DEPARTMENT CHECK DATE 06/22/06 D10010

CITY OF AUSTIN

CHECK NO. 515139

AUSTIN, TEXAS

PAY TO THE ORDER OF - MICHAEL W MARTINEZ PAY EXACTLY

> ****22016.46*** AMOUNT

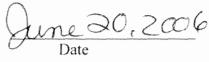
VOID IF NOT CASHED WITHIN 6 MONTHS.

UPMORGAN CHASE BANK
Main Office
712 MAIN AT RUSK
HOUSTON, TEXAS 77002

#515139# #111001150# #099000?6?24#

EMPLOYEE NAME	DEPT.	SOC - SEC - NO.	RATE	ENDING DATE
LINI LOTEL INAME	DEF1.	30C - 3EC - NO.	TATE	ENDING DATE
	_1	,		
	94587 - 110 - 114997			
				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
(. 3	
. 0	l	. 1	÷ '	
4	lease c	oll -	· · · · · · · · · · · · · · · · · · ·	
• ,	(3-20-0	a . ()		
	-1-	i		The second of the second
	Tanya 4-25	α \pm		, t
)	Tarrya.	CC .	* ,	
: , ,	11 00	··- 5		
	(1-2)5	02		
	7 00			100
				, ' ' ', ' ×
				- 1
				en e
			1	化多二元 医气体
			/ ;	
				and the second of the second
W Att		7		
	V			
	(
		l de la companya de	*	

STATEMENT OF EAR	NINGS AND DEDUCTIONS - DET	ACH AND RETAIN CK#		515139
EMPLOYEE N	IAME DEPT.	SOC - SEC - NO.	RATE	ENDING DATE
MICHAEL W MA	RTINEZ D10010		\$22.090	6/24/2006
FINAL CHECK				
70 UNITS OF BIL @\$69.23	\$48.46			
26.75 ABL HRS 210.75 <u>FTV HRS</u>	\$1,695.41 \$4,655.47 126 FTE	\$2,783.34		
058.5 FTS HRS	\$21,173.27			
WORKERS COMP	\$0.00	PO-		_
BROSS	\$30,355.95		-	
V/H	\$7,295.30			
DASDI	\$0.00			
MEDICARE	\$438.93			
RETIREMENT	\$367.62			
NET	\$22,016.46			



Assistant City Manager Austin, Texas Effective June 20, 2006 at 4:45 pm, I have Alsjoned from the City of Austin, Fire Department after 13 months of service. The Department waives the ten working days notice requirement for resignation. I understand that I must contact Benefits Division, Human Resources Department with regards to benefits under COBRA Legislation. Accepted by:

AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

I EKSONNEL D	EVELOPPIENT EVALUATION
PDE Plan	
Employee Name: Mike Martinez	TEXFIR #:
Position Title: Firefighter – Operations	Section/Unit Assignment:
Supervisor's Name: David Lundstedt Fiscal Year: 03-04	Second Level Supervisor's Name: Mike Stephenson Rating Period: ☑ Oct 1-Mar 31
Tiscar reality of the	☐ April 1 – Sept 30
Major Job Responsibilities for this position: This employee is accountable for:	All Supervisors will discuss with their employees how to:
1. AFD Core Requirements	
2. Combat Operations Management	
•	© Contribute to the AFD's Strategic Plan & Annual Action Plan
,	Fulfill the major responsibilities of their job.
	Participate in all required CE training annually.
Personnel Policies Review:	
We have reviewed and discussed important personnel polices including the current Sexual Harassment Policy. (Gen. Order H-12)	Employees are expected to adhere to all department and City personnel policies.
· · · · · · · · · · · · · · · · · · ·	nave discussed the above expectations with my ne City of Austin Personnel Policies Handbook.
MM Per Phone	With the
Employee Signature	Supervisor Signature 4/21/04
Date	Date
AFD Mission: The Preservation of Life and Prope	erty is the Central Mission of the Fire Department.

AFD VISION: The Austin Fire Department is accountable to our community for the highest quality safety services, including emergency response, emergency prevention, and community education.

AFD GOALS:

Deliver comprehensive safety services of the highest quality.

Support and maintain a safe, healthy, well-trained and high performing workforce.

Provide high-quality first responder services as part of an integrated emergency medical care system.

Firefighters will be community resources for information about life safety knowledge and AFD services.

AFD will attract and retain a qualified and diverse workforce.

The department will be accountable to our community for demonstrable results.

Major Job Responsibility: AFD Core Requirements

A		<u>Customers</u> : Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, ncies and City depts.	, other	public
A	Exp	ected Accomplishments/Performance Measures:	S	E U
	o [Deals with the public in a professional manner.	Z	
	o M	faintains positive personal and professional appearance.		
	o M	faintains a physical fitness level commensurate with General Order HO7-B.	Ø	
	_ M	laintains effective mental preparedness commensurate to General Order HO7-B.		
	а C	btains necessary CE hours for Firefighter, Medical, & special certifications.	Ż	
	□ M	laintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations.		
	□ A	ccepts responsibility and is accountable for actions.		
Ma	ijor J	ob Responsibility: Combat Operations		
>		<u>Customers</u> : Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, cies and city departments	other	public
>	Expe	cted Accomplishments/Performance Measures:	S	E U
		Following AFD protective clothing policy, member can be fully outfitted with PPE, including within 100 seconds.	ng SCE	BA,
		Member successfully passes the territory exams as prescribed by policy.		
		Regularly performs equipment & maintenance checks to ensure service readiness of apparatus.		
		Maintains good knowledge & demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if no applicable)		
		Demonstrates sound judgment, safe driving ability, habits & general safety as a relief driver (when applicable).	Ø1	
		Maintains a strong knowledge of response territory.		
		Maintains and demonstrates proficient firefighting and rescue skills.	İ	
	0	Maintains and demonstrates quality medical skill delivery.	'pt	
		Fosters and maintains a "teamwork" environment; gets along well with others.		
	۵	Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities.	[2]	
	0	Participates in neighborhood smoke detector/home hazard assessment drives in targeted areas as directed by the Company Officer.		
	۵	Attends and actively participates in assigned Captain School training activities.		
		Demonstrates proficiency of apparatus, tool and equipment use of assigned company.	, De	
		Follows safety procedures for personnel and work environments.	Æ	
	0	Maintains personal protective equipment inventory & cleanliness for service delivery.		
	0	Adequately performs daily facility maintenance duties and assignments		7 [

et		Participates	constructively in	the	PDE	process.
----	--	--------------	-------------------	-----	-----	----------

AUU

Special Notes: Supervisors are encouraged to complete this section. Attach additional sheets if more space is needed.

Use the space below to communicate to the employee his/her Professional Development Plan and New Duties and Goals (Improvement Objectives). This space may also be used to document Awards and Honors, Customer/Quality Service Recognition, Internal Service Contributions.

Become the Lest damn Union President ever!

SUPERVISOR COMMENTS (The supervisor is encouraged to write additional comments summarizing the overall results of the evaluation. Attach additional sheets if more space is needed.)

I TO NOT BELIEVE THOT THIS IS VOID GOOD.

WE WILL WORK ON EMERCENCY SKILLS UTON RETURN FROM SOBSITION.

EMPLOYEE COMMENTS (The employee is encouraged to write comments here. If the employee does not wish to make comments, the employee should write "none". Attach additional sheets if more space is needed.)

My signature below acknowledges that I have discussed the above expectations/performance measures with my supervisor.

Employee Signature

TXFIR

Date

#/21/04

Supervisor Signature

TXFIR

Date

#/27/04

Next be Vel Supervisor Signature

TXFIR

Date

I confirm that I have personally viewed this member's Texas Drivers

License and confirm that it is valid. (as of last PDE

Supervisor Initials:

AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

PDE Plan	
Employee Name: Mike Martinez	TEXFIR #:
Position Title: Firefighter – Operations	Section/Unit Assignment: Engine 5-C
Supervisor's Name: David Lundstedt	Second Level Supervisor's Name: Keith Weiss
Fiscal Year: 02-03	Rating Period: Oct 1-Mar 31
	April 1 – Sept 30
Major Job Responsibilities for this position: This employee is accountable for:	All Supervisors will discuss with their employees how to:
1. AFD Core Requirements	
2. Combat Operations Management	
	\mathscr{A} Fulfill the major responsibilities of their job.
	Participate in all required CE training annually.
Personnel Policies Review:	
We have reviewed and discussed important personnel polices including the current Sexual Harassment Policy. (Gen. Order H-12)	Employees are expected to adhere to all department and City personnel policies.
	nave discussed the above expectations with my ne City of Austin Personnel Policies Handbook.
MiliMit	Jan Hold
Employee Signature	Supervisor Signature
10-27-03	10-27-03
Date	Date • • • • • • • • • • • • • • • • • • •
	erty is the Central Mission of the Fire Department. untable to our community for the highest quality safety cy prevention, and community education.

AFD GOALS:

Deliver comprehensive safety services of the highest quality.

Support and maintain a safe, healthy, well-trained and high performing workforce.

Provide high-quality first responder services as part of an integrated emergency medical care system.

Firefighters will be community resources for information about life safety knowledge and AFD services.

AFD will attract and retain a qualified and diverse workforce.

The department will be accountable to our community for demonstrable results.

Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not Meet) Major Job Responsibility: AFD Core Requirements

×		· Customers: Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, ncies and City depts.	othe	. br	ıblic
Þ	Exp	ected Accomplishments/Performance Measures:	S	E	<u>U</u>
	a	Deals with the public in a professional manner.	\blacksquare		
	a	Maintains positive personal and professional appearance.			
		Maintains a physical fitness level commensurate with General Order HO7-B.			
		Maintains effective mental preparedness commensurate to General Order HO7-B.			
		Obtains necessary CE hours for Firefighter, Medical, & special certifications.			
		Maintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations.			
		Accepts responsibility and is accountable for actions.	P		
Μā	jor :	ob Responsibility: Combat Operations			
>		<u>Customers</u> : Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, ncies and city departments	other	pul	blic
>	<u>Exp</u>	ected Accomplishments/Performance Measures:	S	E	U
	C	Following AFD protective clothing policy, member can be fully outfitted with PPE, includir within 100 seconds.	ig SCI	ВА, []	
	Ę	Member successfully passes the territory exams as prescribed by policy.	Z		
	C	Regularly performs equipment & maintenance checks to ensure service readiness of apparatus.			
		Maintains good knowledge & demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if no applicable)	. <u>e</u>		
		Demonstrates sound judgment, safe driving ability, habits & general safety as a relief driver (when applicable).			
	С	Maintains a strong knowledge of response territory.			
		Maintains and demonstrates proficient firefighting and rescue skills.			
		Maintains and demonstrates quality medical skill delivery.			
		Fosters and maintains a "teamwork" environment; gets along well with others.			
		Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities.	, 21		
	State	Participates in neighborhood smoke detector/home hazard assessment drives in targeted areas as directed by the Company Officer.			
		Attends and actively participates in assigned Captain School training activities.	Ø		
	٥	Demonstrates proficiency of apparatus, tool and equipment use of assigned company.	A [

Revised March 03 Page 2 of 4

Follows safety procedures for personnel and work environments.

PDE Fire Fighter – Operations		EmployeeTXFIR:
 Maintains personal protective equipment inventory 	& cleanliness for service de	elivery.
 Adequately performs daily facility maintenance dut 	ies and assignments.	
 Participates constructively in the PDE process. 		
Special Notes: Supervisors are encouraged to complete this needed.	section. Attach additional s	heets if more space is
Use the space below to communicate to the employee his, Duties and Goals (Improvement Objectives). This space m Customer/Quality Service Recognition, Internal Service Co.	ay also be used to docume ntributions.	nt Awards and Honors,
Continue to successfu	ly balance	Station
duties with 975 associa	ction activitie	5
SUPERVISOR COMMENTS (The supervisor is encourage the overall results of the evaluation. Attach additional she		•
EMPLOYEE COMMENTS (The employee is encouraged to not wish to make comments, the employee should write "space is needed.)		• •
My signature below acknowledges that I have discussed the ab	ove expectations/performa	nce measures with
Employee Signature	TXFIR D	0 - 27 - 03 Date
1 Inproject Signature		
Supervisor Signature		10-2-7-03 Date
supervisor signature		. 1 - /
Nex Lay graupervisor Signature	TXFIR D	11/3/03 Pate 1
	_	• •

I confirm that I have personally viewed this member's Texas Drivers License and confirm that it is valid.

Supervisor Initials:

AUSTIN FIRE DEPARTMENT Personnel Development Evaluation PDE Plan TEXFIR #: **Employee Name: Michael Martinez** Position Title: Firefighter – Operations Section/Unit Assignment: E5-C Supervisor's Name: David Lundstedt Second Level Supervisor's Name: Ken Crooks Fiscal Year: 02-03 Rating Period: Oct 1-Mar 31 ■ April 1 – Sept 30 Major Job Responsibilities for this position: All Supervisors will discuss with their employees This employee is accountable for: how to: 1. AFD Core Requirements 2. Combat Operations Management Ø Provide quality customer service O' Contribute to the AFD's Strategic Plan & Annual Action Plan of Fulfill the major responsibilities of their job. o Participate in all required CE training annually. Personnel Policies Review: We have reviewed and discussed Employees are expected to adhere to all important personnel polices including the department and City personnel policies. current Sexual Harassment Policy. (Gen. Order H-12) My signature below acknowledges that I have disgussed the above expectations with my supervisor, and I have a current copy of the City of Austin Personnel Policies Handbook. Émployee Signature Supervisor Signature 17-03 Date **AFD MISSION:** The Preservation of Life and Property is the Central Mission of the Fire Department. **AFD VISION:** The Austin Fire Department is accountable to our community for the highest quality safety

AFD VISION: The Austin Fire Department is accountable to our community for the highest quality safety services, including emergency response, emergency prevention, and community education.

