


APPLICATION FOR EMPLOYMENT

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status.

(PLEASE PRINT)

Position(s) Applied For <u>IS Coordinator</u>	Date of Application <u>10-1-01</u>
How Did You Learn About Us?	
<input type="checkbox"/> Advertisement	<input type="checkbox"/> Relative
<input type="checkbox"/> Employment Agency	<input checked="" type="checkbox"/> Friend
	<input type="checkbox"/> Inquiry
	<input type="checkbox"/> Other _____

Last Name <u>DePalma</u>	First Name <u>Ralph</u>	Middle Name <u>W</u>
Address <u>1700 SeaShell Dr</u>	City <u>Merritt Island</u>	State <u>FL</u>
Telephone Number(s) <u>321-449-9739</u>	Zip Code <u>32952</u>	Social Security Number (voluntary) 

Best time to contact you at home is: _____:_____ AM PM

If you are under 18 years of age, can you provide required proof of your eligibility to work? Yes No

Have you ever filed an application with us before? Yes No
If Yes, give date _____

Have you ever been employed with us before? Yes No
If Yes, give date _____

Do any of your friends or relatives, other than spouse, work here? Yes No

Are you currently employed? Yes No

May we contact your present employer? Yes No

Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status
Proof of citizenship or immigration status will be required upon employment. Yes No

Date available for work 10/15/01 What is your desired salary range? Open

Are you available to work: Full-Time (please indicate 1 2 3 shift)
 Part-Time (please indicate Mornings Afternoon Evenings)
 Temporary (please indicate dates available ___/___/___ - ___/___/___)

Are you currently on "lay-off" status and subject to recall? Yes No

Can you travel if a job requires it? Yes No

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

NAME: _____ POSITION: _____ DATE: _____ / _____ / _____

EDUCATION

	Name and Address of School	Course of Study	No. of Years Completed	Diploma Degree
Elementary School				
High School				
Undergraduate College	FL International University Miami, FL	Bus. Admin	4	BBA
Graduate Professional				
Other (Specify)	FL Institute of Technology Orlando, FL	UNIX, C, C++ Certification Graduate School		Certification

Describe any specialized training, apprenticeship, skills and extra-curricular activities.

Describe any job-related training received in the United States military.

EMPLOYMENT EXPERIENCE

Start with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, disabilities or other protected status.

1.	Employer	CitiBank		Dates Employed		Work Performed
	Address	Jacksonville, FL		From	To	
	Telephone Number(s)			Hourly Rate/Salary		Proj. Mgr, Group Mgr
	Job Title	Supervisor		Starting	Final	
	Reason for Leaving	completed contract				large e-commerce system
2.	Employer	Red Celcius.com		Dates Employed		Work Performed
	Address	Atlanta, GA		From	To	
	Telephone Number(s)			Hourly Rate/Salary		Setup development shop
	Job Title	Supervisor		Starting	Final	
	Reason for Leaving	Furlough				Develop new e-commerce product
3.	Employer	Federal Data Corp		Dates Employed		Work Performed
	Address	John F Kennedy Space Center		From	To	
	Telephone Number(s)			Hourly Rate/Salary		Proj Mgr large GIS
	Job Title	Supervisor		Starting	Final	
	Reason for Leaving					system - 60 apps - mapping, utilities facilities activities, wildlife monitor
4.	Employer	Federal Express Corp		Dates Employed		Work Performed
	Address	Memphis Tenn		From	To	
	Telephone Number(s)			Hourly Rate/Salary		e-comm consultant
	Job Title	Supervisor		Starting	Final	
	Reason for Leaving	Project Cancelled				for Fed Ex clients in the S.E.

If you need additional space, please continue on a separate sheet of paper.

List professional, trade, business or civic activities and offices held.

You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability or other protected status:

ADDITIONAL INFORMATION

Other Qualifications

Summarize special job-related skills and qualifications acquired from employment or other experience.

GIS/GPS systems integration development
Oracle Trng

SPECIALIZED SKILLS (CHECK SKILLS/EQUIPMENT OPERATED)

<input type="checkbox"/> Terminal	<input type="checkbox"/> Spreadsheet	Production/Mobile Machinery (list)	Other (list)
<input type="checkbox"/> PC/MAC	<input type="checkbox"/> Word Processing	_____	_____
<input type="checkbox"/> Typewriter	<input type="checkbox"/> Shorthand	_____	_____
WPM _____	WPM _____	_____	_____
		_____	_____

State any additional information you feel may be helpful to us in considering your application.

