporadically offers innovative suggestions for improving efficiency.
- 4 Consistently considers fiscal impact of decisions or work processes. Often offers innovative suggestions for improving efficiency.
- 5 Considers fiscal impact of decisions or work processes, and offers innovative suggestions for improving efficiency in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

3

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|           |      |            |        |           |       |
|-----------|------|------------|--------|-----------|-------|
| Last Name | Dely | First Name | Lionel | Empl. ID# | 37882 |
|-----------|------|------------|--------|-----------|-------|

**COMPETENCIES (continued)**

**COMPETENCY 7 - Leadership (for People Managers)**

Creates work environment that drives employee performance to successfully execute on organizational strategies. Engenders trust and demonstrates fairness in all actions by setting the standard and acting as a role model for others to follow. Helps employees achieve excellence by setting meaningful goals, providing knowledgeable support and delivering regular feedback on performance.

- 1 Fails to create productive team environment or provide goals/feedback that drive performance.
- 2 Sporadically acts to create productive team environment and provide goals/feedback that drive performance.
- 3 Creates productive team environment and provides goals/feedback that drive performance with some frequency.
- 4 Consistently creates productive team environment and provides goals/feedback that drive performance.
- 5 Creates productive team environment and provides goals/feedback that drive performance in an exceptional manner.

**Rater's Comments: (Less than 150 words)**

**Employee Comments: (Less than 150 words)**

Rating Score (1-5)

3

**OVERALL COMPETENCY SCORE**

3.00

**CITY OF ATLANTA**  
**PERFORMANCE EVALUATION FORM**  
 (Electronic Version)

|                   |               |                 |               |                                                  |
|-------------------|---------------|-----------------|---------------|--------------------------------------------------|
| Last Name         | Dely          | First Name      | Lionel        | M. Initial                                       |
| Employee ID#      | 37882         | Job Class Title | Recruit       | Department<br>APD - Atlanta Police<br>Department |
| Evaluation Period | April 2, 2015 | To              | June 30, 2015 |                                                  |

**ANNUAL OVERALL RATING**

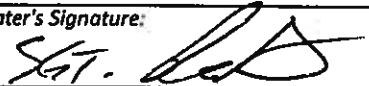
(Total points from Goal and Competencies Sections)

3.00



UNSATISFACTORY
NEEDS  
IMPROVEMENT  
(2 - 2.99)
EFFECTIVE  
(3 - 3.99)
HIGHLY  
EFFECTIVE  
(4 - 4.99)
OUTSTANDING

Request Extension of Probationary Period Through \_\_\_\_\_ (Date)

|                                                                                                         |                              |                   |
|---------------------------------------------------------------------------------------------------------|------------------------------|-------------------|
| Rater's Signature:<br> | Rater's Employee ID#:<br>391 | Date:<br>06/30/15 |
|---------------------------------------------------------------------------------------------------------|------------------------------|-------------------|

I have received a copy of my Evaluation and it has been discussed with me.

☒ I agree with the rating.
 ☐ I disagree with the rating and request a review.

Employee Comments:

|                                                                                                           |                   |
|-----------------------------------------------------------------------------------------------------------|-------------------|
| Employee Signature<br> | Date<br>Jun-30-15 |
|-----------------------------------------------------------------------------------------------------------|-------------------|

**EVALUATION REVIEWED BY**

|                                                                                                                       |                 |
|-----------------------------------------------------------------------------------------------------------------------|-----------------|
| Department Evaluation Reviewer<br> | Date<br>6/30/15 |
| Bureau Head or Equivalent                                                                                             | Date            |
| Other Signature (if applicable)                                                                                       | Date            |
| Department Head of Designee                                                                                           | Date            |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                          |              |                        |                |                                        |
|--------------------------|--------------|------------------------|----------------|----------------------------------------|
| <b>*Last Name</b>        | Dely         | <b>*First Name</b>     | Lionel         | <b>M. Initial</b>                      |
| <b>*Employee ID#</b>     | 37882        | <b>Job Class Title</b> | Police Officer | <b>Department</b>                      |
| <b>Evaluation Period</b> | July 1, 2016 | <b>To</b>              | June 30, 2017  | <b>APD - Atlanta Police Department</b> |