AFD GOALS:

Deliver comprehensive safety services of the highest quality.

Support and maintain a safe, healthy, well-trained and high performing workforce.

Provide high-quality first responder services as part of an integrated emergency medical care system.

Firefighters will be community resources for information about life safety knowledge and AFD services.

AFD will attract and retain a qualified and diverse workforce.

The department will be accountable to our community for demonstrable results.



<u>1ajor Job Responsibility</u>: AFD Core Requirements

	-	r Customers: Citizens, firefighters, Company Officers, Battallon Chiefs, other AFD sections, on ncies and City depts.	tner	pu	OllC
	Exp	ected Accomplishments/Performance Measures:	S	E	U
		Deals with the public in a professional manner.	<u>-</u>		
	0	Maintains positive personal and professional appearance.			
	0	Maintains a physical fitness level commensurate with General Order HO7-B.			
	0	Maintains effective mental preparedness commensurate to General Order HO7-B.			
	a (Obtains necessary CE hours for Firefighter, Medical, & special certifications.			
	o I	Maintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations.			
	o /	Accepts responsibility and is accountable for actions.			
a	jor :	Job Responsibility: Combat Operations			
		Customers: Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, oncies and city departments	ther	pub	olic
	Exp	ected Accomplishments/Performance Measures:	S	E	U
		Following AFD protective clothing policy, member can be fully outfitted with PPE, including within 100 seconds.	SCE	3A,	
		Member successfully passes the territory exams as prescribed by policy.			
		Regularly performs equipment & maintenance checks to ensure service readiness of apparatus.	\square		
	C	Maintains good knowledge & demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if no applicable).			
		Demonstrates sound judgment, safe driving ability, habits & general safety as a relief driver (when applicable).			
		Maintains a strong knowledge of response territory.			
		Maintains and demonstrates proficient firefighting and rescue skills.			
		Maintains and demonstrates quality medical skill delivery.			
		Fosters and maintains a "teamwork" environment; gets along well with others.			
		Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities.	Ø		
	0	Participates in neighborhood smoke detector/home hazard assessment drives in targeted areas as directed by the Company Officer.	01		
		Attends and actively participates in assigned Captain School training activities.			
	a	Demonstrates proficiency of apparatus, tool and equipment use of assigned company.	I (
	۵	Follows safety procedures for personnel and work environments.			
	a	Maintains personal protective equipment inventory & cleanliness for service delivery.	<u>a</u>		
	۵	Adequately performs daily facility maintenance duties and assignments.	PÍ		

DE Fire Specialist – Operations		EmployeeTXFIR:
 Participates constructively in the PDE process. 		,200
Special Notes: Supervisors are encouraged to complete this needed.	section. Attach addition	nal sheets if more space is
Use the space below to communicate to the employee his/ Duties and Goals (Improvement Objectives). This space m Customer/Quality Service Recognition, Internal Service Co	ay also be used to doc	•
SUPERVISOR COMMENTS (The supervisor is encourage the overall results of the evaluation. Attach additional sheet		
Mike is a good all-around fire his job and performs it well.		•
MPLOYEE COMMENTS (The employee is encouraged to obtain to make comments, the employee should write "bace is needed.)		
ly signature below acknowledges that I have discussed the above the second of the seco	pove expectations/perfo	ormance measures with
y supervisor.		4-27-03
mployee Signature	TXFIR	Date 4-22-03
upervisor Signature	TXFIR	Date
Der Brown		4.2.13
ext Level Supervisor Signature	TXFIR	Date

I confirm that I have personally viewed this member's Texas Drivers

License and confirm that it is valid.

Supervisor Initials

AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

PDE Plan	
Employee Name: Michael Martinez	TEXFIR #
Position Title: Firefighter - Operations	Section/Unit Assignment:
Supervisor's Name: Lt. David Lundstedt	Second Level Supervisor's Name: none
Fiscal Year: 02-03	Rating Period: 🗌 Oct 1-Mar 31
	🗌 April 1 – Sept 30
Major Job Responsibilities for this position: This employee is accountable for:	All Supervisors will discuss with their employees how to:
 AFD Core Requirements Combat Operations Management 	Contribute to AFD's Mission and Vision Provide quality customer service Contribute to the AFD's Strategic Plan & Annual Action Plan Fulfill the major responsibilities of their job. Participate in all required CE training annually.
Personnel Policies Review:	
We have reviewed and discussed important personnel polices including the current Sexual Harassment Policy. (Gen. Order H-12)	Employees are expected to adhere to all department and City personnel policies.
	nave discussed the above expectations with my ne City of Austin Personnel Policies Handbook.
Mike Wartinen	I find further
Employee Signature	Supervisor Signature //-/6-02
Date	Date
AFD MISSION: The Preservation of Life and Property AFD VISION: The Austin Fire Department is account services, including emergency response, emergency	intable to our community for the highest quality safety
AFD GOALS:	
Deliver comprehensive safety services of the higher	
Support and maintain a safe, healthy, well-trained Provide high-quality first responder services as par	and high performing workforce. t of an integrated emergency medical care system.

Firefighters will be community resources for information about life safety knowledge and AFD services.

AFD will attract and retain a qualified and diverse workforce.



The department will be accountable to our community for demonstrable results.

Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not Meet) Major Job Responsibility: AFD Core Requirements

>	-	-	Customers: Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, cies and City depts.	ther	pu	blic
>	Ex	peo	cted Accomplishments/Performance Measures:	S	E	U
	0	De	als with the public in a professional manner.			
	٥	Ma	nintains positive personal and professional appearance.			
	a	Ma	sintains a physical fitness level commensurate with General Order HO7-B.	D	Ó	
	۵	Ma	intains effective mental preparedness commensurate to General Order HO7-B.			
		Ob	tains necessary CE hours for Firefighter, Medical, & special certifications.	Z		
	۵	Ma	intains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations.			
		Ac	cepts responsibility and is accountable for actions.			
<u>1</u>	ijor	Jol	b Responsibility: Combat Operations			
>			ustomers: Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, o es and city departments	ther	pul	blic
>	Exp	ec	ted Accomplishments/Performance Measures:	S	E	<u>U</u>
			Following AFD protective clothing policy, member can be fully outfitted with PPE, including within 100 seconds.	SCI	3A,	
			Member successfully passes the territory exams as prescribed by policy.			
			Regularly performs equipment & maintenance checks to ensure service readiness of apparatus.			
			Maintains good knowledge & demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if no applicable).			
	l	0	Demonstrates sound judgment, safe driving ability, habits & general safety as a relief driver (when applicable).	D		
	()	Maintains a strong knowledge of response territory.			
	(Maintains and demonstrates proficient firefighting and rescue skills.			
	(_	Maintains and demonstrates quality medical skill delivery.			
	(_	Fosters and maintains a "teamwork" environment; gets along well with others.			
	(_	Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities.	6		
	(ב	Participates in neighborhood smoke detector/home hazard assessment drives in targeted areas as directed by the Company Officer.	2 1		
	(-	Attends and actively participates in assigned Captain School training activities.	01		
	0	2	Demonstrates proficiency of apparatus, tool and equipment use of assigned company.			
	ξ	3	Follows safety procedures for personnel and work environments.	2 1		

PDF	Firefighter -	 Operations

Employee TXFIR:

 Maintains personal protective equipment inventory & cleanliness for service delivery. Adequately performs daily facility maintenance duties and assignments. Participates constructively in the PDE process. Special Notes: Supervisors are encouraged to complete this section. Attach additional sheets if more space is needed. > Use the space below to communicate to the employee his/her Professional Development Plan and New Duties and Goals (Improvement Objectives). This space may also be used to document Awards and Honors, Customer/Quality Service Recognition, Internal Service Contributions.

Continue to Keep up on territory

SUPERVISOR COMMENTS (The supervisor is encouraged to write additional comments summarizing the overall results of the evaluation. Attach additional sheets if more space is needed.)

Mike is an experienced fit and very valuable to the crew

EMPLOYEE COMMENTS (The employee is encouraged to write comments here. If the employee does not wish to make comments, the employee should write "none". Attach additional sheets if more space is needed.)

My signature below acknowledges that I have discussed the above expectations/performance measures with

my supervisor.

Employee Signature

Supervisor Signature

Kevel Supervisor Signature

TXFIR

TXFIR

TXFIR

AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

PDE Plan	
Employee Name:	TEXFIR #: Specialty Team Assignment:
Mike Martinez Position Title: Firefighter – Operations	Section/Unit Assignment:
Position rite. Firengitter - Operations	Engine 5-C
Supervisor's Name:	Second Level Supervisor's Name:
Lt. David Lundstedt	BC Tim Mikes
Fiscal Year: 00-01	Rating Period: 🗌 Fall 🔀 Spring
Major Job Responsibilities for this position:	
This employee is accountable for:	All Supervisors will discuss with their employees how to
1. AFD Core Requirements	Contribute to AFD's Mission and Vision
2. Combat Operations Management	Provide quality customer service
	Contribute to the AFD's Strategic Plan & Annual Action Plan
,	Fulfill the major responsibilities of their job. Participate in all required CE training annually.
	Participate in an required CE training annually.
Personnel Policies Review:	
We have reviewed and discussed important	Employees are expected to adhere to all department
personnel polices including the current Sexual	and City personnel policies
Harassment Policy (Gen. Order H-12)	
	cussed the above expectations with my supervisor, and I
have a current copy of the City of Austin Personne	el Policies Handbook.
1/1/1 4/1/12	
- May Mary C	- Miller
Employée Signature 4-76-67	Supervisor Signature
Date	Date
Date	Butt
The Manager Till Brown Cliff of Brown	and the Control Minister City of the Fire December 1
AFD MISSION: The Preservation of Life and Prop	perty is the Central Mission of the Fire Department.
•	ountable to our community for the highest quality safety
services, including emergency response, emerger	ncy prevention, and community education.
AFD FY 2000-2001 GOALS:	9 .
Deliver comprehensive safety services of	f the highest quality.
Strive for an increase in the percentage of	
Achieve a reduction in fire deaths.	
Support and maintain a safe, healthy, we	
> Fire cadet certification exam will continue	to exceed the state firefighter exam average ices as part of an integrated emergency medical care
system.	ices as part of an integrated emergency medical care
Increase in % of CPR saves prior to hando	off to EMS personnel;
Average EMT certification exam score will	continue to exceed the state EMT exam average
	for information about life safety knowledge and AFD
Services.	real students in the areas of fire safety
 Continue to increase education among sch AFD will attract and retain a qualified and 	
> Decrease employee turnover rate	a arreide viol Ridice.
The department will be accountable to or	ur community for demonstrable results.
	rated services in the "Voice of the Customer" survey



Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not

M	ajor	Jo	Meet) b Responsibility: AFD Core Requirements		
>	description and the	2	Customers: Citizens, Firefighters, Company Officers, Battalion Chiefs, other AFD sections, ites and city depts.	other p	oublic
>	Exp	pe	cted Accomplishments/Performance Measures:	S E	Ü
		De	eals with the public in a professional manner	21	
	۵	Ma	aintains positive personal and professional appearance	H	
	0	Ma	aintains a physical fitness level commensurate with General Order HO7-B	PI	j \square
		Ma	aintains effective mental preparedness commensurate to General Order HO7-B		
		Ot	otains necessary CE hours for Firefighter, Medical, & special certifications	ØC,	
		Ma	aintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations		
		Ac	cepts responsibility and is accountable for actions	2	
<u>M</u> ;	ajor.	Jo	b Responsibility: Combat Operations		
۶			Customers: Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, or ies and city departments	other p	ublic
>	Exp	<u>ec</u>	ted Accomplishments/Performance Measures:	S E	U.
	ı		Following AFD protective clothing policy, member can be fully outfitted with Pincluding SCBA, within 100 seconds.	PE,	
	ı		Member successfully passes the territory exams as prescribed by policy.		
	ľ		Regularly performs equipment & maintenance checks to ensure service readiness of apparatus		
	(0	Maintains good knowledge & demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if no applicable)	DE	1 🗆
	(Demonstrates sound judgement, safe driving ability, habits & general safety as a relief driver (when applicable)		
	(Maintains a strong knowledge of response territory	DE	
	(Maintains and demonstrates proficient firefighting and rescue skills	ØÇ	
	C		Maintains and demonstrates quality medical skill delivery		
	ξ		Fosters and maintains a "teamwork" environment; gets along well with others		
	C	ם	Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities	ZC	
		ב	Participates in neighborhood smoke detector/home hazard assessment drives in Targeted areas as directed by the Company Officer	Ø	
		_	Attends and actively participates in assigned Captain School training activities	10	
		2	Demonstrates proficiency of apparatus, tool and equipment use of assigned company		

Follows safety procedures for personnel and work environments

a Maintains personal protective equipment inventory & cleanliness for service delivery

