

Texas Commission On Law Enforcement

Personal Status Report

Name	TCOLE ID (P ID)	STATUS
ALICIA L. FITZPATRICK	[REDACTED]	

Citizen	Race	Gender
Yes	Hispanic	Female

Education Information

Institution	Hours	Education
	0	High School
TEXAS WOMAN'S UNIVERSITY	64	Bachelor
UNIVERSITY OF TEXAS ARLINGTON	38	Master
VALENCIA COLLEGE	18	College Credits
UNIVERSITY OF CENTRAL FLORIDA	77	
Total Hours	197	
Total Training Hours	3940	

Service History

Appointed As	Department	Award	Service Start Date	Service End Date	Service Time
Peace Officer (Full Time)	PFLUGERVILLE POLICE DEPT.	Peace Officer License	7/1/2019		1 years, 4 months
Peace Officer (Full Time)	RENO POLICE DEPT. [REDACTED] - [REDACTED]	Peace Officer License	2/22/2019	6/26/2019	0 years, 4 months
Peace Officer (Reserve)	RENO POLICE DEPT. [REDACTED] - [REDACTED]	Peace Officer License	8/28/2018	2/22/2019	0 years, 6 months

Total Service Time

Description	Service Time
Peace Officer	2 years, 2 months
Total officer time	2 years, 2 months

Texas Commission On Law Enforcement

Personal Status Report

Award Information

Award	Type	Action	Action Date
Peace Officer License	License	Granted	8/28/2018
Court Security Certification (SB42)	Certificate	Certification Issued	7/24/2019
Basic Peace Officer	Certificate	Certification Issued	11/18/2019
Intermediate Peace Officer	Certificate	Certification Issued	8/30/2020

Academy History

Completed	Date	Institution	Course Title
Completed	3/8/2017	Cedar Valley College LEA	Basic Peace Officer Course (643)

Courses Completed

09/01/2019 - 08/31/2021

Course No.	Course Title	Course Date	Course Hours	Institution	Training Mandates
3702	Field Training Officer	10/29/2020	24	OSS Academy	
3939	Cultural Diversity	6/6/2020	8	OSS Academy	Cultural Diversity (Intermediate)
3340	Crowd Control	6/5/2020	4	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
79002	OSS - Cybersecurity & Malware Awareness for Empl.	5/12/2020	1	OSS Academy	
77122	OSS - Vehicle Searches	2/10/2020	1	OSS Academy	
77264	OSS - Evading Honesty	1/31/2020	8	OSS Academy	
2108	Arrest, Search, and Seizure (Intermediate)	1/29/2020	18	OSS Academy	Arrest, Search, and Seizure (Intermediate)
3186	86th Legislative Session Legal Update	1/22/2020	3	Round Rock Police Department Academy	86th Session State and Federal Law Update
1850	Crisis Intervention Training 40hr	12/19/2019	40	U.T. System Police Academy	Crisis Intervention Training (Mandate) Crisis Intervention Training 40hr (Intermediate)
2040	Defensive Tactics	11/4/2019	4	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
1999	Personnel Orientation by Dept. Basic Proficiency	10/28/2019	0	PFLUGERVILLE POLICE DEPT. (Training Rosters)	Personnel Orientation

Texas Commission On Law Enforcement

Personal Status Report

Courses Completed

09/01/2019 - 08/31/2021

Course No.	Course Title	Course Date	Course Hours	Institution	Training Mandates
3722	Peace Officer Field Training	10/28/2019	160	PFLUGERVILLE POLICE DEPT. (Training Rosters)	Peace Officer Field Training
			Unit Hours	271	