**Definition of Ratings**

|                       |                                                                                                                              |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------|
| Outstanding (5)       | Consistently exceeds the expected performance standards and contributes in unexpected areas well beyond job responsibilities |
| Highly Effective (4)  | Exceeds the expected performance standards on a regular basis                                                                |
| Effective (3)         | Meets the expected performance standards on a regular basis                                                                  |
| Needs Improvement (2) | Meets most, but not all of the expected performance standards                                                                |
| Unacceptable (1)      | Does not meet most of the expected performance standards or fails to meet significant performance standards                  |

**DEPARTMENT STRATEGY:**

"Create a safer Atlanta by reducing crime and building trust, in partnership with our community."

| <b>GOALS</b><br>(Goals Section = 75% of TOTAL Evaluation)                                                             |                               |
|-----------------------------------------------------------------------------------------------------------------------|-------------------------------|
| <b>Goal 1:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 2px;">20</span> %)         |                               |
| <i>(Customer C.A.R.E. Goal)</i>                                                                                       |                               |
| Customer C.A.R.E- Quality Customer Service                                                                            | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                         |                               |
| 1.1 Provides the best service possible to every customer, in every contact, internally as well as externally.         | 3                             |
| 1.2 Delivers a positive service experience for those customers living in, working in or visiting the City of Atlanta. | 3                             |
| 1.3 Actively listen to our customers and treat everyone with dignity and respect.                                     | 4                             |
| 1.4 Follows all policies and procedures, work rules and command memorandums.                                          | 3                             |
| 1.5                                                                                                                   | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b><br>Officer Dely meets expectations on a regular basis.                 |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                       |                               |

Goal 1 Score 3.25

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                         |                                                                                                                                                         |                   |        |                  |                       |
|-----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-----------------------|
| <b>Last Name</b>                                                                        | Dely                                                                                                                                                    | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                 |
| <b>GOALS (continued)</b>                                                                |                                                                                                                                                         |                   |        |                  |                       |
| <b>Goal 2:</b> (Individual Goal Weighting = <b>40</b> %)                                |                                                                                                                                                         |                   |        |                  |                       |
| OPERATIONAL PROCEDURES – Compiling Statistics                                           |                                                                                                                                                         |                   |        |                  | Rating Score<br>(1-5) |
| <b>Performance Indicators</b>                                                           |                                                                                                                                                         |                   |        |                  |                       |
| 2.1                                                                                     | Compile statistics, data, arrests, and correlates this information into weekly and monthly reports. (Source: arrest database, officer arrest citations, | 4                 |        |                  |                       |
| 2.2                                                                                     | Daily enforcement are compiled and entered into the database on a daily basis (Source: arrest database)                                                 | 4                 |        |                  |                       |
| 2.3                                                                                     | Arrest and Traffic Tickets are logged and compiled for transportation to respective courts (Source: Officers arrest and traffic citations)              | 4                 |        |                  |                       |
| 2.4                                                                                     |                                                                                                                                                         | Select            |        |                  |                       |
| 2.5                                                                                     |                                                                                                                                                         | Select            |        |                  |                       |
| <b>Rater's Comments: (Less than 200 words)</b>                                          |                                                                                                                                                         |                   |        |                  |                       |
| Officer Dely meets the expected performance standards for this goal on a regular basis. |                                                                                                                                                         |                   |        |                  |                       |
| <b>Employee Comments: (Less than 200 words)</b>                                         |                                                                                                                                                         |                   |        |                  |                       |
|                                                                                         |                                                                                                                                                         |                   |        |                  |                       |