		,						
0		•	ily facility mair		es and assigni	ments		
	*		ely in the PDE p					ППГ
Special Name needed.	<u>lotes:</u> Super	visors are en	ncouraged to co	omplete this s	ection. Attach	n additional	sheets if mor	e space is
Duties		his space m	nicate to the e ay also be use ontributions.					
	Brush	up on	territor	y Know	ledge			
* 1 20000 4 2° -		•			\			
writter	reprimands,	VARB Impa	by the supervicts, suspension ction and date	n, demotion, e				COS-1 CONTRACTOR TO THE RESIDENCE OF THE COST OF THE C
	•							
			supervisor is en nal sheets if mo			omments su	mmarizing the	overall
Na	u ,							
			oloyee is encoura write "none". Al					wish to
Non	V							
dy signatu ny supervi		nowledges th	nat I have disc	ussed the abo	ve expectatio	ons/perform	ance measure	es with
M	le M	yest				4	1-26-0	2
mployee \$	Signature	1			TXFIR		Date 47 3 -01	<u> </u>
upervisor	Signature		***************************************		TXFIR		Date	<u> </u>
Tom	J. Mhe						4-29-02	-
ext Level	Supervisor S	ignature			TXFIR		Date	

AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

PDE Plan	
Employee Name:	TEXFIR: Specialty Team Assignment:
Mike Martinez Position Title: Firefighter – Operations	Section/Unit Assignment: Engine 5-C
- •	•
Supervisor's Name: David Lundstedt	Second Level Supervisor's Name: Tim Mikes
Fiscal Year: 00-01	Rating Period: 🗹 Fall 🔲 Spring
Major Job Responsibilities for this position: This employee is accountable for:	All Supervisors will discuss with their employees how to:
1. AFD Core Requirements	Contribute to AFD's Mission and Vision
2. Combat Operations Management	Provide quality customer service
	 Contribute to the AFD's Strategic Plan & Annual Action Plan Fulfill the major responsibilities of their job.
	Participate in all required CE training annually.
Personnel Policies Review:	
We have reviewed and discussed important	Employees are expected to adhere to all department
personnel polices including the current Sexual	and City personnel policies
Harassment Policy (Gen. Order H-12)	cussed the above expectations with my supervisor, and I
have a current copy of the City of Austin Personne	
Male Marker	David Thirthe
Employee Signature	Supervisor Signature
Date	Date
AFD MISSION: The Preservation of Life and Pron	perty is the Central Mission of the Fire Department.
	· · · · · · · · · · · · · · · · · · ·
services, including emergency response, emerger	ountable to our community for the highest quality safety
	icy prevention, and community education.
AFD FY 2000-2001 GOALS:	f the highest quality
 □ Deliver comprehensive safety services of ➤ Strive for an increase in the percentage of 	fires confined to the room or area of origin.
Achieve a reduction in fire deaths.	3
	ell-trained and high performing workforce.
	to exceed the state firefighter exam average ices as part of an integrated emergency medical care
system.	as part or all mosgrates emergency most care
Increase in % of CPR saves prior to hando	
	continue to exceed the state EMT exam average for information about life safety knowledge and AFD
Services.	in a morniadon about the surety knowledge and Arb
Continue to increase education among sch	
 AFD will attract and retain a qualified and Decrease employee turnover rate 	d diverse workforce.
☐ The department will be accountable to ou	ur community,for demonstrable results.

> To remain in the top three of the highest rated services in the "Voice of the Customer" survey

OF	Firefighter	- Operations	
	I II CHUITCH	Opcidations	

	Manuscript.
EmployeeTXFIR:	100 100

Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not Meet)

Major Job Responsibility: AFD Core Requirements

~		<u>Customers:</u> Citizens, Firefighters, Company Officers, Battalion Chiefs, other AFD section icies and city depts.	s, other publi
-	Exp	ected Accomplishments/Performance Measures:	S E U
	o [Deals with the public in a professional manner	Ø
	a N	faintains positive personal and professional appearance	ØDC
	o N	faintains a physical fitness level commensurate with General Order HO7-B	ØDC
	□ N	faintains effective mental preparedness commensurate to General Order HO7-B	
	a C	btains necessary CE hours for Firefighter, Medical, & special certifications	Z D C
	□ M	laintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations	
	□ A	ccepts responsibility and is accountable for actions	\mathbb{Z}_{\square}
12	ajor J	ob Responsibility: Combat Operations	
-		Customers: Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections cies and city departments	, other public
-	Expe	ected Accomplishments/Performance Measures:	S E U
		Following AFD protective clothing policy, member can be fully outfitted with including SCBA, within 100 seconds.	PPE,
		Member successfully passes the territory exams as prescribed by policy.	
		Regularly performs equipment & maintenance checks to ensure service readiness of apparatus	900
		Maintains good knowledge & demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if no applicable	
		Demonstrates sound judgement, safe driving ability, habits & general safety as a relief driver (when applicable)	Zg o
		Maintains a strong knowledge of response territory	
		Maintains and demonstrates proficient firefighting and rescue skills	
		Maintains and demonstrates quality medical skill delivery	
		Fosters and maintains a "teamwork" environment; gets along well with others	
	a	Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities	100
		Participates in neighborhood smoke detector/home hazard assessment drives in Targeted areas as directed by the Company Officer	d po
	0	Attends and actively participates in assigned Captain School training activities	
		Demonstrates proficiency of apparatus, tool and equipment use of assigned company	
	۵	Follows safety procedures for personnel and work environments	00
		Maintains personal protective equipment inventory & cleanliness for service delivery	MUU

EmployeeTXFIR:	
----------------	--

- Adequately performs daily facility maintenance duties and assignments
- Participates constructively in the PDE process



Special Notes: Supervisors are encouraged to complete this section. Attach additional sheets if more space is needed.

Use the space below to communicate to the employee his/her Professional Development Plan and New Duties and Goals. This space may also be used to document Awards and Honors, Customer/Quality Service Recognition, Internal Service Contributions.

Study for Promotion!!!

Identify correction action taken by the supervisor during the last period. This includes formal counseling, written reprimands, VARB Impacts, suspension, demotion, etc. Provide a brief description of the nature of the performance requiring the action and date.)

UPERVISOR COMMENTS (The supervisor is encouraged to write additional comments summarizing the overall esults of the evaluation. Attach additional sheets if more space is needed.)

I would like for Mike to be my next driver

MPLOYEE COMMENTS (The employee is encouraged to write comments here. If the employee does not wish to nake comments, the employee should write "none". Attach additional sheets if more space is needed.)

/ne

Ty signature below acknowledges that I have discussed the above expectations/performance measures with

mployee Signature

impervisor Signature

lext Level Supervisor Signature

TXFIR

TXFIR

TXFIR

1/-6-0/ Date

11-18-01



AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

PDE Plan	AND SERVICE SERVICES AND THE PARTY OF THE PA	CONTRACTOR OF THE PROPERTY OF THE PARTY OF T
Employee Name: Mike Martinez	TEXFIR #:	
Position Title: Fire Fighter - Operations	Unit/Shift Assignment:	Specialty Team Assignment:
Supervisor's Name: David Lundstedt	Second Level Supervisor's Name:	
Fiscal Year: 99-00 00 - 01	Plan Start Date: +0/99 10 - 00	
Major Job Responsibilities for this position: This er 1. AFD Core Requirements 2. Combat Operations 3. 4. 5.	nployee is accountable for:	
All supervisors wiff discuss with their employees how Contribute to AFD's Mission and Vision Provide quality customer service Contribute to the AFD's Strategic Plan & Annual Action I	Fulfill the major respons Participate in all require	
Personnel Policies Review:	and the second s	California de la California de
We have reviewed and discussed important personnel poincluding the current Sexual Harassment Policy (Gen. Order		to adhere to all department and City personnel policies
•	•	ंदे श
My signature below acknowledges that I have discus Austin Personnel Policies Handbook.	sed the above expectations with my s	upervisor, and I have a current copy of the City of
Employee Signature 10:10-00 Date	Supervisor Signature	10-09-00 Date
AFD 10/99 PDE: Specialist - Operations Emplo	oyee Name: M, Ke Ma(timez	TEXFIR #: Revised 2/00

AUSTIN FIRE DEPARTMENT

MISSION

The Preservation of Life and Property is the Central Mission of the Fire Department.

VISION

The Austin Fire Department is accountable to our community for the highest quality safety services, including emergency response, emergency prevention, and community education.

OUR COMPETITIVE FUTURE DEPENDS ON:

Delivering comprehensive safety services of the highest quality

Supporting and maintaining a safe, healthy, well-trained and high performing workforce

Providing high-quality first responder service as part of an integrated emergency medical care system

Becoming community resources for life safety knowledge and information about AFD services

Attracting and retaining a qualified and diverse workforce

Accountable to our community for demonstrable results

Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not Meet)

200	148 (4) 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U		= Una	iccepi	able	(Does	NOLI	neet)
#	Major Job	Key	Expected Accomplishments/ Performance Measures		pring	.	1	Fall	252
150	Responsibility	Customers		Rating		R	ating	整建	
1	AFD Core	L OW-	The state of the s	S	E	U	S	E	U
*	Requirements	Citizens, Firefighters,	Deals with the public in a professional manner				D		
		Company	Maintains positive personal and professional appearance				0		
		Officers, Battalion Chiefs,	Maintains a physical fitness level commensurate to General Order HO7-B				D		
		other AFD	Maintains effective mental preparedness commensurate to General Order HO7-B				0		
		Sections, public agencies and city	Obtains necessary CE hours for Firefighter, Medical, & special certifications				0		
		depts.	Maintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations				Ø		
			Accepts responsibility and is accountable for actions				Ø		
2	Combat Operations	Citizens, Firefighters,	Regularly performs equipment and maintenance checks to ensure service readiness of apparatus				Ø		
		Company Officers, Battalion Chiefs, other AFD Sections, public agencies and city depts.	Maintains good knowledge and demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if not applicable)				D		
			Demonstrates sound judgement, safe driving ability, habits and general safety as a relief driver (when applicable)				Ø	U:	
			Actively participates in the Company assigned inspections of the AFD In-Service Inspection Program				A.		
			Fosters and maintains a "teamwork" environment; gets along well with others				D		
			Maintains a strong knowledge of response territory				D		
		Maintains and demonstrates proficient firefig	Maintains and demonstrates proficient firefighting and rescue skills				D		
		•	Maintains and demonstrates quality medical skill delivery				D		
			Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities				N.	0/	
			Participates in neighborhood smoke detector/home hazard assessment drives in targeted areas as directed by the Company Officer				D		

AFD 10/99 PDE: Specialist - Operations	Employee Name: Mike	Multinez	TEXFIR #:	
				D

Page 4 of 7

				,		
,			S	E	U	SEU
_	Combat Operations (continued)	Attends and actively participates in assigned Captain School training activities			a	B 0 0
		Demonstrates proficiency of apparatus, tool and equipment use of assigned company				000
		Follows safety procedures for personnel and work environments				
		Adequately performs daily facility maintenance duties and assignments				
		Maintains personal protective equipment inventory & cleanliness for service duty				800
		Participates constructively in the PDE process				
						100
_	OFESSIONAL DEVELOPM	IENT PLAN (Include any additionally assigned Prof. Developaschools	semina	rs, et	c.)	企业
	velopment Activities	1 -10/				ļ
	HITTER	LEWS.				
Exp	Attendoected Benefits Lendersh	io < K.// <				
Ou	tcomes Achieved	7 37 77 3				
	W DUTIES & GOALS	(List any new duties & goals assigned or requested of the employed	e for the	next	rati	ng period)
Spr	ing Rating Period	Fall Rating Period				
		help train probation, when assigned	uy f	ret	righ	ter
		when assigned				
<u></u>						

AWARDS & HONORS	(List any awards or honors received for the purpose of award and who	ved by the employee during this period. Provide a brief description the award/honor was from.)
Spring Rating Period		Fall Rating Period
		Phoenix award for CPR save
CUSTOMER/QUALITY SERVICE RECOGNITION	EXPENSE OF A CONTRACT PROPERTY OF THE PROPERTY OF A CONTRACT PROPERTY OF THE P	ank-yous, kudos) from internal/external customers directed to the ovide a brief description of the service rendered and whom the
Spring Rating Period		Fall Rating Period
		None
INTERNAL SERVICE		the employee such as AFD internal committees, task forces, or e the regular scope of duty during this period)
Spring Rating Period		Fall Rating Period
		Serves a district 3 vice president for Local 975
		for Local 975

CORRECTIVE ACTION (List any corrective actions taken by the supervisor during the last period. This includes formal counseling, written reprimands, VARB Impacts, suspension, demotion, etc. Provide a brief description of the nature of the performance requiring the action and date.)						
Spring Rating Period	Fall Rating Period					
	None					

SUPERVISOR COMMENTS (The supervisor is encouraged to write additional comments summarizing the overall results of the evaluation. Attach additional sheets if more space is needed.))					
Spring Rating Period	Fall Rating Period				
	Mike is an excellent fire fighter and				
	EMT.				

EMPLOYEE COMMENTS . — (The employee is encouraged to write comments here. If the employee does not wish to make comments, the employee should write "none". Attach additional sheets if more space is needed.)					
Spring Rating Period	Fall Rating Period				
	None				

AFD 10/99 PDE: Specialist - Operations	G 1 37 0 371	TELESTRETTO U.	
AFD 10/99 PDE: Specialist - Operations	Employee Name: Mile Mactines	I LEXELE #	
The second of th	Employee Name. I IIKE I IA TIPEZ	A Esta III "	
······································			B + 13/00
			Pavisad 1/111

	have discussed th	ne above expectations/performance measure	s with my supervisor.	
Spring Rating Period		Fall Rating Period		
		Mike Machine	10-10-00	
Employee Signature	Date	Employee Signature 2 1	Date	
		David Tellaly	10-09-00	
Supervisor Signature	Date	Supervisor Signature /	Date	
		Tim & Mises	10-10-00	
Next Level Supervisor Signature	Date	Next Level Supervisor Signature	Date	
		V		



AUSTIN FIRE DEPARTMENT

The Mission Goes Beyond the Name



2.1.