09/01/2017 - 08/31/2019 *

Course No.	Course Title	Course Date	Course Hours	Institution	Training Mandates
1849	De-escalation Tech (SB 1849)	8/22/2019	8	Williamson County Sheriff's Office Academy	De-escalation Tech (SB 1849)
3404	Traffic Stops	8/14/2019	17	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
3349	Stop Stick	8/13/2019	1	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
57009	EVOC	8/9/2019	40	Williamson County Sheriff's Office Academy	
3345	Less Lethal Impact Weapons Training (Bean Bag/Impa	8/2/2019	1	PFLUGERVILLE POLICE DEPT. (Training Rosters)	Crime Scene Investigation (Intermediate)
2106	Crime Scene Investigation (Intermediate)	8/1/2019	40	Williamson County Sheriff's Office Academy	
66201	FEMA ICS Single Res/Initial Incident (FEMA IS-200b	7/26/2019	3	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
66100	FEMA Intro ICS (FEMA IS-100a)	7/26/2019	3	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
66700	FEMA National ICS (FEMA IS-700a)	7/26/2019	3	PFLUGERVILLE POLICE DEPT. (Training Rosters)	Spanish for Law Enforcement (Intermediate) Spanish for Telecommunicators (Intermediate)
2109	Spanish for Law Enforcement (Intermediate)	7/24/2019	24	Williamson County Sheriff's Office Academy	
6019	Policy Instruction and Review	7/16/2019	8	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
2053	Baton (All)	7/12/2019	4	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
3343	Less Lethal Chemical Weapons Training (OC, Mace, e	7/12/2019	4	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
2040	Defensive Tactics	7/10/2019	8	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
8158	Body Worn Camera	7/9/2019	2	PFLUGERVILLE POLICE DEPT. (Training Rosters)	

Texas Commission On Law Enforcement

Personal Status Report

Courses Completed

09/01/2017 - 08/31/2019 *

Course No.	Course Title	Course Date	Course Hours	Institution	Training Mandates
3347	Less Lethal Electronic Control Device Update	7/8/2019	8	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
403	The Telecommunicator and Stress (Online)	7/5/2019	4	TCOLE Online	
2107	Use of Force (Intermediate)	7/5/2019	13	OSS Academy	Use of Force (Intermediate)
30418	Civilian Interaction Training	7/5/2019	2	OSS Academy	Civilian Interaction Training Program
2065	Lidar Radar Training	7/3/2019	4	PFLUGERVILLE POLICE DEPT. (Training Rosters)	
4068	Child Safety Check Alert List (Intermediate/Advance)	7/1/2019	1	Williamson County Sheriff's Office Academy	Child Safety Check Alert List (Advance) Child Safety Check Alert List (Intermediate)
10999	Court Security Officer Certification	5/31/2019	8	Texas Mun. Courts Education Center	
2105	Child Abuse Prevention and Investigation (Interm.)	5/27/2019	24	OSS Academy	Child Abuse Prevention and Investigation (Intermediate)
3275	Missing and Exploited Children	5/27/2019	4	OSS Academy	Missing and Exploited Children Missing and Exploited Children (Advance) Missing and Exploited Children (Intermediate)
4068	Child Safety Check Alert List (Intermediate/Advance)	5/27/2019	1	OSS Academy	Child Safety Check Alert List (Advance) Child Safety Check Alert List (Intermediate)
3184	84th Legislative Session Legal Update	2/25/2019	4	OSS Academy	
3232	Special Investigative Topics	2/25/2019	8	OSS Academy	Special Investigative Topics (Intermediate)
3901	Family Violence	10/25/2018	8	Denton Police Academy	
4065	Canine Encounters (Intermediate/Advance)	9/18/2018	4	Lewisville Police Academy	Canine Encounter (Intermediate) Canine Encounter (Advance)
7887	Interacting with drivers deaf or hard of hearing	9/18/2018	4	Lewisville Police Academy	Interacting with drivers deaf or hard of hearing (Intermediate)
2096	Arrest, Search & Seizure (Non-Intermediate Core Co	9/2/2018	1	Praetorian Group - Police One	
3270	Human Trafficking	8/27/2018	4	TCOLE Online	Human Trafficking
3270	Human Trafficking	8/26/2018	4	OSS Academy	Human Trafficking
Unit Hours			272		

Texas Commission On Law Enforcement

Personal Status Report

Courses Completed

09/01/2015 - 09/30/2017

Course No.	Course Title	Course Date	Course Hours	Institution	Training Mandates
1000643	Basic Peace Officer Course (643)	3/8/2017	643	Cedar Valley College LEA	82nd Session State and Federal Law Update 83rd Session State and Federal Law Update 84th Session State and Federal Law Update 85th Session State and Federal Law Update Asset Forfeiture (Intermediate) Crisis Intervention Training (Intermediate) issued prior to 4-1-18 Cultural Diversity (Mandate) Identity Theft (Intermediate) Racial Profiling (Intermediate) S.F.S.T. NHTSA 24hour Practitioner Special Investigative Topic (Mandate) State and Federal Law Update TCIC/NCIC for Less than Full Access Operators
3806	Hazardous Materials (Haz-Mat)/ Haz Mat Investigati	2/15/2017	24	TEEX Central Texas Police Academy	
78001	AWR160 Terrorism Awareness for Emergency First Res	1/31/2017	4	TEEX Central Texas Police Academy	
1033	Chapter 33 Rule Overview Exam	10/28/2016	0	TCOLE Online	
Unit Hours			671		
Total Hours			1214		
				Total Hours	
Total Training Hours From Education				3940	
Total Course Hours				1214	
Total Hours				5154	

*Courses submitted between 09/01/2017 and 09/30/2017 will be credited to the 2015-2017 and 2017-2019 training unit, but will only count once toward total training hours.