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.

Are you capable of performing in a reasonable manner, with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied? A review of the activities involved in such a job or occupation has been given.

YES NO

REFERENCES

1.	()	Phone #
	(Name)	
	(Address)	
2.	()	Phone #
	(Name)	
	(Address)	
3.	()	Phone #
	(Name)	
	(Address)	

APPLICANT'S STATEMENT


I certify that answers given herein are true and complete.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.



Signature of Applicant

10-4-01
Date

FOR PERSONNEL DEPARTMENT USE ONLY

Arrange Interview Yes No

Remarks _____

Employed Yes No Date of Employment _____

INTERVIEWER DATE

Job Title _____ Hourly Rate/
Salary _____ Department _____

By _____
NAME AND TITLE DATE

This Application For Employment is sold for general use throughout the United States. Amsterdam Printing and Litho assumes no responsibility for the use of said form or any questions which, when asked by the employer of the job applicant, may violate State and/or Federal Law.

RALPH DE PALMA
1700 Sea Shell Drive
Merritt Island, FL 32952 USA

Phn 321-449-9739
FAX 321-454-9722
Cell: 321-795-6377
rwdepalma@yahoo.com

OBJECTIVE:

Seek a challenging position as a Manager, Project Manager or Analyst with a dynamic organization.

TECHNICAL SKILLS:

- UNIX, DOS, Windows, NT, Mac
- Electronic Commerce B2B, B2C
- Oracle 8i, SQL Plus 8.0, PL-SQL (training)
- EDI Transactions Management
- Geographic Information Systems (GIS)
- Rational Rose Visual Modeling
- C, C++, HTML, CGI, XML (manager)
- Java, OOD (manager)
- Web Publishing, Graphics, Catalogs
- TCP/IP, NFS
- Global Positioning System (GPS/DGPS)
- Packet Cellular, GSM PCS

PROFESSIONAL SKILLS:

- Project Management
- Full Life Cycle Development
- Technology Marketing
- Project Planning & Scheduling
- Communications Skills
- Configuration Control
- Business Development
- International Marketing
- Systems Consulting
- Strategic Planning
- Technical Writing
- Risk Analysis
- Electronic Commerce
- Internet Marketing
- Logistics Management
- Supply Chain Management
- Software Testing
- Systems Analysis

INDUSTRY EXPERIENCE:

- Electronic Commerce
- Aerospace Management
- Satellite Communications
- Airline Operations
- Cellular Communications
- Intermodal Cargo, Logistics

EDUCATION:

- Florida Institute of Technology Graduate Center - Orlando, FL: Oracle Application Developer Certificate Program
- Florida Institute of Technology Graduate Center - Orlando, FL: UNIX / C, C++ Certificate Program
- Florida International University - Miami, FL, Degree: BBA Major : International Marketing

EXPERIENCE:

Citi Bank, Jacksonville, FL July 2000 – present

Group Manager, Internet Payments System (Computer Horizons Corp. consultant)
Business Analyst/Project Lead for domestic internet payment system launched 10/00 (www.c2it.com). Responsibility for international (30 countries) internet based payment system launched 4/27/01. Managed team of 27 Java and HTML developers, Systems Analysts, and 3 Technical leads. Managed development of Java internet payment application, integrated with legacy applications and Oracle 8i and legacy data base.

Red Celsius.com, Atlanta, GA Dec. 1999 – June 2000

Product Manager

Assist V.P. of Information Technology in setting up the Atlanta Development office, recruiting, facilities, development environment, managed initial development of e-commerce external interfaces, managed the setup of QA/QC group in ATL Office. Product Management team lead of a Java/Oracle 8i Enterprise CRM product, including sales force automation, call center, and e-commerce components.

Federal Data Corp., John F. Kennedy Space Center, FL Dec. 1998 – Dec. 1999

Project Manager

Managed Enterprise GIS project (\$7.5m, 5 year budget), ESRI GIS products and Oracle 8i, Java, CORBA, (60 apps.). Managed development, scheduled resources, conducted reviews, presentations, coordinated numerous organizations requirements analysis and custom application development. Project utilized state-of-the-art web server map production tools for full life cycle development of mapping applications (web browser-based).