HEADQUARTERS:
FIRE CHIEF'S OFFICE:
OPERATIONS:
COMMUNICATIONS:
1621 Festival Beach Rd.:
Austin, TX 78702
(512) 477-5784

SAFETY OFFICE: 1621 Festival Beach Rd. Austin, TX 78702 (512) 472-9202

PUBLIC INFORMATION: 1621 Festival Beach Rd. Austin, TX 78702 (512) 477-9982

> RECRUITING: 2785 E. 7th St. Austin, TX 78702 (512) 305-4000

ADMINISTRATION: 92 Red River Austin, TX 78701 (512) 495-1450

PREVENTION: PUBLIC EDUCATION: 517 S. Pleasant Valley Austin, TX 78741 (512) 448-8300

MEDICAL OPERATIONS: 517 S. Pleasant Valley Austin, TX 78741 (512) 448-8370

> TRAINING: 4800-B Shaw Lane Austin, TX 78744 (512) 369-8500

INVESTIGATIONS: 401 East 5th St. Austin, TX 78701 (512) 472-9203

HAZMAT/SPECIAL OPERATIONS: 401 East 5th St. Austin, TX 78701 (512) 472-9333

MAINTENANCE: 2011 E. 51st St. Austin, TX 78723 (512) 469-0167

OFFICE OF EMERGENCY MANAGEMENT: City Hall, Room 207 P.O. Box 1088 Austin, TX 78767-1088 (512) 370-8800 August 10, 1998

Austin Fire Department
Firefighter Michael Martinez
1415 Newton Street
Austin, TX 78704

Dear Firefighter Martinez:

Recently, I received a letter from Margaret Scarbrough Wilson, the daughter of Mrs. Margaret Caldwell Scarbrough. She wrote to express her deepest appreciation for the incredible efforts that the Austin Fire Department displayed when her family home burned on April 20, 1998. She wrote that within three hours after the fire had started, recovery of keepsakes and heirlooms had been coordinated and facilitated by AFD. Mrs. Wilson also pointed out that firefighters stayed long into the night helping family representatives retrieve salvageable items.

The central mission of the Austin Fire Department is the preservation of life and property. Your willingness to contribute to the achievement of this goal is to be commended.

I wanted to take this opportunity to let you know the value of your efforts and to thank you for sharing your experience and knowledge with the citizens of Austin. This is the type of service we strive to provide.

Sincerely,

Gary Warren Fire Chief

Austin Fire Department

Baylebren

GW/mkb

Cc: Administration - Personnel File

Chief Tim Mikes

December 20, 1997

Fire Chief Gary Warren Austin Fire Department 1621 Festival Beach Road Austin, TX 78702



Dear Chief Warren:

I am writing to express my gratitude and appreciation for the quality and performance of firefighters of your Department whom I encountered recently, specifically Mike Martinez, whom I believe is stationed on Riverside, and Bob Becknell and the crew of firefighters he led from the station on South Congress, when they responded to my call for help.

On Sunday, December 7, I was relaxing in the home I had just purchased at 1413 Newton Street, just south of Town Lake. A few hours before, I had installed a relatively new gas kitchen range, using the old, flexible metal hose that had come with it.

A few minutes after using one of the kitchen range burners, I heard a very loud *whoosh*ing sound, like air escaping fast from a hole in a tire, seeming to come from the kitchen. As I entered the kitchen and got closer to the range, it got even louder. Concerned that it might be something gone wrong with a pilot light, or worse, I lifted the lid covering my range top and was shocked to see a fat blue flame about a foot long shooting out towards me. The old, flexible metal hose had bent at a pinhole leak one time too many, and natural gas under high pressure was blowing across the tops of two pilot lights: The effect was like a small, intense flamethrower. It was as if someone had stuck a lighted propane torch shooting a foot-long flame under the top of my range. Only it was screwed on tight. And it had a whole household supply, a whole neighborhood's supply, a whole network of gas in pipelines behind it.

In my shock, all memory of the whereabouts of the outside gas cutoff evaporated from my mind, even though a day or two before I'd helped the home's sellers wrestle with turning off the valve so that the old range could be moved. I tried to think: Should I move the stove to get to the gas valve behind it or would that break the hose more, and cause an explosion? If there is this big a flame from a pinhole leak, what's going to happen when the flame's heat melts the hose around it and the end of the hose falls off? Is that going to happen minutes or seconds from now? Should I call 911 and get out of the house, or get out of the house and call 911 from somewhere else? If I leave to call, is it possible the house will catch on fire, or explode, before I find a phone? If so, shouldn't I take a chance and call 911 from the house before I go?

Then I remembered that the neighbor I'd met just a few days before, Mike Martinez, is an Austin firefighter.

I ran next door and beat on Mike's door. I yelled through the door what was happening.

In what I think was probably less than a minute, Mike went from relaxing inside his home with his wife and soon-to-be child, on a Sunday evening, to my front yard with a crescent wrench, locating the ancient gas cutoff valve (1920's) outside my home and forcing it shut — something that had taken three "civilians" 20 minutes to do the day before. After he shut the gas off, Mike went inside my house to make sure the flame was out. In the driveway between the houses, he had instructed his wife, Lisa, to call the Fire Department, and I heard their sirens coming my way.

Within an astoundingly short period of time, Austin firefighters were coming off a fire truck in front of my home. If the fire had been too large for Mike to get under control, their quick arrival meant that they would have kept any damage to an absolute minimum. And rather than just

taking my assurances, your firefighters from the station on South Congress came in my home and *checked* to make *sure* everything was under control.

Before they left, the person in charge, whom I believe was Bob Becknell, took the time to ask this still-disoriented homeowner if I had a gas heating system (I do) and a firefighter climbed up into my attic to make sure that there would be no explosion from a collection of gas when the furnace was turned back on. And, clearly thinking about another potential problem for a person still too shaken to think about it for himself, they also inquired about my hot water heater, and my firefighter neighbor stayed to re-light it.

I am totally impressed by the aggressive competence and total professionalism shown by every Austin firefighter I encountered that night.

My firefighter neighbor has never brought up the fire in conversation after that, but when I did later, I heard him talk about his entering the profession as the fulfillment of a lifelong dream, and the bond he feels between himself and the firefighters he knows and works with, and how much and why he looks forward to going to work every shift.

I don't know how or where you are able to find people of the high caliber I encountered that night, who do the life-saving and incredibly dangerous work they do, so well, or what kind of training you provide so that they are able to respond so thoroughly so fast, but I want to thank you and your Department for doing it. These are not just people who are very good at what they do; these are people who also care a lot about other people, and so they go beyond just what's necessary to anticipate and do everything that's really needed. Having prevented what could have been a major disaster or two for me, they also cared enough to make sure I wouldn't even have any minor inconveniences left over from the experience.

Then they all just left, almost as quickly as they came, as if it were no big deal. I would not even have known their names if one hadn't been my neighbor, and I hadn't been able later to ask him the name of the person in charge from the South Congress station.

I would greatly appreciate your passing along to everyone involved in the December 7 incident at my home, and to their supervisors and colleagues, my gratitude and appreciation for their superb work. I feel truly very fortunate to live in a city where they are exemplary of the kind of people that are protecting our lives, our peace of mind, and our property with their skills and concern.

I still have a home. If Mike Martinez, Bob Becknell, and the firefighters from the South Congress station had not been that good, and that fast, I'm not sure I would. I might just have a vacant lot.

Please thank them for me.

Sincerely

Dale Chenoweth 1413 Newton Austin, TX 78704

KUDO

Date:

December 21, 1997

To:

Ron Hansen, EMT-P, Gary Wadham, EMT-I, Emergency Medical Services

Raymond Martinez, AFD Engine 5

Michael Martinez, AFD Engine 6

William Ginac, AFD Engine 5

Brad Ballard, AFD Truck 15 Noe Galvan, AFD Truck 15 Thomas Turner Marsh, AFD Truck 15

David Bearden, AFD Rescue 14 Christopher Dibrell, AFD Rescue 14

From:

Dani Winkler, District Commander

Emergency Medical Services Department

Subject:

Commendation

On December 18, 1997, Medic 6, Engine 5, Truck 15, and Rescue 14 responded to call #168 at 1718 Hillcrest Lane. A very difficult extrication was performed on an approximately 550 lb. patient who had fallen, legs extended, between a counter and the bathtub. I would like to take this opportunity to congratulate you on a job well done regarding the following areas:

- . Customer Service: To both the patient and the patient's family.
- Cooperation
- Teamwork
- Problem Solving

It is great to know the City of Austin has such caring and professional individuals as employees. Once again, thank you for your dedication to your careers and to the citizens of Austin. I appreciate the job you do and your ability to do it well.

Sincerely.

Dani Winkler, District Commander Emergency Medical Services October 28, 1994

Firefighter Michael Martineza Engine 5 "C" Austin Fire Department

Dear Mike:

Congratulations on receiving the BASICS award. The citizens of Austin and the Fire Department are fortunate to have you as an employee. Further, I am pleased to have this opportunity to recognize your commitment to our standards of excellence in providing Customer Service.

The initiative you have shown demonstrates an aggressive pursuit toward the high standard of service we have set for ourselves. It is my belief, that each call we answer, each emergency to which we respond, and every contact we make, is an opportunity to display the professionalism, innovation, and service orientation so integral to our department's values. With your actions, you have demonstrated a commitment to Customer Service which is the essence of the Austin Fire Department.

Your contribution in <u>Building Austin's Standards In Customer</u> Service is recognized and greatly appreciated. Thank you for a job well done!

Sincerely,

Richard Brumbelow Assistant Fire Chief Austin Fire Department

RB: vo

xc: Personnel File

AWARD: (Gerber Tool)



B. A. S. I. C. S. RECOGNITION

Nomination Form

From: RANDY WILLIAM FIRE 477-6939 Nominator's Name, Division, and Phone #
Date: JUY 12, 1994
I nominate (Internal Services Section Incident Member) for BASICS recognition and certify that the above named person meets one or more of the three (3) criteria as annotated below: (Check appropriate box.)
Providing Outstanding Customer Service employee is recognized for outstanding performance in meeting customer needs. (organization and to citizens)
Taking Customer Service Initiatives employee is recognized for initiatives that contribute to enhanced customer service. Initiative does/does not improve productivity or provide cost savings. (explain below)
Enhancing the Image of the Organization employee contributes toward enhancing the organization's image. He/She leaves a strong positive impression with the customer and is definitely offering outstanding customer service.
Comments regarding nomination are: (Please print or type and describe specifically the outstanding actions performed by the nominee and rationale supporting how they relate to the criteria. Continue on back of this form.)
MATERIAL ALARIN AT THE HOLLY STREET PRINCER
PLANT. CHIEF TIMIMIKES REQUESTED A SECOND ACHROM.
FIRST REPORTS WERE THAT HAZARDOUS CHEMICALS WERE
INVOLVED AND THAT EVACUATION OF ACEA NEIGHBOR-
HOLD MAY DE NEEDED. SAIFT COMMINARY FARRIS ASSIGNED
CHPT TOM STEPHENS (ZI) T.S RANDY MOKEJO TO COMMUNITY
STRUITES, THE SENSIVITY OF THE COMMUNITY REGARDING
THE HOLLY STOFFT PUWE PLANT REQUIRED EXPERINCE AND -
LEADERSHIP WHICH CAPT STEPHENS DEMOSTRATED TOO AT A



B. A. S. I. C. S. RECOGNITION

Nomination Form

My Mer		_			
	From: RAN	DY WELL ominator's Nat	ne. Division, a	E 47 nd Phone #	7-6939
	Date: TU	1 12, 19	94		
I nominate Languer certify that the above below: (Check appr	e named person				
	tstanding Custo in meeting custo			-	_
tribute to enh	mer Service Init anced customer avings. (explair	service. Initia			rives that con- e productivity or
organization's		e leaves a stroi	ng positive imp		rd enhancing the he customer and
Comments regarding standing actions perfective in the continue of the continue	formed by the non back of this for	ominee and ra		ting how they	relate to the
MATERIAL A		AT THE		STREET	
PLANT. (H)					
FIRST REPOR					·
INVOLVED AN	THAT O	EVACUAT	ION OF	ACFA NE	16HBOR-
HOZO MAY I					
L'HPT TONI STE	HENS (21) 1	[] EHODY	UJOKE 10	to can	MUOISITY
STRUCES, TH	C SENSIVI	T T T	HE COM	nuniti R	EGHED ING
THE HOLLY S	IPFET PULL	R PLANT	RE QUILES) Exalin	OCE AND -
EXPOERTING.	HYHW!	APT STE?	HEUS DEM	OSTRATED	TOTAL AT A

City of Austin

Founded by Congress, Republic of Texas, 1839 Municipal Building, Eighth at Colorado, P.O. Box 1088, Austin, Texas 78767 Telephone 512/499/2009

February 4, 1996

FF Mike Martinez Austin Fire Department

Dear Firefighter Martinez:

On behalf of the Austin Fire Department, I am pleased to present you with a Letter of Appreciation for the actions you took to assist with the Capital Area Food Bank's Harvest Fest Food Drive. Your willingness to volunteer your personal time to hand out collection bags on November 18, 1995, resulted in the food bank collecting nearly 3,500 pounds of food for needy families in just three hours. Your compassionate efforts have enhanced the image of all Austin firefighters.