Pflugerville Police Department Memorandum

Out
GREAT
TEAMWORK

To: Chief [REDACTED]

From: Sergeant [REDACTED]

Date: 2/4/20

Re: Outstanding Teamwork between Shift 3 and the Travis County Sheriff's Office

Greetings,

Officers assigned to Shift 3 of the Pflugerville Police Department have teamed up with the Travis County Sheriff's Office to share and exchange information in a quick and timely manner. Both agencies have seen an increase in vehicle burglaries and thefts concentrated in areas where our jurisdictions border each other. Officers and Deputies from both agencies noted similarities in suspects in each other's cases.

The Travis County Sheriff's Office developed a special email group for its Deputies to assist with the dissemination of information. Senior Deputy [REDACTED] spearheaded this effort. Sgt. R. [REDACTED] B. [REDACTED] and A. Fitzpatrick [REDACTED] were added to this group and participated in the sharing of investigative leads and other pertinent information in real time with Travis County Sheriff's Office personnel.

Through this cooperation a timeframe of when and where the criminal groups were most active and the routes they likely would take were developed. Descriptions of the suspects, images from surveillance cameras and a map of the direction the groups appeared to be moving was developed. Deputy [REDACTED] is reported as having been instrumental in gathering intelligence and forming it into actionable information. Officers and Deputies were able to utilize this information saturate areas where it was believed criminal activity would be most likely to occur in an effort to detect and suppress criminal activity. It is believed because of shared information that numerous stolen vehicles were recovered by both agencies.

In particular, on 1/25/20, A. Fitzpatrick [REDACTED] located a stolen vehicle and three suspects were observed fleeing the area. The suspects were located and information regarding them was shared with the Travis County Sheriff's Office. It is believed the males are connected to up to 40 cases in the jurisdiction of the Sheriff's Office. One of the suspects was even found to have a bullet wound to his leg and is possibly connected to a recent shooting.

The collaboration and cooperation displayed between Shift 3 and the Travis County Sheriff's Office is representative of what good police work and interagency cooperation can accomplish! The teamwork and initiative displayed by Sgt. R. [REDACTED] B. [REDACTED] A. Fitzpatrick [REDACTED] and Senior Deputy [REDACTED] to establish and facilitate the meaningful exchange of real-time, actionable intelligence between our agencies appears to have made an impact on crime in the Pflugerville area. Deputy [REDACTED] instrumental work to help the success of this program is greatly appreciated as well!

Respectfully,

Sergeant [REDACTED]

4 Memorandum

Very proud of girls
+cc [REDACTED] hard work!

Rev. 07/08/2017



Pflugerville Police Department Memorandum

To: Sgt. J. [REDACTED]

From: Sgt. R. [REDACTED]

Date: 2/26/2020

Re: Commendation - [REDACTED]

*Outstanding service to our
citizens during their time of
need. So very proud of you
all!* [REDACTED]

*PROUD OF THE
WAY YOU ALL
PITCHED IN TO
HELP THESE
VICTIMS* [REDACTED]

On this date, 2/25/2020, Officers from Patrol Shift 3 were dispatched to [REDACTED] Pass in reference to a Disturbance – Active. Officers arrived on scene and located a residence that had been totally destroyed by a known male suspect. Two female victims had fled the residence to escape the suspect and his violent outburst. The victims were located and a search of the area began for the suspect who had fled on foot. Due to the swift response from officers, the suspect was located hiding in bushes a distance away from the residence. The male suspect was ultimately placed under arrest for numerous offenses.

Once the recovery phase of the investigation began, the interior of the residence was found to be in complete disarray. The male suspect had destroyed all of the furniture, broken all of the glass items, and even threw the mattress of an elderly victim into the street in front of the residence. Victim Services were called to the scene to assist the victims in recovering from this traumatic experience. While the victims were speaking with Victims Services, A. Fitzpatrick [REDACTED] and T. [REDACTED] took it upon themselves to clean up and repair as much of the residence as they could, they swept the floors, picked up the living room, brought the mattress back into the residence, and reassembled it, with the assistance of Victims Services. These actions are above and beyond the call of duty and accelerated the recovery and healing process for the victims.