Goal 2 Score 4.00

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                 |                                                                                                   |                   |        |                  |                               |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                                | Dely                                                                                              | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                                                                        |                                                                                                   |                   |        |                  |                               |
| <b>Goal 3:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 0 5px;">20</span> %) |                                                                                                   |                   |        |                  |                               |
| Departmental Policies and Procedures - Report's and Written Correspondence                                      |                                                                                                   |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                   |                                                                                                   |                   |        |                  |                               |
| 3.1                                                                                                             | Officer makes appropriate reports (Source APD.SOP.3060)                                           |                   |        | 4                |                               |
| 3.2                                                                                                             | Officer submits reports and other written documents by the end of the watch (Source APD.SOP.3060) |                   |        | 4                |                               |
| 3.3                                                                                                             | Officer turns in reports in a complete and legible manner. (Source APD.SOP.3060)                  |                   |        | 4                |                               |
| 3.4                                                                                                             |                                                                                                   |                   |        | Select           |                               |
| 3.5                                                                                                             |                                                                                                   |                   |        | Select           |                               |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                  |                                                                                                   |                   |        |                  |                               |
| Officer Dely Exceeds the expected performance standards for this goal on a regular basis.                       |                                                                                                   |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                 |                                                                                                   |                   |        |                  |                               |
|                                                                                                                 |                                                                                                   |                   |        |                  |                               |

Goal 3 Score 4.00

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                 |                                                                                                                                      |                   |        |                  |                               |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                                                                                | Dely                                                                                                                                 | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                                                                                        |                                                                                                                                      |                   |        |                  |                               |
| <b>Goal 4:</b> (Individual Goal Weighting = <span style="border: 1px solid black; padding: 0 5px;">20</span> %) |                                                                                                                                      |                   |        |                  |                               |
| Communications - Community Service                                                                              |                                                                                                                                      |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                                                                                   |                                                                                                                                      |                   |        |                  |                               |
| 4.1                                                                                                             | Respond to requests, questions and complaints by radio, phone, in person, mail or computer (network). (Source: APD.SOP 2010)         | 4                 |        |                  |                               |
| 4.2                                                                                                             | Answers the telephone, provide requested information and direct calls to the appropriate persons if necessary (Source: APD.SOP 2010) | 4                 |        |                  |                               |
| 4.3                                                                                                             | Assist citizens, ascertain nature of business and determine appropriate assistance or referral. (Source: APD.SOP 2010)               | 4                 |        |                  |                               |
| 4.4                                                                                                             | Listens to the concerns of citizens and always assist in getting the proper service needed to assist.                                | 5                 |        |                  |                               |
| 4.5                                                                                                             |                                                                                                                                      | Select            |        |                  |                               |
| <b>Rater's Comments: (Less than 200 words)</b>                                                                  |                                                                                                                                      |                   |        |                  |                               |
| Officer Dely meets the expected performance standards for this goal on a regular basis.                         |                                                                                                                                      |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b>                                                                 |                                                                                                                                      |                   |        |                  |                               |
|                                                                                                                 |                                                                                                                                      |                   |        |                  |                               |

Goal 4 Score 4.25

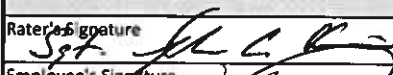
**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                 |                                                                           |                   |        |                  |                               |
|-------------------------------------------------|---------------------------------------------------------------------------|-------------------|--------|------------------|-------------------------------|
| <b>Last Name</b>                                | Dely                                                                      | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                         |
| <b>GOALS (continued)</b>                        |                                                                           |                   |        |                  |                               |
| <b>Goal 5:</b>                                  | (Individual Goal Weighting = <input style="width: 50px;" type="text"/> %) |                   |        |                  |                               |
|                                                 |                                                                           |                   |        |                  | <b>Rating Score<br/>(1-5)</b> |
| <b>Performance Indicators</b>                   |                                                                           |                   |        |                  |                               |
| 5.1                                             |                                                                           |                   |        |                  | Select                        |
| 5.2                                             |                                                                           |                   |        |                  | Select                        |
| 5.3                                             |                                                                           |                   |        |                  | Select                        |
| 5.4                                             |                                                                           |                   |        |                  | Select                        |
| 5.5                                             |                                                                           |                   |        |                  | Select                        |
| <b>Rater's Comments: (Less than 200 words)</b>  |                                                                           |                   |        |                  |                               |
|                                                 |                                                                           |                   |        |                  |                               |
| <b>Employee Comments: (Less than 200 words)</b> |                                                                           |                   |        |                  |                               |
|                                                 |                                                                           |                   |        |                  |                               |