You are to be commended for your outstanding service to this Department and this community.

Sincerely,

Robin Paulsgrove

Fire Chief

Austin Fire Department

PHOENIX AWARD



THE AUSTIN FIRE DEPARTMENT

recognizes

Michael Martinez

for the Outstanding Service of

SAVING A LIFE

November 25, 1994

as part of the Austin, Texas Emergency Medical Team

A. Hallapue Fire Chief



Medical Director

City of Austin

Founded by Congress, Republic of Texas. 1839 Municipal Building, Eighth at Colorado. P.O. Box 1088, Austin, Texas 78767. Telephone 512/499-2000

March 26, 1993

Prob. Firefighter Michael W. Martinez Engine 5 "C"
Austin Fire Department

Dear Mike:

On behalf of the Austin Fire Department, it is with great pride that I present to you the department's Phoenix award.

As you know, this recognition is accorded to those members of our department and E.M.S. who have been involved in the successful resuscitation of a patient from a life threating state. Applying the knowledge and skills that you have spent so long honing must certainly provide you with a great deal of satisfaction when the ultimate payoff of saving a life occurs. Your actions on behalf of the citizens of Austin serve as proof that CPR does save lives.

Your display of the teamwork, performance, and professionalism that are our departments values are to be congratulated. Thank you for a job well done.

Sincerely,

Bill Roberts Fire Chief

Austin Fire Department

BR:vo

xc: Personnel File

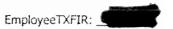
AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

PERSONNEL DI	EVELOPMENT EVALUATION			
PDE Plan	《 》(1985年)			
Employee Name: Martinez, Michael Position Title: Firefighter — Operations Supervisor's Name: Lt. David Lundstedt Fiscal Year: 00-01	Section/Unit Assignment: Engine 5-C Second Level Supervisor's Name: B.C. Tim Mikes Plan Start Date: 10/00			
Major Job Responsibilities for this position: This employee is accountable for: 1. AFD Core Requirements 2. Combat Operations Management	All Supervisors will discuss with their employees how to: Contribute to AFD's Mission and Vision Provide quality customer service Contribute to the AFD's Strategic Plan & Annual Action Plan Fulfill the major responsibilities of their job. Participate in all required CE training annually.			
Personnel Policies Review:				
We have reviewed and discussed important personnel polices including the current Sexual Harassment Policy (Gen. Order H-12)	Employees are expected to adhere to all department and City personnel policies			
My signature below acknowledges that I have disc have a current copy of the City of Austin Personne	cussed the above expectations with my supervisor, and I			
Mula Martarz	David Filled			
Employee Signature	Supervisor Signature 4-13-01			
Date	Date			
	erty is the Central Mission of the Fire Department. untable to our community for the highest quality safety ncy prevention, and community education.			
system.Increase in % of CPR saves prior to handoAverage EMT certification exam score will	ell-trained and high performing workforce. to exceed the state firefighter exam average ices as part of an integrated emergency medical care off to EMS personnel; continue to exceed the state EMT exam average if for information about life safety knowledge and AFD			
AFD will attract and retain a qualified and				

The department will be accountable to our community for demonstrable results.

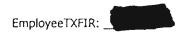
> To remain in the top three of the highest rated services in the "Voice of the Customer" survey

> Decrease employee turnover rate



Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not Meet)

M	ajor	Job R	esponsibility: AFD Core Requirements		
>	- V00 - 00 00 00 00	and Charles and Assembly	tomers: Citizens, Firefighters, Company Officers, Battalion Chiefs, other AFD sections, and city depts.	other publ	ic
>	Exp	ecte	d Accomplishments/Performance Measures:	SEU	J
		Deals	with the public in a professional manner	000	
	٥	Mainta	ains positive personal and professional appearance	Z O	
	0	Mainta	ains a physical fitness level commensurate with General Order HO7-B		
		Mainta	ains effective mental preparedness commensurate to General Order HO7-B		
		Obtair	s necessary CE hours for Firefighter, Medical, & special certifications	200	
		Mainta	ins good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations		
		Accept	ts responsibility and is accountable for actions		
43	ajor:	lob R	esponsibility: Combat Operations		
>			omers: Citizens, firefighters, Company Officers, Battalion Chiefs, other AFD sections, of and city departments	other public	
>	<u>Exp</u>	ected	Accomplishments/Performance Measures:	S E Ü	1
	(gularly performs equipment & maintenance checks to ensure service readiness of paratus]
			intains good knowledge & demonstrates proficiency of apparatus operations imping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if no applicable)]
	C		monstrates sound judgement, safe driving ability, habits & general safety as a effectiver (when applicable)	200]
	-	ı Ma	intains a strong knowledge of response territory	ZO C]
	C	ı Ma	intains and demonstrates proficient firefighting and rescue skills		
		Ma	intains and demonstrates quality medical skill delivery	ZOC]
		Fos	ters and maintains a "teamwork" environment; gets along well with others]
	C		fills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day gram with AISD and other Public Fire Education activities]
			ticipates in neighborhood smoke detector/home hazard assessment drives in geted areas as directed by the Company Officer	700]
		Atte	ends and actively participates in assigned Captain School training activities]
		Der	nonstrates proficiency of apparatus, tool and equipment use of assigned company		
		Foll	ows safety procedures for personnel and work environments]
		Mai	ntains personal protective equipment inventory & cleanliness for service delivery		
		Ade	equately performs daily facility maintenance duties and assignments	ØO C	
		Par	ticipates constructively in the PDE process	800	



<u>Special Notes:</u> Supervisors are encouraged to complete this section. Attach additional sheets if more space is needed.

Use the space below to communicate to the employee his/her Professional Development Plan and New Duties and Goals. This space may also be used to document Awards and Honors, Customer/Quality Service Recognition, Internal Service Contributions.

complete LEAPS Training Study for Promotion

Identify correction action taken by the supervisor during the last period. This includes any corrective actions taken by the supervisor during the last period. This includes formal counseling, written reprimands, VARB Impacts, suspension, demotion, etc. Provide a brief description of the nature of the performance requiring the action and date.)

SUPERVISOR COMMENTS (The supervisor is encouraged to write additional comments summarizing the overall esults of the evaluation. Attach additional sheets if more space is needed.)

mike works really hard, doing an excellent who with his regular duties and his duties as union U.P. and PAL duties.

MPLOYEE COMMENTS (The employee is encouraged to write comments here. If the employee does not wish to nake comments, the employee should write "none". Attach additional sheets if more space is needed.)

None

Ay signature below acknowledges that I have discussed the above expectations/performance measures with my supervisor.

Multiplication TXFIR Da

Supervisor Signature / TXFIR Date

1 1 4-12-

ext Level Supervisor Signature TXFIR Date



City of Austin

Founded by Congress, Republic of Texas, 1839 Municipal Building, Eighth at Colorado. P.O. Box 1088, Austin, Texas 78767. Telephone 512/499-2008

October 19, 1993

Firefighter Mike Martinez Station 5 *C* Austin Fire Department

Dear Mike:

On behalf of the Austin Fire Department, I am pleased to present you with this Letter of Appreciation for the outstanding work you have done in less than a year with the Department. You have participated in several activities with the East Austin Youth Strategic Intervention for High Risk Youth (S.I.H.R.Y.) Program and also with the Educating Students through Oportunity and Service (E.S.O.S.) Program. You have been a Big Brother and are on call when help is needed for the youth in our community. Through these programs, you are enhancing the image of the Department as well as providing outstanding customer service which the City of Austin works toward.

The Fire Department recognizes and appreciates your humanitarian actions which speak highly of your character.

Sincerely,

Bill Roberts Fire Chief

Austin Fire Department

BR:vo



AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

PDE Plan Section of the section of t	是一个人,但是一个人的一个人的一个人的一个人的一个人的一个人的一个人的一个人的一个人的一个人的
Employee Name: Mike Martinez	TEXFIR #:
Position Title: Fire Fighter - Operations	Unit/Shift Assignment: Specialty Team Assignment:
Supervisor's Name: David Lundstelt	Second Level Supervisor's Name: Tim Mikes
Fiscal Year: 99-00	Plan Start Date: 10/99
1. AFD Core Requirements 2. Combat Operations 3.	POTITION OF THE PROPERTY OF TH
4. 5.	
J.	
All supervisors will discuss with their employees how to: Contribute to AFD's Mission and Vision Provide quality customer service Contribute to the AFD's Strategic Plan & Annual Action Plan	Fulfill the major responsibilities of their job. Participate in all required CE training annually.
Personnal Policies Review	是在1000年的1000年的1000年的1000年的1000年的1000年的1000年的1000年的1000年的1000年的1000年的1000年的1000年的
We have reviewed and discussed important personnel polices the current Sexual Harassment Policy (Gen. Order H-12)	including Employees are expected to adhere to all department and City personnel policies
My signature below acknowledges that I have discussed the abs	eye expectations with my supervisor, intuiting a married copy of the City of Austin Personnel
July Matrin 4-19-200	
Employee Signature Date	Supervisor Signature
AFD 10/99 PDE: Firefighter - Operations Emplo	yee Name: Mille Martinez TEXFIR #:

AUSTIN FIRE DEPARTMENT

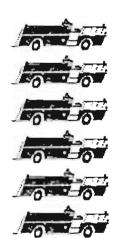
MISSION

The Preservation of Life and Property is the Central Mission of the Fire Department.

VISION

The Austin Fire Department is accountable to our community for the highest quality safety services, including emergency response, emergency prevention, and community education.

OUR COMPETITIVE FUTURE DEPENDS ON:



Delivering comprehensive safety services of the highest quality

Supporting and maintaining a safe, healthy, well-trained and high performing workforce

Providing high-quality first responder service as part of an integrated emergency medical care system

Becoming community resources for life safety knowledge and information about AFD services

Attracting and retaining a qualified and diverse workforce

Accountable to our community for demonstrable results

Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not Meet)

# 44	Major Job	Key	Expected Accomplishments Performance of the inter-	S	pring	3	Fall	
1	ाटपञ्चलागाएँ.	രന്ത്രനാ		R	ating	9	Rating	
STATE OF		三十二元 公司	The state of the s	S	E	U	SILE	
1	AFD Core Requirements	Citizens, Firefighters,	Deals with the public in a professional manner					
		Company	Maintains positive personal and professional appearance				10年日10	
		Officers, Battalion Chiefs, other AFD	Maintains a physical fitness level commensurate to General Order HO7-B	4				
		Sections, public agencies and city	Maintains effective mental preparedness commensurate to General Order HO7-B					
		depts.	Obtains necessary CE hours for Firefighter, Medical, & special certifications	2				
			Maintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations	Ø				
			Accepts responsibility and is accountable for actions	B				
2	Combat Operations	Citizens, Firefighters, Company Officers, Battalion Chiefs, other AFD Sections, public agencies and city depts.	Regularly performs equipment and maintenance checks to ensure service readiness of apparatus	Ø				
			Maintains good knowledge and demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if not applicable)	Ø				
			Demonstrates sound judgement, safe driving ability, habits and general safety as a relief driver (when applicable)	B				
			Actively participates in the Company assigned inspections of the AFD In-Service Inspection Program	B				
			Fosters and maintains a "teamwork" environment; gets along well with others	P				
				Maintains a strong knowledge of response territory	2			
			Maintains and demonstrates proficient firefighting and rescue skills	B				
			Maintains and demonstrates quality medical skill delivery	Ø				
			Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities	6				
			Participates in neighborhood smoke detector/home hazard assessment drives in targeted areas as directed by the Company Officer	A				

S	E	U	S E U
---	---	---	-------

AFD 10/99 PDE: Firefighter - Operations

Employee Name: Mike Martinez

TEXFIR #

Combat Operations	<u> </u>							Page	4 of 7
Combat Operations (continued)	Attends and ac	ctively participates in ass	signed Captain School trainin	g activities	2				
	Demonstrates	proficiency of apparatu	s, tool and equipment use of a	assigned company	10				
	Follows safety	procedures for personn	el and work environments		8			0530	
\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	Adequately pe	erforms daily facility mai	intenance duties and assignm	ents	B				10
	Maintains per	rsonal protective equipm	ent inventory & cleanliness fo	or service duty	12			SOF+E	N O
	Participates co	onstructively in the PDE	process		0				
PROFESSIONAL DEVELOP	ENT PLAN (Inclu	ide any additions	illy assigned Prof. D	evelop. schools, s	eminar	, etc			開題
Development Activities									
Expected Benefits									
Outcomes Achieved									
NEW DUTIES & GOALS	Listeny new d	uttes & goals as	signed or requested	of the employee	or the r	0.30	elli	g perloc) 100
Spring Rating Period	, , , , , , , , , , , , , , , , , , , ,		Fall Rating Period						
	and Warra or an	or in the second	and the last of th	and the state of the state of	in the	Street .	PLT:	Set Allows	1204030
AWARDS & HONORS	(CEEPERON CONTROL OF	ન ના તાલાતાના જોવા અને સ્થાપના	rediction of religions	Considerate for	OCHICLO)	TOD;	40(1	morre	iption
Spring Rating Period	and the surper pose	Contract of the Contract of th	Fall Rating Period	ILL SHEED IN THE	200				CARL PARTY
AFD 10/99 PDE: Firefighter - C	Departions F	Employee Name: M	like Mostinez	TEXFIR #					
			me ribilinee	- 27 CL XIC !!!					