Actions like these are commonly seen as “doing your job” but I feel that even when doing your job recognition is deserved. I am proud to be a member of this team and want them all to know their daily actions do not go unnoticed and they are invaluable members of this department. I request this commendation go into the officers files for future reference. All the Officers involved in this call are:



**Pflugerville Police Department
Memorandum**

To: Chief J. [REDACTED]

From: Sgt. J. [REDACTED]

Date: 4/27/20

Re: Shift 3 – Outstanding Performance - [REDACTED]

Chief [REDACTED]

On 4/24/20 the Pflugerville Police Department responded to investigate an attempted Robbery where it was reported gunshots were fired at the victim's vehicle. A. Fitzpatrick [REDACTED] met with the victim at her residence and gathered information for this case. She remained the main communications hub for the Hays County Sheriff's Office, the Texas Department of Public Safety and other participating agencies.

It was determined that the incident occurred a short distance outside the City and Cpl. K. [REDACTED] and B. [REDACTED] responded to the offense location (County Road 139 and Hodde Lane) to check for evidence. Once on scene they located several shell casings and acted diligently to work the crime scene until the primary agency could arrive and take over. In total, Cpl. [REDACTED] and Officer [REDACTED] remained at the shooting scene for over three hours

Sgt. R. [REDACTED] also diligently worked to ensure timely and accurate communications regarding the incident were made with participating agencies. He approved a Region 6 BOLO, which resulted in the New Braunfels Police Department in locating the suspect vehicle and apprehending three of its four occupants.

Sgt. [REDACTED] reported to me that "without the unrivaled dedication of my shift and exemplary police work this scene could have potentially remained unsolved. I have observed the local media reporting on this case and want our department to know that none of it would have been possible without our officers." He also wanted to commend Cpl. K. [REDACTED] M. [REDACTED] B. [REDACTED] J. [REDACTED] and A. Fitzpatrick [REDACTED] for their actions in this case and further reported to me that "I just want our department to be made aware and how proud I am of the work and professionalism exhibited by my shift on this night."

Respectfully,

Sergeant [REDACTED]

Memo-04 Memorandum

1

Keep it up!
Y'all are awesome!

Phenomenal police
work! Proud of
you all!
Keep doing great
things!

Very proud of y'all!
Way to represent us
with professionalism!

Rev. 07/08/2017



Pflugerville Police Department Memorandum

To: Sgt. [REDACTED]
From: Sgt. [REDACTED] A. [REDACTED]
Date: Monday, August 11, 2020
Re: Commendation - [REDACTED]

On Monday, August 10, 2020 about 1902 hours, Pflugerville Police Communications (Dispatch) received a call of an active theft located at Dick's Sporting Goods 19000 Limestone Commercial Dr. #200 Pflugerville, Travis County, Texas 78660. Dispatch learned that suspects had used pepper spray on one of the store managers while stealing articles of clothing from the store. The suspects were described as three black females and were seen leaving in a vehicle, an older Ford Explorer. About 1908 hours a caller, later identified as an off duty UTPD officer, called in to report he was following an older Ford Explorer that just fled from Dick's Sporting Goods heading north on N. Heatherwilde Blvd. Ofc. A. Fitzpatrick [REDACTED] who happened to be near, with help from the caller being an off duty UTPD officer, located the subject vehicle near 45 and N. Heatherwilde Blvd. Cpl. T. [REDACTED] and Ofc. M. [REDACTED] backed up Fitzpatrick as she initiated an investigatory stop with the reported subject vehicle and its occupants. Ofc. C. [REDACTED] responded to Dick's Sporting Goods meeting with the victim and witnesses. Between Ofc. A. Fitzpatrick [REDACTED] Ofc. C. [REDACTED] Cpl. T. [REDACTED] and Ofc. M. [REDACTED] they were able to ascertain these were the subjects leaving the scene of a robbery, while engaging in the commission of theft. Ofc. C. [REDACTED] was able to review video footage of the robbery clearly identifying the two juvenile females who committed the act of theft, \$915.00 worth of clothing, and using a pepper spray device, assaulting the store manager, and identify the adult female who assisted in leaving the scene of the robbery. The suspects were arrested for the robbery and engaging in criminal activity. Fitzpatrick and [REDACTED] were able to recover and return the stolen clothing back to Dick's Sporting Goods. Because of all involved resulting in a prompt response to the victim, obtaining information from witnesses and through the help of an off duty UTPD police officer who happened to be at the right place and right time following the subject vehicle, allowed a successful apprehension without the loss of life or damage to property. I received a special thanks from Dick's Sporting Goods for the immediate attention we provided to their victim. This reflects great credit upon them, their Patrol Shift/Division, and the Pflugerville Police Department.