Federal Express Corp., Merritt Island, FL July 1997 – Dec. 1998

Electronic Commerce, Systems Consultant

Worked directly with clients (B2B & B2C) to develop electronic commerce strategies, web marketing strategies, and technical design analysis. Produced web based catalogs with FedEx developed products, customized HTML, and shipping solutions. Integrated proprietary EDI vendor solutions (Mercator) for business-to-business Supply Chain Management. Provided post sales and post implementation systems consulting, upgrading, and troubleshooting. Training - XML database API's developing Java web based EDI applications. Assisted in full life cycle development of E-comm products.

Alltell Information Services, Inc., Atlanta, GA Feb. 1997 - July 1997

Business Analyst/Functional Lead

Large GSM/PCS, AMPS, cellular billing customer care application (Virtuoso) UNIX C++, Windows GUI, utilizing Anderson Foundation OS2 middleware, client server. Lead Requirements Analysis, Functional Design Specification, planning and scheduling resource management for 12 developer team, full life cycle development. Product targeted to global wireless /satellite PCS market, CDPD, and two-way paging.

Sprint, Technology Applications Center, Atlanta, Ga. Oct. 1996 - Jan. 1997

Project Engineer/Business Analyst (3mo. contract to Sprint)

Responsibilities include project management, customer interface, schedule, and manage the daily activities of 3-5 projects with UNIX C, C++ developers, for Sprint applications. Responsible for system modifications, and upgrades for Video Conferencing and Switched Data Services, scheduling, billing, and systems automation, full life cycle, requirements analysis, testing, user acceptance, implementation.

Caribbean Satellite Service, Inc., Miami, Fl. Dec. 1993 – Apr. 1996 :

Director of Business Development

Corporate management, responsible for business development strategies, new product introduction strategy for satellite and wireless RF data services, Logistics support for the containerized shipping industry - Caribbean and Latin America, Business Analyst for DOS to Windows upgrade of Geographic Information System (Maplink), functional specifications, requirements and systems analysis for Global Positioning System (GPS) user application project, LEO satellite data system value added reseller

Business, Technology Consultant, Merritt Island, Fl. Nov.1992 – Nov. 1993 :

Technology Consultant

Private practice, hardware and software technology consulting, strategic planning, international client list included, Spaceport Florida, Arianespace, Technology Research and

Development Authority (Florida), Province of Nova Scotia, Harris Corporation, Seimac Ltd.

Booz Allen & Hamilton, Inc. Titusville, Fl. Apr. 1991 – Oct. 1992 :

Senior Consultant

Project Lead, Management Consulting, Technical Consulting, Foreign Trade Zone analysis, Commercial Space Launch Operations analysis, Systems analysis, functional specification for European Astronaut Program Computer Based Training (CBT) project

Lockheed Space Operations Co., John F. Kennedy Space Center, Fl. Jun. 1985 – Apr. 1991:

Manager Orbiter Processing Support (4 supervisors, 128 employees)


Space Shuttle Processing data systems integration, data processing automation systems analysis, production control systems and shop floor support. Manager of workflow support staff for Orbiter Processing Facility. Analyst for Systems Oriented Supervisor Training Project , and computer based training (CBT). Systems Analyst, Project Lead for post Challenger document automation and tracking projects. Analyst for functional requirements, acceptance testing, system documentation, user training, revision control, and system modifications. Project Manager for four IBM (3090) process automation systems engineering tasks

References furnished upon request.

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	July 2, 2014

CHANGE INFORMATION


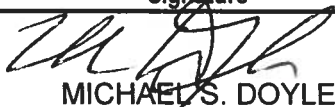
	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
RATE OF PAY	\$	\$
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

HIRED		TRANSFER (Inter-department)
PROBATIONARY PERIOD COMPLETED		TRANSFER (Site)
MERIT PAY INCREASE UPON ANNUAL EVALUATION		DEMOTION
LENGTH-OF-SERVICE PAY INCREASE ()		RESIGNATION
COST-OF-LIVING PAY INCREASE (1)	X	RETIREMENT
RECLASSIFICATION		LAYOFF
RE-EVALUATION OF EXISTING POSITION		DISCHARGE
PROMOTION		OTHER (1)

(1)


(2)