	Page 5 of 7
	•
	ন thankevous kiders) reministration to the content customers directed to the ি সৈক্ষেত্ৰত বিশ্বনি বৈশ্বনালয়ক ব' টোও অসমতে rendered and whom the
recognition wit from	
Spring Rating Period	Fall Rating Period
	oby the amployed such as AED internal committees, task forces, or
CONTRIBUTIONS Special project the two to of Spring Rating Period	Fall Rating Period

counseling, written regard	กา (คุรกา by the supervise during the has period. This includes formal mands. VARE impress, กระการใหญ่ (emotion atc. Provide a brief
Spring Rating Period	Fall Rating Period
AFD 10/99 PDE: Firefighter - Operations Employee Na	me: Mike Martinez TEXFIR #:

Spring Rating Period	Fall Rating Period
Mile does a fine Job in both the firefighting and medical aspects of his Job.	

A STATE OF THE PARTY OF THE PAR	write comments here. If the employee does not wish to make dwrite "none". Attach additional sheets if more space is needed.)
Spring Rating Period	Fall Rating Period
I Love May Lt. And my CHIEF!	

My signature below acknowledges	hat inavodiscussed the	New Occupations in the second second	measures with my supervisor.
Spring Rating Period		Fall Rating Period	
Mile Malmiz	4-19-2000		
Employee Signature	Date	Employee Signature	Date

AFD 10/99 PDE: Firefighter - Operations	Employee Name: Mike Martinez	TEXFIR #:
<u> </u>	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	

Page 7 of 7

			1 4 5 0 7 0 1 7
Day Falle	4-18-00		
Supervisor Signature *	Date	Supervisor Signature	Date
Keith Weiss	4-30-00		
Next Level Supervisor Signature	Date	Next Level Supervisor Signature	Date



AUSTIN FIRE DEPARTMENT PERSONNEL DEVELOPMENT EVALUATION

	,		
DEPENDENT OF THE PROPERTY OF THE PARTY OF TH	Little was the second	MANUFACTURE TO STREET THE	经验的现在分词 医克里斯氏结束 化
imployee Name:	TEXFIR #		
Michael Mastinez			
osition Title: Fire Fighter - Operations	Unit/Shift Assignmen	t: Specialty Team A	ssignment:
upervisor's Name:	Eng. 5- C Second Level Superv	isouls Nomes	
Lt. D. Lundstedt	BC. Tim M.		
iscal Year: 98-99	Plan Start Date: 1/99		
Kijostobiteribiitilijika ostlikijoslibni. Tilitain	lloyeally require fillefore	telephone of the Control of the Control	北京 医甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基甲基
. AFD Core Requirements			
. Combat Operations anti-			
· · · · · · · · · · · · · · · · · · ·			
All supervisors will discuss with their employees how t	o:		
Contribute to AFD's Mission and Vision	Fulfi	I the major responsibilities of their jo	b.
Provide quality customer service		cipate in all required CE training annu	
Contribute to the AFD's Strategic Plan & Annual Ac			•
Reproductive Repro		THE PARTY OF THE P	ALERONAL BELLEVIOLET
We have reviewed and discussed important personne	polices including Emp	oyees are expected to adhere to all de	epartment and City personnel policies
he current Sexual Harassment Policy (Gen. Order H-12)			
* A A A A A A A A A A A A A A A A A A A			
Myddan (१११२) विकास स्थापन विकास (१११) विकास (१११) विकास (१११)	skibecimore a presenting collina	and the state of t	sairy of the City of Autilia Personnell Poll
Frintitod).			
	/ 2 2 40	7: 1-11-11	11 >= 70
Julie Water 4	-30-99	Just Kellet	4-27-99
Employee Signature	Date S	upervisor Signature	Date
AFD 1/99 PDE: Fire Fighter - Operations	Employee Name: Michael	Mactines TEXFIR	#:

Employee Name: Michael Martinez

AUSTIN FIRE DEPARTMENT

MISSION

The Preservation of Life and Property is the Gentral Mission of the Fire Department.

VISION

The Austin Fire Department is accountable to our community for the highest quality safety services, including emergency response, emergency prevention, and community education.

OUR COMPETITIVE FUTURE DEPENDS ON:



Delivering comprehensive safety services of the highest quality

Supporting and maintaining a safe, healthy, well-trained and high performing workforce

Providing high-quality first responder service as part of an integrated emergency medical care system

Becoming community resources for life safety knowledge and information about AFD services

Attracting and retaining a qualified and diverse workforce

Accountable to our community for demonstrable results

		No.	Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unaccepts	ble (D	oes No	t Mee	1)	
(ii) Millio 1015 (Kry Rosponslijilly Gustoi		reda (CD) (Procert/Aesonalthacht/Actionarme (Corport)						
				S	ating E)	Rating	
1	AFD Core	Citizens,	Deals with the public in a professional manner	Ø	Ō	Ŏ		
	Requirements	Firefighters, Company	Maintains positive personal and professional appearance	Ø				
baneta i c		Officers, Battalion Chiefs, other AFD	Maintains a physical fitness level commensurate to General Order HO7-B	Ø				
Series Series		Sections, public	Maintains effective mental preparedness commensurate to General Order HO7-B	×			Z O O	
ME.		agencies and city depts.	Obtains necessary CE hours for Firefighter, Medical, & special certifications	X				
1		, =====================================	Maintains good knowledge of AFD SOP's, General and Special Orders, Rules & Regulations	Ø				
Otto	plate taking a		Accepts responsibility and is accountable for actions	Ø				
2	Combat Operations	Citizens, Firefighters,	Regularly performs equipment and maintenance checks to ensure service readiness of apparatus	Ø	0		图。回归	
	Company Officers, Battalion Chiefs, other AFD		Maintains good knowledge and demonstrates proficiency of apparatus operations (pumping, hydraulics, ladder loading, etc.) as a relief driver (leave blank if not applicable)	Ø				
134 ·	Ann an	Sections, public agencies and city depts.	Demonstrates sound judgement, safe driving ability, habits and general safety as a relief driver (when applicable)	Ø			M III III	
		исры.	Actively participates in the Company assigned inspections of the AFD In-Service Inspection Program	Ø			D D D	
			Fosters and maintains a "teamwork" environment; gets along well with others	Ø			级品品	
			Maintains a strong knowledge of response territory	Ø				
H.	FE1:		Maintains and demonstrates proficient firefighting and rescue skills	×				
			Maintains and demonstrates quality medical skill delivery		×			
	Charlest Clearing on 3) into od.		Fulfills assignment responsibilities to ensure success of AFD's Fire & Life Safety Day Program with AISD and other Public Fire Education activities	Ø				
			Participates in neighborhood smoke detector drives in targeted areas as directed by the Company Officer	Ø				

l lui				
AFD 1/99 PDE: Fire Fighter - Operations	Employee Name: Michae	1 Mastinez	TEXFIR #:	

Ratings: S= Successful (Meets), E= Exceptional (Exceeds), U= Unacceptable (Does Not Meet)

Fig.	Krijo (165. * Key Responsibility (englancis)	ារប្រធានជាមួយមួយប្រជាជាក្រោយ មួយ ប្រជាជាក្រោយ ប្រជាជាក្រាយ មួយ ប្រជាជាក្រាយ ប្រជាជាក្រាយ ប្រជាជាក្រាយ ប្រជាជាក		pring Rating	_	Fall Rating
			S	E	U	Sa El U
	Combat Operations (continued)	Attends and actively participates in assigned Captain School training activities	Ø			
		Demonstrates proficiency of apparatus, tool and equipment use of assigned company	Ø			
	i l	Follows safety procedures for personnel and work environments	Z			PER SERVICE
	- 1	Adequately performs daily facility maintenance duties and assignments	X			
7		Maintains personal protective equipment inventory & cleanliness for service duty	X			2000
	ļ.	Participates constructively in the PDE process	X			Z III
10 C						四十二十二
Exp	elopment Activities ected Benefits comes Achieved					
1			25 85.76	1 47		and a supplement
NE	WIDUTIES & GOALS	any new duties & goals assigned or requested of the employee for the emplo	lion	ext	ratir	g period)
	Place Control of the				.,	
AF	D 1/99 PDE: Fire Fighter - Operation	Employee Name: Michael Mastinez TEXFIR #:			-	
Arr	D 177 LDD. The Figure - Operation	Disployee Hame, / //chaej ///ac / IDATIN				

	ive: (by:(lity:crimpley:coduring this period) (Provide a brief description) he (the event/honor war)(rom))
Spring Rating Period	Fall Rating Period
Phoenix award for CAT save	
l.	
製造 (株式 東京 (本文) (大文) (大z) (Tz)	
GUSTOMER GUALITY 1452 any to committee (lottor) d	h ni evou nixuelo) Gromini Omalloxio ni bellisiomeri diliceto kotine
SERVICE (TOTAL CONTROL	with the direction of the solvier conducted and whom the
Spring Rating Period	Fall Rating Period
全的不成 21 正式工作 10 元	
triand the state of the state o	
CONTRIBUTIONS: THE PROPERTY OF THE WORD OF THE	the employee ruches AFD internal committees, task forces; or the regular scope of duty during this parted).
Spring Rating Period	Fall Rating Period
The state of the s	
AFD 1/99 PDE: Fire Fighter - Operations Employee Name: M	Tichael Martinez TEXFIR#:

CORRECTIVE ACTION (IMPORTAGE)	ive actions taken by the supergrounduring the last period. This includes formal
ennoling wit	Chicopilmend , VARE Impress, rusponsion domotion ote. Provide a brief.
Spring Rating Period	onature of the performance regulting the action and date.)
- I I I I I I I I I I I I I I I I I I I	Yan Kumg Periou
2000	
The state of the s	
EQUITATION CHANNODROBANEUR	nanenrijoskowito dellam kommente eliminatelinghodozilkosultodali
Spring Railing Period	chradditional chools if (more space is (needed)))
·	
1000 (1000 A 1000 A 1	
A STATE OF THE STA	
	and the state of t
FOOVERING OF THE STREET OF TH	s encouraged to write community here. If the employee does not wish to make 🐸 amployee should write "noney", Attach additional sheets if more space is needed.)
Spring Rating Period	Fall Rating Period
All Davis	
the same and the s	
Extra di la	

Employee Name: Michael Martinez

TEXFIR #:

AFD 1/99 PDE: Fire Fighter - Operations

	illhavoidisaussed lite	abovo experiations/performance measu	es with my supervisor.
Spring Rating Period		Fall Rating Period	
Mile Martiniz	4-27-99	Mulu Mactinez	10-18-99
Employee Signature	Date	Employee Signature	Date
Died Frendtold	4-27-99	Dan FAJA	10-18-99
Supervisor Signature	Date	Supervisor Signature	Date
Timp Mbeca	4-30-99	Timp. Mlaca	10-27-99
Next Level Supervisor Signature	Date	Next Level Supervisor Signature	Date

AFD 1/99 PDE: Fire Fighter - Operations Employee Name: Michael Mactine 2 TEXFIR #:

Lt. David Lundstedt Fire Station 5-C 926-6701

Michael Martinez, TXFR has earned an exceptional rating in medical skill delivery for earning a Phoenix award for a CPR save.

David Lundstedt

			f .			ГТ	
Austin Fire Department PERSONNEL DEVELOPMENT	I. EMPLOYEE EVALUATION	воттом	LOWER	MIDDLE	UPPER	TOP	II. DEVELOPMENT INTERVIEW
EVALUATION	TASK PERFORMANCE						Performance Strengths: Has a professional attitude and
	Applies safety standards and practices			1			performs his duties that conscientions manners
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests						can scientimes manners
Name:	Applies standard techniques						
1 KATINEZ I MILE	Maintains facilities and equipment				_		Dedicated to do well in
Rank: Date: 9-19-93	Maintains physical conditioning						his probationary exam,
AUSTIN	COMMUNICATION SKILLS						Improvement Objective: Prepare himself to become
FIRE DEPT	Communicates effectively in work groups			1			a relief driver.
	Presents complaints/criticisms in a constructive manner			/			<u> </u>
	Deals with the public in a professional manner			/	Î		Action Steps: 1. Learn to drive streets in a
1 OUNDED 1937	Listens effectively						company school,
Development Ladder	QUALITY OF EFFORT						2. Complete steps to become relief driver by notifying training
	Accepts responsibility for actions			/			relief driver by notifying training
	Observes deadlines, time constraints			1			
тор	Aggressively pursues task assignments			1			Improvement Objective: 7 A A
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort:	Performs job in a professional, dedicated manner			1			Improvement Objective: Conduct classes for company
well done!	Demonstrates initiative						School.
UPPER	ATTITUDE						Action Steps: 1. Use available books, materials, etc. to present a class. 2. Ask supervisor for assistance.
Good performance in this evaluation measure; thank	Maintains interest in professional development			/			etc. to present a class.
you for your extra effort!	Participates constructively in Personnel Development Procedure			/			2. Ask sugarning for assistance
MIDDLE	Maintains positive, cooperative attitude			1		.]	2.21 2.41 1.221 101 # 2212 WKGEY
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance			Z			
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation						What Can The Supervisor Do To Help The Employee?
	KNOWLEDGE OF JOB REQUIREMENTS						Tull of the supervisor so help the simpleyee.
LOWER	Understands and applies Department Policies and Procedures			/			I will support and assist Mike in his goal to be a relief driver and teaching company
This is an area of performance where the need for improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations			/			to be a relief driver and teaching company
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank			V			Classes.
воттом	Understands and executes the responsibilities of his/her assignment						Employee Comments:
In this evaluation measure, your performance is not acceptable; improvement objectives should be design-	Rated Employee: The Morking				n-+/-	-	
ed for immediate action.	First Level Supervisor: Farman M. Hangle					-	
	Second Level Supervisor: Tim f. Main					-	