Respectfully,

[REDACTED]
[REDACTED] A. [REDACTED]
Sergeant, Shift 4
Pflugerville Police Department

EXCELLENT JOB
AND GREAT TEAMWORK
WE ARE PROUD
THE WORK
Awesome Teamwork!
Great Job - very proud of y'all!!
-J [REDACTED]
GREAT POLICE
WORK!



Pflugerville Police Department
Memorandum

Phenomenal work Fitz!
Proud of you for
representing!

Great work alicia
Keep it up!

To: Chief [REDACTED]

From: Lieutenant [REDACTED]

Date: 10/7/20

Re: Officer Alicia Fitzpatrick's Servant Heart

Good Morning Chief,

I was reviewing pass on this morning for the previous shift and came across Call for Service [REDACTED] initiated by Officer Fitzpatrick at 1605 W. Pecan (Taco Bell). Officer Fitzpatrick observed suspicious behavior exhibited by a group of juveniles who were running through the parking lots of various businesses and across a section of W. Pecan known to be very busy.

The juveniles ran through the drive through of Taco Bell and Officer Fitzpatrick made contact with them in the parking lot. The manager came out and Officer Fitzpatrick learned that no crime had occurred but that the boys were not supposed to try and purchase food in the drive through while on foot. Officer Fitzpatrick took time to speak with the boys, who were determined to be a group of area middle school students, and found out they were simply trying to buy food but didn't have enough money.

Officer Fitzpatrick accompanied the boys inside the restaurant and engaged in small talk with them while she proceeded to buy each of them dinner with her own money. It is simple interactions and acts like this that create meaningful, positive memories and experiences with law enforcement in our community, particularly with youths. During these challenging times law enforcement are experiencing it is community policing actions such as this that we need now more than ever – Officer Fitzpatrick showed her "Servant's Heart" and I firmly believe this simple, brief interaction will create a positive memory in each of these young men's minds for their interactions with the Pflugerville Police Department. I also believe that planting these seeds early in their lives will pay great dividends later on down the road.

I am extremely proud of and very grateful for Officer Fitzpatrick's actions – this is truly us at our best!

Respectfully,

Alicia - I'm so proud of you!
Thank you for doing this!

Lieutenant [REDACTED]

AWESOME
JOB!!

THIS IS GREAT JUVENILE
COUNSELING! THANK YOU
FOR TAKING THE TIME TO
INTERACT WITH THESE
KIDS



Technologies for Public Safety and Law Enforcement

August, 25 2020

STOP STICK®
Tire Deflation Devices

Officer A. Fitzpatrick
Pflugerville Police Department
1611 East Pfennig Lane
Pflugerville, TX 78660

Dear Officer Fitzpatrick:

Congratulations on your recent deployment of the STOP STICK. Bringing such potentially Dangerous situations to a prompt and decisive conclusion is a benefit to every citizen of your jurisdiction. We are pleased that you were able to effectively use our product in the performance of your law enforcement responsibilities.

As a token of our appreciation, we have enclosed a STOP STICK lapel pin – “Hit Pin”. We hope that you will wear it proudly. The “Hit Pin” will identify you as a member of the growing ranks of law enforcement personnel prepared to take advantage of the latest technology to stop pursuits.

We at Stop Stick, Ltd. wish you a continued safe and successful career in law enforcement.

