

Employee's Weaknesses: (1) Dependability: Good, but could improve as Sgt. Cox sometimes is not as reliable as I feel he could be in assignments he does not particularly like or agree with.
 (2) Cooperation: Good, but sometimes forgets his role is supervisory and tends not to recognize this in keeping with the best interest of all. Tends sometimes toward being "one of the people".
 (3) Development: Good, but same reasons as #2 cause need for improvement.
 (4) Accepts Supervision: Problems at first in this area attributed mostly, I feel, due to sudden change in administrative structure. Sgt. Cox has made improvement here.
 (5) Volume of Work: Lowest activity in November of all Patrol personnel and one of the lowest in 1982. I feel problems in accepting supervision, only partial acceptance of his supervisory role and lack of support of Departmental policies and decisions are the main factors here. Most Patrol personnel need improvement in this area.
 (6) Again, needs improvement here but is showing signs of improvement and has done well since returning from supervisory training at D.O.C. Academy. Sgt. Cox tends to take things personally rather than how they are intended, but seems to be working to overcome this.

Employee's Strengths: Good in all areas except those described above. Sgt. Cox is very intelligent and has the ability to be an excellent supervisor. Quality of reports is excellent and Sgt. Cox is a hard worker on assignments that he likes.

Goals: Strive to overcome weaknesses with the Department providing assistance through counseling, training and good management techniques. Involve all Sergeants more in planning, policy making, disciplinary problems and other management areas.

EVALUATOR		Signature:	
Name: Capt. Lonny L. Cooper			
EMPLOYEE		Signature:	
Name: Darrell A. Cox			
DIVISION/SECTION SUPERVISOR	Supervisor Name:	Supervisor Signature	Date:
Patrol	Capt. Lonny L. Cooper	<i>Capt. Lonny L. Cooper</i>	122283