Austin Fire Department	I. EMPLOYEE EVALUATION	BOTTOM LOWER MIDDL	UPPER	Rip	II. DEVELOPMENT INTERVIEW
PERSONNEL DEVELOPMENT	TASK PERFORMANCE				Performance Strengths: A filt Mart 1812
EVALUATION	Applies safety standards and practices		V		presents himsverywell and in a professioned
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests		1		presents kimperywell and in a professioned
Name:	Applies standard techniques		1		manner. His attitude and dedication to his
Martinez Mike	Maintains facilities and equipment		7		Job makes him standout. He has done an
Rank: Date: 3-12-94	Maintains physical conditioning		/		Job makes him standont. He has done an exceptional Job and proud to have him as a
AUSTIN	COMMUNICATION SKILLS	•			Improvement Objective: Need to take on the responsibility
FIRE DEPT	Communicates effectively in work groups		✓		at Keliet Driver
	Presents complaints/criticisms in a constructive manner		/		Action Steps: 1, Continue learning assigned
	Deals with the public in a professional manner		✓		1 1
0,010	Listens effectively		/		territory,
Development Ladder	QUALITY OF EFFORT				territory: 2. Become proteent in pump operation and responsibility of Officer in Charge. in charge and assist him in performing duties: Improvement Objective:
	Accepts responsibility for actions		1	100	and responsibility of Officer in I
	Observes deadlines, time constraints		/		3, Learn station duties of Officer-
ТОР	Aggressively pursues task assignments		/		Improvement Objective.
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort;	Performs job in a professional, dedicated manner		✓		
well done!	Denionstrates initiative				Action Steps: (and classes for company
	ATTITUDE				
UPPER Good performance in this evaluation measure; thank you for your extra effort!	Maintains interest in professional development		/		School. 1. Use available materials to
you for your extra chorn	Participates constructively in Personnel Development Procedure				present company school,
MIDDLE	Maintains positive, cooperative attitude				f
Your performance in this area is satisfactory, while acceptable, you are encouraged to work with your	Maintains a professional appearance		/		in conducting company school.
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation				What Can The Supervisor Do To Help The Employee?
	KNOWLEDGE OF JOB REQUIREMENTS				,
LOWER This is an area of performance where the need for	Understands and applies Department Policies and Procedures		/		
improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations				
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank				
BOTTOM In this evaluation measure, your performance is not	Rated Employee: The Mannet				Employee Comments:
acceptable; improvement objectives should be designed for immediate action.	First Level Supervisor:	-			
750	Second Level Supervisor:				

		, 			 -	
Austin Fire Department	I. EMPLOYEE EVALUATION	BOTTOM LOWER	MIDDLE	UPPER		II. DEVELOPMENT INTERVIEW
PERSONNEL DEVELOPMENT EVALUATION	TASK PERFORMANCE					Performance Strengths: Mile has done an excellent
2Bermier	Applies safety standards and practices			\checkmark	, , ,	performance Strengths: Mille has done an excellent job, It is a Hitale is good and he presents himself very well on the job.
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests			7		Joseph Marian Japan Marian Marian Japan Marian Marian Japan Marian
Name:	Applies standard techniques					Very wood on the god!
1 Iartinez Inte	Maintains facilities and equipment			V		
Rank: Date 2-24-	Maintains physical conditioning			1		
Firefighter 10-10-74 AUSTIN	COMMUNICATION SKILLS					Improvement Objective: Relief Driver Tesponsibilities
FIRE DEPT.	Communicates effectively in work groups			/		
	Presents complaints/criticisms in a constructive manner			1		Action Steps: 1. Needs to slow down al. Hle
	Deals with the public in a professional manner					Action steps. 1. Toccas 10
O VDID III	Listens effectively			/		When driving Engine, 1 low about
Development Ladder	QUALITY OF EFFORT					Action Steps: 1. Needs to slow down all the when driving Engine, (Your a good driver but I want you to be a safe driver. Watch them curbs
	Accepts responsibility for actions			/		
.;	Observes deadlines, time constraints					
ТОР	Aggressively pursues task assignments		✓			Improvement Objective: Self Juprovement
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort;	Performs job in a professional, dedicated manner			1		improvement objective.
well done!	Demonstrates initiative					Action groups I Need to be alittle more
	ATTITUDE					Action Steps. 1.
UPPER Good performance in this evaluation measure; thank	Maintains interest in professional development			/		Action Steps: I. Need to be alittle more aggressive when performing tasks assigned. During night response
you for your extra effort!	Participates constructively in Personnel Development Procedure			7		During night response
MIDDLE	Maintains positive, cooperative attitude					
Your performance in this area is satisfactory; while	Maintains a professional appearance					
acceptable, you; are encouraged to work with your supervisor to improve your performance.	Participates constructively in Personal Development Evaluation			1	\neg	What Can The Supervisor Do To Halp The Employee?
#=14	KNOWLEDGE OF JOB REQUIREMENTS					What Can The Supervisor Do To Help The Employee?
LOWER	Understands and applies Department Policies and Procedures			1		
This is an area of performance where the need for improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations			7		
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank			7		
вотто	Understands and executes the responsibilities of his/her assignment					Employee Comments:
In this evaluation measure, your performance is not	Rated Employee: The Market	. 2				
acceptable; improvement objectives should be designed for immediate action.	V ()W 11 DU					
all self	First Level Supervisor:				-	
7 \$4-50 7 \$2	Second Level Supervisor: Jim A. Mhen					

				<u> </u>	
Austin Fire Department	I. EMPLOYEE EVALUATION	воттом	LOWER MIDD	LE UPPER	II. DEVELOPMENT INTERVIEW
PERSONNEL DEVELOPMENT EVALUATION	TASK PERFORMANCE	1		diam's	Performance Strengths: Martinez has done an outstand
	Applies safety standards and practices			/	Tob in performing his cluties as a firefighter and
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests			V	Trelief driver. His attitude all I de fina
Name:	Applies standard techniques				to bis ish which is a walled the company has been
Partinez / like	Maintains facilities and equipment				To his Job Walks Kind a Valuable Grew WEMPER
Rank: Date: 3-16-95	Maintains physical conditioning				Performance Strengths: Martinez has done an outstand job in performing his cluties as a firefighter an relief driver. His attitude and dedication to his job makeshim avaluable crew member To the company and district.
AUSTIN	COMMUNICATION SKILLS	43.5		题 [2]	The second Office
FIRE DEPT	Communicates effectively in work groups				Constant Victorsianica
	Presents complaints/criticisms in a constructive manner			,	Action Steps: 1 N T= A
	Deals with the public in a professional manner				/ Appy to the WIA
1010	Listens effectively			\	2. Study for Promotion
Development Ladder	QUALITY OF EFFORT	差额	THE STATE OF		Action Steps: 1. Apply to the NFA 2. Study for Promotion 3. Mountain Frotions with pump operations
•.	Accepts responsibility for actions			1	with pump operations
	Observes deadlines, time constraints				
тор	Aggressively pursues task assignments			/	Improvement Objective:
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort;	Performs job in a professional, dedicated manner				
well done!	Demonstrates initiative				Action Steps:
UPPER	ATTITUDE			海岸亚	regon steps.
Good performance in this evaluation measure; thank you for your extra effort!	Maintains interest in professional development			/	
you for your extra enous:	Participates constructively in Personnel Development Procedure				
MIDDLE	Maintains positive, cooperative attitude				
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance				
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation				What Can The Supervisor Do To Help The Employee?
, ,	KNOWLEDGE OF JOB REQUIREMENTS	100	产生		The Employee.
LOWER This is an area of performance where the need for	Understands and applies Department Policies and Procedures			$\sqrt{}$	
improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations				
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank			V .	
воттом	Understands and executes the responsibilities of his her assignment	L		\	Employee Comments:
In this evaluation measure, your performance is not acceptable; improvement objectives should be design-	Rated Employee: Aller Montaic?				
ed for immediate action.	First Level Supervisor: Karnon M. Kartinely				
4	Second Level Supervisor: Tm f. Merz				

Austin Fire Department	I. EMPLOYEE EVALUATION	BOTTOM LOWER MIDDLE UPPER TOP II. DEVELOPMENT INTERVIEW
PERSONNEL DEVELOPMENT EVALUATION	TASK PERFORMANCE	Performance Strengths: F.F. Weathers has continued to do an
	Applies safety standards and practices	outstanding job as a tige tighter and relief driver,
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests	Outside of his station cluties he has been an asset
Name:	Applies standard techniques	V to the department. He is a valuable member not only
Martinez Mike	Maintains facilities and equipment	to the common but to the Austra Fire Department.
Rank: Date: 9-24-95	Maintains physical conditioning	I have been very happy with his work and attituate
OF AD AUSTIN	COMMUNICATION SKILLS	There also been able to learn some things from him
FIRE DEPT.	Communicates effectively in work groups	Trumotion
	Presents complaints/criticisms in a constructive manner	
	Deals with the public in a professional manner	Action Steps: Apply your self for promotion as
O POID	Listens effectively	Specialist
Development Ladder	QUALITY OF EFFORT	2. Read the Model Procedures Grand
	Accepts responsibility for actions	for Structural Firefighting
	Observes deadlines, time constraints	3. Ann. Carth MEA
ТОР	Aggressively pursues task assignments	Improvement Objective:
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort:	Performs job in a professional, dedicated manner	As Kelief Driver
well done!	Demonstrates initiative	Action Stone
· · · · · ·	ATTIFUDE	Continue la study territori
UPPER Good performance in this evaluation measure; thank you for your extra effort!	Maintains interest in professional development	2. Communicate with Officer in
you for your extra chore.	Participates constructively in Personnel Development Procedure	2. Communicate with officer to
MIDDLE	Maintains positive, cooperative attitude	charge a bout an problems with apparatus, so operation can run effici
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance	experatos, so operation can run ettica
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation	What Can The Supervisor Do To Help The Employee?
1	KNOWLEDGE OF JOB REQUIREMENTS	
LOWER This is an area of performance where the need for	Understands and applies Department Policies and Procedures	
improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations	
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank	
BOTTOM:	Understands and executes the responsibilities of his/her assignment	Employee Comments:
In this evaluation measure, your performance is not acceptable; improvement objectives should be design-	Rated Employee:	<u>3-2-/-45</u>
ed for inmediate action.	First Level Supervisor:	
	Second Level Supervisor: Imf. Mbea	

							
Austin Fire Department	I. EMPLOYEE EVALUATION	воттом	LOWER	MIDDLE	UPPER	TOP	II. DEVELOPMENT INTERVIEW
PERSONNEL DEVELOPMENT EVALUATION	TASK PERFORMANCE						Performance Strengths:
EWEGATION	Applies safety standards and practices				\checkmark		Continues to do an excellent job at Station S
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests				1		whith other derect mut attrition a and
Name:	Applies standard techniques				マ	$\neg \neg$	Performance Strengths: Continued to do an excellent job at Station 5 and with other deportment activities: Dependable firefighter and well modurated indivi-
Martinez Mike	Maintains facilities and equipment				1		Defendable the ing mer and were
Rank: Date: 3-17-96	Maintains physical conditioning					V	
AUSTIN	COMMUNICATION SKILLS						Improvement Objective: Promotion
FIRE DEPT.	Communicates effectively in work groups					1	
	Presents complaints/criticisms in a constructive manner					/	Action Stance
	Deals with the public in a professional manner					V	Action Steps: Take advantage of promotional oppo
ODNOTO 111	Listens effectively -					\checkmark] \mathcal{O} .
Development Ladder	QUALITY OF EFFORT						
	Accepts responsibility for actions				/		
(4	Observes deadlines, time constraints						
тор	Aggressively pursues task assignments				~		Improvement Objective: As Relief driver demonstrate
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort;	Performs job in a professional, dedicated manner				1		Improvement Objective: As Relief driver demonstrate skills on the operation of apparatus.
well done!	Demonstrates initiative			[~		Action Steps:
UPPER	ATTITUDE						1. Demonstrate proficiency of pump operatings kells
Good performance in this evaluation measure; thank	Maintains interest in professional development				$\sqrt{}$		Action Steps: 1. Demonstrate proeficiency of pump operating skills Nith 2 practice pumping sessions. (Dapard Night 2. Go over procedures of form productions equipme 3. Levien mentance polices de. GO, C-16, E13 and E16 4. Porticipate on multi-company drills (Confinilly) Whose Con The Supervisor Do To Hole The England Scenario
you for your extra effort!	Participates constructively in Personnel Development Procedure				/		2 (I from production Equipme
MIDDLE	Maintains positive, cooperative attitude			,	7		to GO, C-16, E13 and E14
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance				-	1	3 steview maintena fills (cut will be
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation				V		What Can The Supervisor Do To Help The Employee?
· · · · · · · · · · · · · · · · · · ·	KNOWLEDGE OF JOB REQUIREMENTS						What Can The Supervisor Bo to help the Employee:
This is an area of performance where the need for	Understands and applies Department Policies and Procedures			Į.	V		
improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations				V		
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank				1	`	
воттом	Understands and executes the responsibilities of his/her assignment				✓		Employee Comments:
In this evaluation measure, your performance is not acceptable; improvement objectives should be design-	Rated Employee: 1/1/4/1/1/1	3-1:	7 9,	•		,	
ed for immediate action.	First Level Supervisor: Former M. Hangandy			71.71			
34	Second Level Supervisor:						