Sincerely,

Andrew S. Morrison
President

365 Industrial Drive Harrison, Ohio 45030 USA
Phone: 513.202.5500 / 800.537.0102 Fax: 513.202.0240
Email: stopstick@stopstick.com Web: www.stopstick.com



CITY OF PFLUGERVILLE
Employee GEAR Evaluation

ANNUAL EVALUATION REPORT

Employee's Name: Alicia Fitzpatrick Rater's Name: [REDACTED]

Employee's Title: Officer **Rater's Title:** Sergeant

Department: Police **Evaluation Cycle Start Date:** 4/1/2019

Evaluation Cycle End Date: 4/1/2020

Rating	Qualification
5 Exemplary	Extraordinary performances; work is always expert, exemplary and flawless; always exceeds job requirements and results expected by a substantial degree.
4 Exceeds Expectations	Superior performance; most work is characterized by unusual accomplishments beyond the job requirements; significantly and consistently performs at a level above that expected.
3 Meets Expectations	Meets major job requirements; is consistently effective and competent; achieves results expected. Areas of strength and growth should be completed for all areas that meet expectations.
2 Needs Improvement	Needs improvement to meet major job requirements; work is fairly acceptable in some respects but does not meet expectations. Areas of growth must be completed for any areas that are identified as needs improvement. Employees with 2 or more areas that need improvement, a performance improvement plan (PIP) is required.
1 Unacceptable	Performance is unacceptable; substantial improvement is necessary to meet job requirements. Areas of growth must be completed for any areas that are identified as unacceptable. Employees with any areas that are unacceptable, a performance improvement plan (PIP) is required.

PROFESSIONAL EXPECTATIONS

	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
Professionalism: The employee demonstrates professional behaviors including a positive, constructive attitude that supports a team-based working environment. The employee demonstrates ethical behavior and presents professional demeanor and appearance as defined by city expectations.	1	2	3	4	5	4
Supervisor Comments Areas of Strength: Fitzpatrick comes from a professional background and it shows in her interactions with the public. Fitzpatrick is able to consistently communicate with all subjects on all types of scenes and has strong deescalation skills. Fitzpatrick has shown the ability to communicate professionally with anyone.						
Supervisor Comments Areas for Growth:						

	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
Customer Service: The employee is flexible and takes initiative using his/her best judgment to provide courteous, knowledgeable and timely responses.	1	2	3	4	5	3
Supervisor Comments Areas of Strength: Fitzpatrick is a highly motivated officer who is constantly working. Fitzpatrick is not afraid to enter a situation nor ask questions. Fitzpatrick has a great knowledge level for her experience and knows how to research and find information.						
Supervisor Comments Areas for Growth:						

Name of Employee

Annual Evaluation

Month/Year

	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
Communication: The employee will demonstrate appropriate receptive and expressive communication skills. These skills include verbal, nonverbal, written and electronic.	1	2	3	4	5	4
Supervisor Comments Areas of Strength: Fitzpatrick types stellar reports and affidavits. Fitzpatrick's written communication skills are far beyond her experience and she often assists others with how to express a thought or situation into a legal document.						
Supervisor Comments Areas for Growth:						

Name of Employee

Annual Evaluation

Month/Year

	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
Education: The employee is expected to have a thorough and extensive knowledge of department policies and procedures, City Handbook, City Ordinances, Texas Penal Code, Texas Traffic Code, Code of Criminal Procedure, and Texas Health and Safety Code.	1	2	3	4	5	3
Supervisor Comments Areas of Strength: Fitzpatrick has a solid base of knowledge at this point in her career and appears to improve on almost a daily basis. Even if she does not know a specific statute she is not afraid to ask questions and knows how to look it up on her own. Fitzpatrick has limitless potential and if given the opportunity, is capable of anything she puts her mind to.						
Supervisor Comments Areas for Growth:						

Name of Employee

Annual Evaluation

Month/Year

Performance:	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
The employee is expected to complete all required documentation in accordance with departmental policy, to be at their assigned post at the specified time, to conduct vehicle operations in accordance with state, city, and departmental policies, always maintain safety and exhibiting due regard to all motorists and are charged with conducting their duties in a safe and efficient manner for all parties involved.	1	2	3	4	5	4
Supervisor Comments Areas of Strength: Fitzpatrick is a hard charging highly motivated individual. I never need to motivate her as she comes to work and consistently outworks her peers. If given the right environment, Fitzpatrick has the potential to excel in any avenue she chooses.						
Supervisor Comments Areas for Growth:						

Name of Employee

Annual Evaluation

Month/Year

	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
Problem Solving: The employee is required to make sometimes difficult decisions while conducting their duties. The employee will demonstrate confidence in making sound decisions that have positive effects on the overall completion of the mission. Further, employees should be well versed and appropriately utilize conflict resolution skills and proper de-escalation techniques.	1	2	3	4	5	4
Supervisor Comments Areas of Strength: Fitzpatrick is able to communicate effectively with suspects and victims. She is able to deescalate volatile situations and maintain her composure and control at all times. I feel there have been numerous incidents that Fitzpatrick's involvement in have had a positive outcome because of her direct performance.						
Supervisor Comments Areas for Growth:						

Average Score: 3.66

Name of Employee

Annual Evaluation

Month/Year

EMPLOYEE INPUT

Employee input on areas of strength
Employee input on areas for growth
General input from employee

My signature below is an acknowledgment that my supervisor and I have gone over this evaluation. I have had an opportunity to provide input. I acknowledge that my signature does not indicate agreement with the evaluation.