Goal 5 Score

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                               |      |                   |        |                  |                              |
|-------------------------------|------|-------------------|--------|------------------|------------------------------|
| <b>Last Name</b>              | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882                        |
| <b>GOALS - WEIGHTED SCORE</b> |      |                   |        |                  |                              |
| <b>Goal:</b>                  | 1    | 2                 | 3      | 4                | 5                            |
| <b>Weighting:</b>             | 20%  | 40%               | 20%    | 20%              | 0%                           |
| <b>Rating:</b>                | 3.25 | 4.00              | 4.00   | 4.25             | #DIV/0!                      |
|                               |      |                   |        |                  | <b>Total Weighting:</b> 100% |
| <b>Count</b>                  |      |                   |        | 4                |                              |
| <b>OVERALL GOALS SCORE</b>    |      |                   |        | 3.90             |                              |

|                                                                                                        |              |
|--------------------------------------------------------------------------------------------------------|--------------|
| <i>(Please sign and date as indicated below.)</i>                                                      |              |
| Rater's Signature     | Date 6-26-17 |
| Employee's Signature  | Date 6-26-17 |
| <b>CONTINUATION OF EVALUATION UNDER NEW RATER (IF APPLICABLE)</b>                                      |              |
| New Rater's Signature                                                                                  | Date         |
| Employee's Signature                                                                                   | Date         |

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |             |                   |               |                  |              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
| <b>COMPETENCIES</b><br><i>(Competencies Section = 25% of TOTAL Evaluation)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |             |                   |               |                  |              |
| <b>COMPETENCY 1 - Integrity/Honesty</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |             |                   |               |                  |              |
| <p>Earns trust and respect through consistent honesty and professionalism in all interactions. Tells the truth and avoids situations/actions which could be considered inappropriate or present a conflict of interest. Does not misrepresent self or use position or authority for personal gain.</p>                                                                                                                                                                                                                                                                                                                                                                          |             |                   |               |                  |              |
| <ul style="list-style-type: none"> <li>1 Rarely exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>2 Sometimes exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>3 Exhibits honesty, truthfulness and ethical behavior in most dealings with internal and external parties.</li> <li>4 Consistently exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</li> <li>5 Exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties in an exceptional manner.</li> </ul> |             |                   |               |                  |              |
| <p><b>Rater's Comments: (Less than 150 words)</b></p> <p>Officer Dely exhibits honesty, truthfulness and ethical behavior in dealings with internal and external parties.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |             |                   |               |                  |              |
| <p><b>Employee Comments: (Less than 150 words)</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             |                   |               |                  |              |

Rating Score (1-5)

4

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| <b>COMPETENCY 2 - Accountability</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |  |  |  |  |
| <p>Accepts responsibility for one's own actions and decisions and demonstrates commitment to accomplish work in an ethical, efficient and cost-effective manner.</p>                                                                                                                                                                                                                                                                                                                                                             |  |  |  |  |  |
| <ul style="list-style-type: none"> <li>1 Rarely accepts responsibility for own actions and decisions. Needs constant supervision and regular guidance.</li> <li>2 Accepts responsibility in some cases for own actions and decisions. Needs close supervision.</li> <li>3 Accepts responsibility in most cases for own actions and decisions.</li> <li>4 Consistently accepts responsibility for own actions and decisions.</li> <li>5 Accepts responsibility for own actions and decisions in an exceptional manner.</li> </ul> |  |  |  |  |  |
| <p><b>Rater's Comments: (Less than 150 words)</b></p> <p>Officer Dely consistently accepts responsibility for own actions and decisions.</p>                                                                                                                                                                                                                                                                                                                                                                                     |  |  |  |  |  |
| <p><b>Employee Comments: (Less than 150 words)</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  |  |  |  |

Rating Score (1-5)