CHANGE RECOMMENDED BY	 ANDREA L. LEAL Director of Operations	7-10-14
	Signature	Date
CHANGE APPROVED BY	 MICHAEL S. DOYLE Executive Director	7/15/14
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	March 1, 2014

CHANGE INFORMATION



	FROM	TO
DEPARTMENT		
POSITION (TITLE)		IT Network Coordinator
<input checked="" type="checkbox"/> RATE OF PAY	\$43.38	\$43.67
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/> HIRED	<input type="checkbox"/> TRANSFER (Inter-department)
<input type="checkbox"/> PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/> TRANSFER (Site)
<input checked="" type="checkbox"/> MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/> DEMOTION
<input type="checkbox"/> LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/> RESIGNATION
<input type="checkbox"/> COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/> RETIREMENT
<input type="checkbox"/> RECLASSIFICATION	<input type="checkbox"/> LAYOFF
<input type="checkbox"/> RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/> DISCHARGE
<input type="checkbox"/> PROMOTION	<input type="checkbox"/> OTHER (1)

(1)


(2)

CHANGE RECOMMENDED BY	 ANDREA L. LEAL Operations Director	5-12-14
	Signature	Date
CHANGE APPROVED BY	 MICHAEL S. DOYLE Executive Director	5/20/14
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	October 1, 2013

CHANGE INFORMATION



	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
X RATE OF PAY	\$43.15	\$43.38
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/>	HIRED	<input type="checkbox"/>	TRANSFER (Inter-department)
<input type="checkbox"/>	PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/>	TRANSFER (Site)
<input type="checkbox"/>	MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/>	DEMOTION
<input type="checkbox"/>	LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/>	RESIGNATION
X	COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/>	RETIREMENT
<input type="checkbox"/>	RECLASSIFICATION	<input type="checkbox"/>	LAYOFF
<input type="checkbox"/>	RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/>	DISCHARGE
<input type="checkbox"/>	PROMOTION	<input type="checkbox"/>	OTHER (1)


(1)

(2)

CHANGE RECOMMENDED BY	 ANDREA L. LEAL Operations Director	12-16-13
	Signature	Date
CHANGE APPROVED BY	 MICHAEL S. DOYLE Executive Director	1/6/14
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT
 5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	October 1, 2013

CHANGE INFORMATION

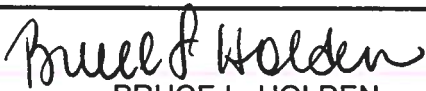
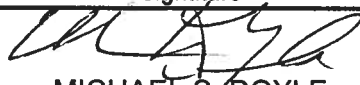
	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
<input checked="" type="checkbox"/> RATE OF PAY	\$42.00	\$43.15
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/> HIRED	<input type="checkbox"/> TRANSFER (Inter-department)
<input type="checkbox"/> PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/> TRANSFER (Site)
<input type="checkbox"/> MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/> DEMOTION
<input type="checkbox"/> LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/> RESIGNATION
<input type="checkbox"/> COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/> RETIREMENT
<input type="checkbox"/> RECLASSIFICATION	<input type="checkbox"/> LAYOFF
<input type="checkbox"/> RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/> DISCHARGE
<input type="checkbox"/> PROMOTION	<input checked="" type="checkbox"/> OTHER (1)

(1) Board approved at the September 14, 2013 meeting


(2)

CHANGE RECOMMENDED BY	 BRUCE L. HOLDEN Director of Finance	10/3/13
	Signature	Date
CHANGE APPROVED BY	 MICHAEL S. DOYLE Executive Director	10/7/13
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, Florida	EFFECTIVE DATE OF CHANGE	April 1, 2009

CHANGE INFORMATION

	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
X RATE OF PAY	\$40.00 per hour	\$42.00 per hour
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

HIRED	TRANSFER (Inter-department)
PROBATIONARY PERIOD COMPLETED	TRANSFER (Site)
X MERIT PAY INCREASE UPON ANNUAL EVALUATION	DEMOTION
LENGTH-OF-SERVICE PAY INCREASE ()	RESIGNATION
COST-OF-LIVING PAY INCREASE (1)	RETIREMENT
RECLASSIFICATION	LAYOFF
RE-EVALUATION OF EXISTING POSITION	DISCHARGE
PROMOTION	OTHER (2)

(1) Approved by Florida Keys Mosquito Control District Board of Commissioners at the Final Budget Hearing Meeting of the Board of Commissioners held in Key West, Florida on September 16, 1998.