Alicia Fitzpatrick Digitally signed by Alicia Fitzpatrick
Date: 2020.07.14 00:11:25 -05'00' _____ (employee signature) 07/14/2020 (date)
 _____ (supervisor signature) 5/18/2020 (date)
 _____ (department head signature) _____ (date)

Appeals: Any employee who believes his or her performance rating is inaccurate may appeal by using the established dispute resolution procedure, as outlined by the Employee Handbook.



Name of Employee

Annual Evaluation

Month/Year



CITY OF PFLUGERVILLE
Employee GEAR Evaluation

SIX MONTH EVALUATION

Employee's Name: ALICIA FITZPATRICK Rater's Name: [REDACTED]
 Employee's Title: Police Officer Rater's Title: Police Sergeant
 Department: Police Evaluation Cycle Start Date: 07/01/2019
 Evaluation Cycle End Date: 01/01/2019

Rating	Qualification
5 Exemplary	Extraordinary performances; work is always expert, exemplary and flawless; always exceeds job requirements and results expected by a substantial degree.
4 Exceeds Expectations	Superior performance; most work is characterized by unusual accomplishments beyond the job requirements; significantly and consistently performs at a level above that expected.
3 Meets Expectations	Meets major job requirements; is consistently effective and competent; achieves results expected. Areas of strength and growth should be completed for all areas that meet expectations.
2 Needs Improvement	Needs improvement to meet major job requirements; work is fairly acceptable in some respects but does not meet expectations. Areas of growth must be completed for any areas that are identified as needs improvement. Employees with 2 or more areas that need improvement, a performance improvement plan (PIP) is required.
1 Unacceptable	Performance is unacceptable; substantial improvement is necessary to meet job requirements. Areas of growth must be completed for any areas that are identified as unacceptable. Employees with any areas that are unacceptable, a performance improvement plan (PIP) is required.

	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
Professionalism: The employee demonstrates professional behaviors including a positive, constructive attitude that supports a team-based working environment. The employee demonstrates ethical behavior and presents professional demeanor and appearance as defined by city expectations.	1	2	3	4	5	4
Supervisor Comments Areas of Strength: Fitzpatrick is a leader on the shift and displays professionalism beyond what is expected of an officer of her tenure. Her professionalism is a credit to both the shift and PPD as a whole. She is highly respected by her coworkers and the public.						
Supervisor Comments Areas for Growth:						
	Unacceptable	Needs Improvement	Meets Expectations	Exceeds Expectations	Exemplary	Score
Job Performance:	1	2	3	4	5	4
Supervisor Comments Areas of Strength: Fitzpatrick's job performance is above what is expected of someone of her tenure. Her reports, affidavits, and work products are completed a high level, with excellent quality. Her criminal investigative skills are above average.						
Supervisor Comments Areas for Growth:						
Average Score:						4

My signature below is an acknowledgment that my supervisor and I have gone over this evaluation. I have had an opportunity to provide input. I acknowledge that my signature does not indicate agreement with the evaluation.

Alicia Fitzpatrick Digitally signed by Alicia Fitzpatrick
Date: 2019.12.23 23:55:53 -06'00' _____ (employee signature) 12/23/2019 (date)
 _____ (supervisor signature) 12/23/2019 (date)
 _____ (department head signature) _____ (date)

From: [REDACTED]
Sent: Thursday, November 5, 2020 11:37 AM
To: [REDACTED]
Cc: Alicia Fitzpatrick
Subject: Kudos for Officer Fitzpatrick - Flock Presentation