And Div Description	CONTRACTOR EVALUATION	BOTTOM LOWER MIDDLE	(ippen m	II. DEVELOPMENT INTERVIEW
Austin Fire Department PERSONNEL DEVELOPMENT	I. EMPLOYEE EVALUATION	BUTTOM LAWER MIDDLE	UPPER TOP	
EVALUATION	TASK PERFORMANCE		/	Performance Strengths:
Francisco CAPD 1002 F	Applies safety standards and practices		7	Execulent attitude Experience level Declication
Form: EMPLOYEE (AFD 1003-E) Name:	Responds to orders and requests		V -	Experience level
M 1 M11.	Applies standard techniques		/	$\mathcal{L}_{\mathcal{L}}$
Rank: Date:	Maintains facilities and equipment	-	✓ <u> </u>	Declication.
Rank: Date: 9-30-96	Maintains physical conditioning		/	Protessionalism
AUSTIN)	COMMUNICATION SKILLS			Improvement Objective:
FIRE DEPT.	Communicates effectively in work groups			Car and Per formand
	Presents complaints/criticisms in a constructive manner		1	Action Steries
	Deals with the public in a professional manner		1	Action Steps.
OUNDID	Listens effectively		1	Action Steps: 1. Apply to the NFA
Development Ladder	QUALITY OF EFFORT		o	
	Accepts responsibility for actions		V	
1/2-2/4	Observes deadlines, time constraints		✓ []	
тор	Aggressively pursues task assignments		✓	Improvement Objective:
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort;	Performs job in a professional, dedicated manner			improvement objective.
well done!	Demonstrates initiative		V	Action Steps:
	ATTITUDE	*		Action Steps:
UPPER Good performance in this evaluation measure; thank you for your extra effort	Maintains interest in professional development		/	
you for your extra chorra	Participates constructively in Personnel Development Procedure			
MIDDLE	Maintains positive, cooperative attitude			
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance			
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation		✓	What Can The Supervisor Do To Help The Employee?
, -3 V	KNOWLEDGE OF JOB REQUIREMENTS			and can the super that to to to to the super t
LOWER This is an area of performance where the need for	Understands and applies Department Policies and Procedures		/	
improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations			
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank		V , .	
воттом	Understands and executes the responsibilities of his/her assignment		V	Employee Comments:
In this evaluation measure, your performance is not	Rated Employee: The Market	7-30-96		
acceptable; improvement objectives should be designed for turnediate action.	(N) L)- 1 V			
24 14	Second Level Supervisor: Im & Maca			
- 100 AP	Second Level Supervisor: /m/ // // Second Level Supervisor:			

Austin Fire Department	I. EMPLOYEE EVALUATION	BOTTOM LOWER MID	DDILE UPPER TOP	II. DEVELOPMENT INTERVIEW
PERSONNEL DEVELOPMENT EVALUATION	TASK PERFORMANCE			Performance Strengths:
EVALUATION	Applies safety standards and practices			Maintains and Executes a High Level of Professionalism and Attitude.
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests			
Name:	Applies standard techniques			ot Protessionalism and Attitude.
Martinez Mike	Maintains facilities and equipment		1	
Rank: Date: 3-23-97	Maintains physical conditioning		V	
AUSTIN	COMMUNICATION SKILLS			Improvement Objective: For Professional Development
FIRE DEPT.	Communicates effectively in work groups			•
	Presents complaints/criticisms in a constructive manner			Action Stenes 1 CA V for Properties
	Deals with the public in a professional manner			remain steps. 1. 34 tag 187 1 town tree
Novois in	Listens effectively		1	2. Perform Building Inspections
Development Ladder	QUALITY OF EFFORT			Action Steps: 1. Study for Promotion 2. Perform Building Inspections 3. Fill out TXFRS and TSUPS 4. Assist in Prefire planning Improvement Objective: Apply for the NFA
	Accepts responsibility for actions			D. A. t. Pater Wanning
	Observes deadlines, time constraints			TI ASSIST IN TRETTE PRANT
ТОР	Aggressively pursues task assignments			Improvement Objective: Apply for the NFA
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort;	Performs job in a professional, dedicated manner			C C C C C C C C C C
well done!	Demonstrates initiative			Continue to Study Territory
UPPER	ATTITUDE			Continue to Study Territory Action Steps: 1. Walk streets
Good performance in this evaluation measure; thank you for your extra effort!	Maintains interest in professional development		/	1. 40 4110
you for your extra chort.	Participates constructively in Personnel Development Procedure			•
MIDDLE	Maintains positive, cooperative attitude			
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance	-		
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation			What Can The Supervisor Do To Help The Employee?
	KNOWLEDGE OF JOB REQUIREMENTS			The Bright Bright
LOWER This is an area of performance where the need for	Understands and applies Department Policies and Procedures		/	
improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations			
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank		✓ .	
воттом	Understands and executes the responsibilities of his/her assignment	<u> </u>		Employee Comments:
In this evaluation measure, your performance is not acceptable; improvement objectives should be design-	Rated Employee:			
ed for immediate action.	First Level Supervisor: Louis M. Homes San	7		
	Second Level Supervisor: Timf. Miles)		

			- -	
Austin Fire Department	I. EMPLOYEE EVALUATION	BOTTOM LOWER MIDDLE UPP	PER TOP	II. DEVELOPMENT INTERVIEW
PERSONNEL: DEVELOPMENT EVALUATIÓN	TASK PERFORMANCE	加斯拉尼亚拉尔		Performance Strengths:
	Applies safety standards and practices	V		High Experience level
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests			Excellent attitude
Name:	Applies standard techniques	✓		1-xcellent allinge
Martines Mike	Maintains facilities and equipment			Dependable
Rank: Date: Sept 25, 1997	Maintains physical conditioning	Ý		Moderated
AUSTIN	COMMUNICATION SKILLS	1998年	Yan di	Improvement Objective: For Professional Development
FIRE DEPT.	Communicates effectively in work groups	V	/	
	Presents complaints/criticisms in a constructive manner	ı v		Action Steps: 1 Plantage Proceedure
	Deals with the public in a professional manner	✓		reason steps. 1. 10 vi con
00,000	Listens effectively	✓		Section Cip
Development Ladder	QUALITY OF EFFORT	的是基层。		Action Steps: 1. Review Pelicipand Procedure Section C: Pespionse and Emerginary Scene Procedures: 2. Selectione subject and conclude Improvement Objective: a class for the company.
250	Accepts responsibility for actions	·		Procedures:
	Observes deadlines, time constraints	₹	7,	2. Selectione subject and concerne
тор	Aggressively pursues task assignments	V		Improvement Objective a class for the company.
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort;	Performs job in a professional, dedicated manner	Ý		improvement objective.
well done!	Demonstrates initiative	 		Action Steps:
UPPER	ATTITUDE	建筑和		Action Steps.
Good performance in this evaluation measure; thank you for your extra efforts	Maintains interest in professional development	1		
you for your extra chores	Participates constructively in Personnel Development Procedure			
MIDDLE	Maintains positive, cooperative attitude	1		
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance			
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation	j j		What Can The Supervisor Do To Help The Employee?
	KNOWLEDGE OF JOB REQUIREMENTS	是解释的 Exp. 47.11		and the same same same same same same same sam
LOWER This is an area of performance where the need for	Understands and applies Department Policies and Procedures	V		
improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations			
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank			
воттом	Understands and executes the responsibilities of his/her assignment			Employee Comments:
In this evaluation measure, your performance is not acceptable; improvement objectives should be design-	Rated Employee: All le Mair	9/25/97		
ed for immediate action.	First Level Supervisor: Kynn M. Wannand	•	_	
1/4	Second Level Supervisor: Try Mers			

	THE PART OF THE PA	100000000000000000000000000000000000000		II DEVELORMENT INTERVIEW
Austin Fire Department PERSONNEL DEVELOPMENT	I. EMPLOYEE EVALUATION	HOTTOM LOWER MIC	DOLE UPPER TOP	II. DEVELOPMENT INTERVIEW
EVALUATION	TASK PERFORMANCE			Performance Strengths:
	Applies safety standards and practices		/	Maintains and Executes a high level of
Form: EMPLOYEE (AFD 1003-E)	Responds to orders and requests			Performance Strengths: Maintains and Executes a high level of Professional ism and Attitude
Name:	Applies standard techniques			Trolessionalism and A Mitude
Martinez like	Maintains facilities and equipment			Medical Skills are excellent.
Rank: FF Date: March 15, 1995	Maintains physical conditioning			
AUSTIN	COMMUNICATION SKILLS			Improvement Objective: Study for Promotion
FIRE DEPT	Communicates effectively in work groups		/	
	Presents complaints/criticisms in a constructive manner			Action Steps: Review study source material
	Deals with the public in a professional manner			
NOTO !	Listens effectively			
Development Ladder	QUALITY OF EFFORT			
	Accepts responsibility for actions			
·. ·	Observes deadlines, time constraints			
ТОР	Aggressively pursues task assignments			Improvement Objective: Box Alarm Territory
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort:	Performs job in a professional, dedicated manner			,
well done!	Demonstrates initiative			Action Steps: Review street list
	ATTITUDE			- 1
UPPER Good performance in this evaluation measure; thank	Maintains interest in professional development		/	2. Walk street with crew
you for your extra effort!	Participates constructively in Personnel Development Procedure			
MIDDLE	Maintains positive, cooperative attitude			
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	Maintains a professional appearance			
supervisor to improve your performance.	Participates constructively in Personal Development Evaluation			What Can The Supervisor Do To Help The Employee?
	KNOWLEDGE OF JOB REQUIREMENTS			The Supervisor Do to Help The Employee,
LOWER	Understands and applies Department Policies and Procedures		1	
This is an area of performance where the need for improvement is indicated; your supervisor will assist	Understands and applies Department Rules and Regulations			
you in developing improvement objectives.	Understands and executes the responsibilities of his/her rank			
воттом	Understands and executes the responsibilities of his/her assignment			Employee Comments:
In this evaluation measure, your performance is not acceptable; improvement objectives should be design-	Rated Employee: Mike MAKHUR Z	3/15/98	?	
ed for im mediate action .	First Level Supervisor:	<i>7</i> ———		
	Second Level Supervisor:			

PERSONNEL DEVELOPMENT EVALUATION Applies safety standards and practices Form: EMPLOYEE (AFD 1003-E) Responds to orders and requests Name: Applies standards (Responds to orders and requests) Applies standards (Responds to orders and requests)	cu performing
Applies safety standards and practices Form: EMPLOYEE (AFD 1003-E) Responds to orders and requests Name:	cm partorming
Form: EMPLOYEE (AFD 1003-E) Responds to orders and requests	
Name:	
Applies statuted actiniques	
Maintains facilities and equipment	170 01 0
Rank: Date: 9-18-98 Maintains physical conditioning — Provides Positive acoustine five	. Techback . sions , (Great Qual
COMMUNICATION SKILLS COMMUNICATION SKILLS COMMUNICATION SKILLS	
1 (2) AAA (2) [FIRE DEPT] Communicates effectively in work groups	rilory
Presents complaints/criticisms in a constructive manner Action Steps: 1. Up dade Box	Alarm mops in
Deals with the public in a professional manner Deals with the public in a professional manner	
Listens effectively	in death
Development Ladder QUALITY OF EFFORT	without problems
Accepts responsibility for actions	Di t
Observes deadlines, time constraints 4. Post oil phases	of territory exercis
TOP Outstanding performance deserving of commendation: Aggressively pursues task assignments Improvement Objective:	D 1111
Outstanding performance deserving of commendation; your supervisors appreciate your exceptional effort: Performs job in a professional, dedicated manner Performs job in a professional, dedicated manner	Ke spensibilities
well done! Demonstrates initiative	
Action Steps: Decome producte	ent in operating
Good performance in this evaluation measure: thank Maintains interest in professional development	Trequipment outshift
Description of the Control of the Co	
MIDDLE Maintains positive, cooperative attitude Maintains positive, cooperative attitude	. In ariving New
Your performance in this area is satisfactory; while acceptable, you are encouraged to work with your	
supervisor to improve your performance. Participates constructively in Personal Development Evaluation What Can The Supervisor Do To Help-The Employee	,a'?
KNOWLEDGE OF JOB REQUIREMENTS	
LOWER Understands and applies Department Policies and Procedures	
This is an area of performance where the need for improvement is indicated; your supervisor will assist Understands and applies Department Rules and Regulations	
you in developing improvement objectives. Understands and executes the responsibilities of his/her rank	
Understands and executes the responsibilities of his/her assignment Employee Comments:	
In this evaluation measure, your performance is not Rated Employee: Min Westing 9/18/98	
acceptable; improvement objectives should be designed for immediate action. First Level Supervisor:	
Second Level Supervisor: /m/t./// De	