4

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882 |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |      |                   |        |                  |       |
| <b>COMPETENCY 3 - Customer Service</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |                   |        |                  |       |
| Demonstrates concern for consistently meeting the needs of our customers and each other, and ensuring full attention in resolving issues.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |      |                   |        |                  |       |
| <ul style="list-style-type: none"> <li>1 Can be depended upon rarely to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>2 Can be depended upon in some cases to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>3 Can be depended upon in most cases to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>4 Consistently can be depended upon to respond in a timely manner in meeting the needs of internal and external customers.</li> <li>5 Can be depended upon to respond in a timely manner in meeting the needs of internal and external customers in an exceptional manner.</li> </ul> |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b><br>Officer Dely can be depended upon to respond in a timely manner in meeting the needs of internal and external customers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b><br><br><br><br><br><br><br><br><br><br><br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |      |                   |        |                  |       |

Rating Score (1-5)

4

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |  |  |  |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| <b>COMPETENCY 4 - Teamwork</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  |  |  |  |  |
| Cooperates with those working in a workgroup to achieve a common purpose.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |  |  |  |  |
| <ul style="list-style-type: none"> <li>1 Rarely displays teaming behavior within the division and throughout the organization.</li> <li>2 Displays teaming behavior on some occasions within the division and throughout the organization.</li> <li>3 Displays teaming behavior on most occasions within the division and throughout the organization.</li> <li>4 Displays teaming behavior on a consistent basis within the division and throughout the organization.</li> <li>5 Visibly models teaming behavior within the division and throughout the organization in an exceptional manner.</li> </ul> |  |  |  |  |  |
| <b>Rater's Comments: (Less than 150 words)</b><br>Officer Dely exhibits team behavior within the division and throughout the organization in an acceptable manner.                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |  |  |  |  |
| <b>Employee Comments: (Less than 150 words)</b><br><br><br><br><br><br><br><br><br><br><br>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |  |  |  |  |

Rating Score (1-5)

4

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |      |                   |        |                  |       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------|--------|------------------|-------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Dely | <b>First Name</b> | Lionel | <b>Empl. ID#</b> | 37882 |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |      |                   |        |                  |       |
| <b>COMPETENCY 5 - Problem Solving</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |      |                   |        |                  |       |
| Builds a logical approach to address problems or opportunities or manage the situation at hand. Draws on knowledge and experience base and utilizes other references and resources as necessary.                                                                                                                                                                                                                                                                                                                                                                                                    |      |                   |        |                  |       |
| 1 Fails to build a logical approach to address problems or opportunities or manage the situation at hand.<br>2 Builds a logical approach to address problems or opportunities or manage the situation at hand in some cases.<br>3 Builds a logical approach to address problems or opportunities or manage the situation at hand in most cases.<br>4 Builds a logical approach to address problems or opportunities or manage the situation at hand in a consistent manner.<br>5 Builds a logical approach to address problems or opportunities or manage the situation at hand exceptionally well. |      |                   |        |                  |       |
| <b>Rater's Comments: (Less than 150 words)</b><br>Officer Dely builds a logical approach to address problems in a consistent manner.                                                                                                                                                                                                                                                                                                                                                                                                                                                                |      |                   |        |                  |       |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |      |                   |        |                  |       |

Rating Score (1-5)

4

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>COMPETENCY 6 - Fiscal Responsibility/Resource Management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
| Effectively allocates, manages, stewards, and cultivates the City's fiscal, material, natural, and human resources at all levels of the organization consistent with mission and priorities, and principles of sustainability.                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| 1 Rarely considers fiscal impact of decisions or work processes, which may result in waste or inefficiency.<br>2 Sometimes considers fiscal impact of decisions or work processes. Requires close supervision to avoid waste or inefficiency.<br>3 Often considers fiscal impact of decisions or work processes. Sporadically offers innovative suggestions for improving efficiency.<br>4 Consistently considers fiscal impact of decisions or work processes. Often offers innovative suggestions for improving efficiency.<br>5 Considers fiscal impact of decisions or work processes, and offers innovative suggestions for improving efficiency in an exceptional manner. |  |
| <b>Rater's Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| <b>Employee Comments: (Less than 150 words)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |

