

(H)

EMPLOYEE

PERFORMANCE

REPORT

AVRECH LARRY S

EMPLOYEE'S NAME

PROBATIONARY FIRST

EMPLOYEE STATUS

POLICE-TRAINING SECTION

DEPARTMENT OR DIVISION

PSCT POLICE OFFICER 1

CLASSIFICATION

11-13-79

FROM

03-12-80

TO

RATE EACH FACTOR

SUPERIOR
HIGHLY SATISFACTORY
SATISFACTORY
IMPROVEMENT NEEDED
UNSATISFACTORY

Check items appropriate to position & employee
+ Strong ✓ Standard - Weak

- 1. QUANTITY
 - AMOUNT OF WORK PERFORMED
 - COMPLETION OF WORK ON SCHEDULE
- 2. QUALITY
 - ACCURACY
 - NEATNESS OF WORK PRODUCT
 - THOROUGHNESS
 - JUDGMENT
 - ORAL EXPRESSION
 - WRITTEN EXPRESSION
- 3. WORK HABITS
 - OBSERVANCE OF WORKING HOURS
 - ATTENDANCE
 - OBSERVANCE OF RULES INCLUDING SAFETY
 - ECONOMY OF TIME AND MATERIAL
 - COMPLIANCE WITH WORK INSTRUCTIONS
 - ORDERLINESS IN WORK
 - JOB INTEREST
- 4. PERSONAL RELATIONS
 - COMPLIANCE WITH EQUAL TREATMENT POLICY
 - COOPERATION WITH FELLOW EMPLOYEES
 - DEALING WITH THE PUBLIC
 - PERSONAL APPEARANCE & HABITS
- 5. ADAPTABILITY
 - PERFORMANCE IN NEW SITUATIONS
 - PERFORMANCE IN EMERGENCIES
 - PERFORMANCE WITH MINIMUM INSTRUCTIONS
 - INITIATIVE & PROBLEM SOLVING
- 6. SUPERVISION (FOR EMPLOYEES WHO SUPERVISE)*
 - COMPLIANCE WITH AFFIRMATIVE ACTION PROGRAM
 - ABILITY TO PRODUCE
 - PLANNING AND ASSIGNING
 - TRAINING AND LEADING
 - EVALUATING PERFORMANCE
 - FAIRNESS AND IMPARTIALITY
 - COORDINATING WORK WITH OTHERS
 - ACCEPTANCE OF RESPONSIBILITY
 - ACCEPTANCE BY OTHERS
 - UTILIZATION OF PERSONNEL
 - UTILIZATION OF MATERIALS AND EQUIPMENT

COMMENTS

THIS SPACE MAY BE USED TO DESCRIBE EMPLOYEE'S STRENGTHS AND WEAKNESSES. COMMENTS MUST BE MADE FOR FACTOR OR OVER-ALL PERFORMANCE RATINGS OF UNSATISFACTORY OR SUPERIOR.

AVRECH consistently shows enthusiasm toward police work. Larry is overweight and is in the process of reducing by dieting. AVRECH has been able to express himself well with his written work and his printing is very neat.

(Continue COMMENTS on attached sheets - 3 copies)

OVER-ALL PERFORMANCE

CHECK OVER-ALL EVALUATION WHICH MUST BE CONSISTENT WITH THE FACTOR RATINGS, ALTHOUGH THERE IS NO PRESCRIBED FORMULA FOR COMPUTING THE OVER-ALL PERFORMANCE.

UNSATISFACTORY	IMPROVEMENT NEEDED	SATISFACTORY ✓	HIGHLY SATISFACTORY	SUPERIOR
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SUPERVISOR: Richard W. Bennett
TITLE: SERGEANT DATE: 2-26-80

REVIEWER: M.A. Hall
TITLE: Lieutenant DATE: 2-26-80

APPOINTING AUTHORITY OR ALTERNATE: [Signature]
TITLE: Capt. DATE: 3-1-80

THIS REPORT HAS BEEN DISCUSSED WITH ME.

[Signature] Larry S. Avrech 2-26-80
EMPLOYEE'S SIGNATURE DATE:

TEMPORARY ASSIGNMENTS OUT OF CLASSIFICATION

TOTAL TIME	REASON	CLASSIFICATION	DUTIES	RATING

* May be used if employee is in office supervisory capacity.

SAN DIEGO F

RECRUIT OFFICER FINAL ACA

ION

RECRUIT OFFICER AVRECH, Larry DATE OF REPORT 2/29/80

APPOINTMENT DATE 11/13/79 PERIOD COVERED 12/24/79 - 2/29/80


1. OVERALL PERFORMANCE: (-) IMPROVEMENT NEEDED (✓) SATISFACTORY (+) HIGHLY SATISFACTORY

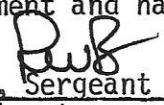
- Academic Progress
- Physical Training Progress
- Oral and Written Communications
- Participation
- Compliance with Instructions
- Economy of Time
- Self-Image/Confidence
- Attitude Toward Police Work
- Judgment
- Acceptance of Criticism

II. COMMENTS (ADDRESS STRONG AND WEAK POINTS)

OVERALL GRADE POINT AVERAGE 91.6115 FINAL PHYSICAL FITNESS SCORE 4
(Minimum Passing Score - 5 points)

AVRECH has performed well academically and demonstrated a strong desire to improve himself physically. Larry has concentrated on weight reduction and is showing progress, but still needs to lose a considerable amount of body fat. AVRECH is very enthusiastic about police work and has a very good attitude toward achievement. Larry participates daily, contributing to many different subjects discussed. Larry demonstrated good judgement by bringing a possible firearm regulation violation to the attention of the staff which resulted in a confirmation of a violation of state law and academy regulations. AVRECH has an eye for detail and frequently points out inconsistencies on poorly written material such as tests and handouts. Larry is very knowledgeable about the San Diego Police Department and has

 Jim McGinley
Section Advisor

 Richard W. Bennett, Sergeant
Supervisor's Signature

Recruit Officer Larry S. Avrech

Reviewed By W.A. Hall, LT.

learned to express his knowledge to others without sounding like a "war story."
AVRECH has demonstrated an "informal leadership" ability. He has pushed himself to be a
good example to others. His improvement in this area has been seen in his overall demeanor
and his accomplishment of personal goals. AVRECH is able to perform with minimal supervision.