Good Morning All,

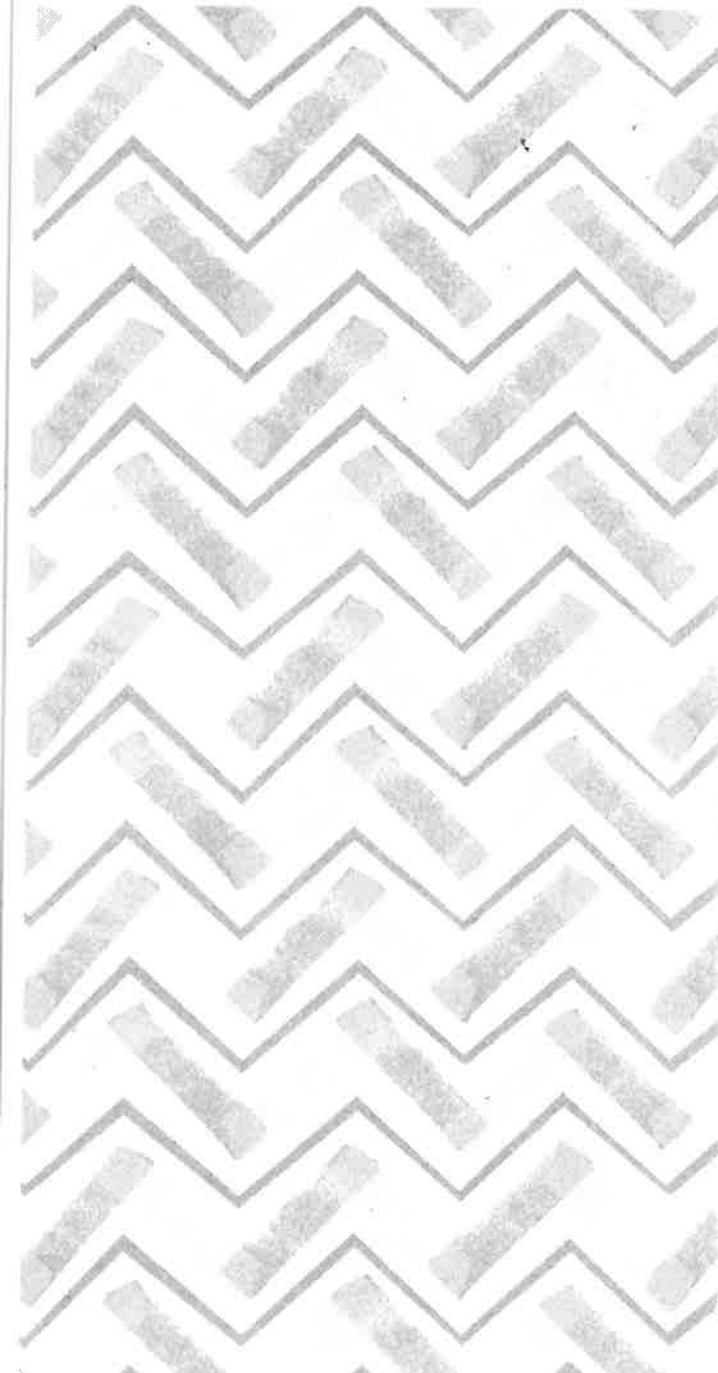
Officer Fitzpatrick had forwarded me a very well written memo regarding the Flock camera system a few weeks back and I was very impressed with the content and construction of the memo. It was obvious that Officer Fitzpatrick had done extensive research over the program and took great care in crafting a very well written proposal. Officer Fitzpatrick was tasked with doing an in-person presentation for Command Staff over the program and she was able to have a representative of the company present. The meeting occurred this morning at 1000hrs and I was very impressed with the presentation and the information the representative and Officer Fitzpatrick made and the information they were able to provide. Officer Fitzpatrick is very passionate about this program and her hard work in presenting it highlighted this. I am very proud of Officer Fitzpatrick and her efforts in educating Command Staff regarding this program. Can you please ensure that Officer Fitzpatrick's hard work is highlighted in her key incident journal for reference during her next performance evaluation?

Respectfully,

[REDACTED]
Lieutenant – Patrol Bureau
Pflugerville Police Department

[REDACTED]
www.pflugervilletx.gov

CONFIDENTIALITY NOTICE: This is a CONFIDENTIAL LAW ENFORCEMENT COMMUNICATION. If you have received this message in error, do not disseminate, distribute, use, or copy this communication if you are not an intended recipient. Please contact the sender by reply email and DESTROY all copies of the original



Thanks
for being so GREAT

Officer Fitzpatrick,

Thank you so much for
walking me to my car,
keeping me safe, watching
over our store, catching the
bad guys, and just being
the amazing officer you are!!