Rating Score (1-5)

Select

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |             |                   |               |                  |              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------------|---------------|------------------|--------------|
| <b>Last Name</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Dely</b> | <b>First Name</b> | <b>Lionel</b> | <b>Empl. ID#</b> | <b>37882</b> |
| <b>COMPETENCIES (continued)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |             |                   |               |                  |              |
| <b>COMPETENCY 7 - Leadership (for People Managers)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |             |                   |               |                  |              |
| Creates work environment that drives employee performance to successfully execute on organizational strategies. Engenders trust and demonstrates fairness in all actions by setting the standard and acting as a role model for others to follow. Helps employees achieve excellence by setting meaningful goals, providing knowledgeable support and delivering regular feedback on performance.                                                                                                                                                                                                                                                                 |             |                   |               |                  |              |
| <div style="border: 1px solid black; padding: 5px;"><div>1 Fails to create productive team environment or provide goals/feedback that drive performance.</div><div>2 Sporadically acts to create productive team environment and provide goals/feedback that drive performance.</div><div>3 Creates productive team environment and provides goals/feedback that drive performance with some frequency.</div><div>4 Consistently creates productive team environment and provides goals/feedback that drive performance.</div><div>5 Creates productive team environment and provides goals/feedback that drive performance in an exceptional manner.</div></div> |             |                   |               |                  |              |
| <b>Rater's Comments: (Less than 150 words)</b> <div style="border: 1px solid black; height: 100px; margin-top: 5px;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |             |                   |               |                  |              |
| <b>Employee Comments: (Less than 150 words)</b> <div style="border: 1px solid black; height: 100px; margin-top: 5px;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |             |                   |               |                  |              |

Rating Score (1-5)

|                                 |             |
|---------------------------------|-------------|
| <b>OVERALL COMPETENCY SCORE</b> | <b>4.00</b> |
|---------------------------------|-------------|

**CITY OF ATLANTA  
PERFORMANCE EVALUATION FORM  
(Electronic Version)**

|                   |               |                 |                |                                 |   |
|-------------------|---------------|-----------------|----------------|---------------------------------|---|
| Last Name         | Dely          | First Name      | Lionel         | M. Initial                      | 0 |
| Employee ID#      | 37882         | Job Class Title | Police Officer | Department                      |   |
| Evaluation Period | July 16, 2016 | To              | June 30, 2017  | APD - Atlanta Police Department |   |

**ANNUAL OVERALL RATING**

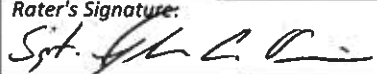
(Total points from Goal and Competencies Sections)

3.93



UNSATISFACTORY
NEEDS  
IMPROVEMENT  
(2 - 2.99)
EFFECTIVE  
(3 - 3.99)
HIGHLY  
EFFECTIVE  
(4 - 4.99)
OUTSTANDING

Request Extension of Probationary Period Through \_\_\_\_\_ (Date)

|                                                                                                         |                               |                    |
|---------------------------------------------------------------------------------------------------------|-------------------------------|--------------------|
| Rater's Signature:<br> | Rater's Employee ID#:<br>2527 | Date:<br>6-26-2017 |
|---------------------------------------------------------------------------------------------------------|-------------------------------|--------------------|

I have received a copy of my Evaluation and it has been discussed with me.

☒ I agree with the rating.
 ☐ I disagree with the rating and request a review.

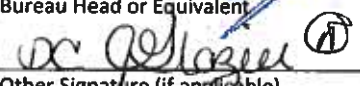
Employee Comments:



6-26-17

Employee Signature
Date

**EVALUATION REVIEWED BY**

|                                                                                     |         |
|-------------------------------------------------------------------------------------|---------|
| Department Evaluation Reviewer                                                      | Date    |
|  | 6/20/17 |
| Bureau Head or Equivalent                                                           | Date    |
|  | 8-1-17  |
| Other Signature (if applicable)                                                     | Date    |
|                                                                                     |         |
| Department Head of Designee                                                         | Date    |
|  | 8/31/17 |