

Employee's Name: **Kip Justice**      Month of Hire: **April**      Title: **Captain/Patrol Commander**      SSN:

**Comments**

Most significant strengths of job performance:

Capt. Justice continues to excel in his role as Patrol Commander. His work ethic, enthusiasm and attention to detail are all exceptional traits that contribute to his success. He manages his staff by encouraging personal growth and improvement and he has earned the respect of his subordinates. Captain Justice responds promptly to the needs of citizens and the requests of the administration. He seems to possess natural leadership ability and balances the use of authority together with concern and compassion for both his subordinates and the community he serves.

Needed improvement areas:

Our challenge as administrators is to identify and retain those employees who have the experience and skills to successfully serve the community into the future. Continue to focus on the outcome of decisions with vision toward the future.

General comments:

Captain Justice has a very diverse law enforcement background which contributes to his success. He is well known and respected throughout the law enforcement community and maintains an excellent rapport with the citizens of Lafayette Parish. His attention to detail and desire to serve is exemplary. Captain Justice is a loyal employee and an asset to the Patrol Department and LPSO as a whole. It has been a pleasure to work with Kip.

Is remedial training needed? Yes/No  
If yes, what areas?

Performance trend since last evaluation (if applicable)  
Improved \_\_\_\_\_ Remained the same \_\_\_\_\_ Declined \_\_\_\_\_

Supervisor's Name: Major Art LeBreton      Date: June 3, 2008

**VI. OVERALL EVALUATION: (Compare this individual ONLY with persons of the same grade level)**

(Specific justification required for these two sections)		(Specific justification required for these two sections)	
<input type="checkbox"/> UNSATISFACTORY	<input type="checkbox"/> BELOW AVERAGE	<input checked="" type="checkbox"/> EFFECTIVE AND COMPETENT	<input checked="" type="checkbox"/> EXCELLENT, SELDOM EQUALED
			<input type="checkbox"/> OUTSTANDING, ALMOST NEVER EQUALED
			<input type="checkbox"/> ABSOLUTELY SUPERIOR

**VII. COMMENTS:** Captain Justice continues to excel in his role as Patrol Commander. He frequently responds to major incidents to support and direct his subordinates in the field. He is extremely motivated toward achieving excellence. Capt. Justice constantly seeks out methods to improve the services rendered by the Patrol Dept. and has secured the respect of his subordinates as well as his supervisors. His dedication to his chosen career and loyalty to the Sheriff is unsurpassed in my opinion.

**VIII. REPORTING OFFICIAL**  
 NAME: Major Art LeBreton      JOB TITLE: Enforcement Commander      SIGNATURE: *Maj: Art LeBreton*      DATE: 06-08-2010

**IX. REVIEW BY ENDORSING OFFICIAL**

CONCUR \_\_\_\_\_ DO NOT CONCUR \_\_\_\_\_

COMMENTS: \_\_\_\_\_  
 NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

**X. REVIEW BY DEPARTMENT HEAD**

CONCUR \_\_\_\_\_ DO NOT CONCUR \_\_\_\_\_

COMMENTS: \_\_\_\_\_  
 SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

**XI. REVIEW BY DIVISION HEAD**

CONCUR  DO NOT CONCUR \_\_\_\_\_

COMMENTS: \_\_\_\_\_  
 SIGNATURE: *Maj: Art LeBreton*      DATE: 06-08-2010