(2)

CHANGE AUTHORIZED BY	<i>MC AA</i> MICHAEL C. SPOTO District Superintendent	<i>4-20-09</i>
	Signature	Date
CHANGE APPROVED BY	<i>E.M. Fussell</i> E. M. FUSSELL, MPH, BCE Director	<i>4-20-09</i>
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	April 1, 2008

CHANGE INFORMATION

	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
RATE OF PAY	\$	\$
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

HIRED		TRANSFER (Inter-department)
PROBATIONARY PERIOD COMPLETED		TRANSFER (Site)
MERIT PAY INCREASE UPON ANNUAL EVALUATION		DEMOTION
LENGTH-OF-SERVICE PAY INCREASE ()		RESIGNATION
COST-OF-LIVING PAY INCREASE (1)		RETIREMENT
RECLASSIFICATION		LAYOFF
RE-EVALUATION OF EXISTING POSITION		DISCHARGE
PROMOTION	<input checked="" type="checkbox"/>	OTHER (1)

(1) Received a bonus in lieu of a raise in the amount of \$5,000.00, salary capped out


(2)

CHANGE RECOMMENDED BY	<i>M. C. Spoto</i> Michael C. Spoto District Superintendent	4-1-08
	Signature	Date
CHANGE APPROVED BY	<i>E. M. Fussell</i> E. M. FUSSELL, MPH, BCE Director	4-1-08
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	April 1, 2007

CHANGE INFORMATION



	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
<input checked="" type="checkbox"/> RATE OF PAY	\$37.45	\$40.00
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/> HIRED	<input type="checkbox"/> TRANSFER (Inter-department)
<input type="checkbox"/> PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/> TRANSFER (Site)
<input checked="" type="checkbox"/> MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/> DEMOTION
<input type="checkbox"/> LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/> RESIGNATION
<input type="checkbox"/> COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/> RETIREMENT
<input type="checkbox"/> RECLASSIFICATION	<input type="checkbox"/> LAYOFF
<input type="checkbox"/> RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/> DISCHARGE
<input type="checkbox"/> PROMOTION	<input type="checkbox"/> OTHER (1)

(1)

(2)

CHANGE RECOMMENDED BY	 Michael C. Spoto District Superintendent	3-27-07
	Signature	Date
CHANGE APPROVED BY	 E. M. FUSSELL, MPH, BCE Director	3-30-07
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	[REDACTED]
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	April 1, 2006

CHANGE INFORMATION

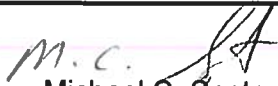

		FROM	TO
	DEPARTMENT		
	POSITION (TITLE)		
X	RATE OF PAY	\$35.00	\$37.45
	PAY GRADE		
	LEAVE OF ABSENCE		

REASON FOR CHANGE

	HIRED	TRANSFER (Inter-department)
	PROBATIONARY PERIOD COMPLETED	TRANSFER (Site)
X	MERIT PAY INCREASE UPON ANNUAL EVALUATION	DEMOTION
	LENGTH-OF-SERVICE PAY INCREASE ()	RESIGNATION
	COST-OF-LIVING PAY INCREASE (1)	RETIREMENT
	RECLASSIFICATION	LAYOFF
	RE-EVALUATION OF EXISTING POSITION	DISCHARGE
	PROMOTION	OTHER (1)

(1)


(2)

CHANGE RECOMMENDED BY	 Michael C. Spoto District Superintendent	3-20-06 Date
CHANGE APPROVED BY	 E. M. FUSSELL, MPH, BCE Director	3-22-06 Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, FL	EFFECTIVE DATE OF CHANGE	April 1, 2005

CHANGE INFORMATION

	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
<input checked="" type="checkbox"/> RATE OF PAY	\$33.35	\$35.00
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/> HIRED	<input type="checkbox"/> TRANSFER (Inter-department)
<input type="checkbox"/> PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/> TRANSFER (Site)
<input checked="" type="checkbox"/> MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/> DEMOTION
<input type="checkbox"/> LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/> RESIGNATION
<input type="checkbox"/> COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/> RETIREMENT
<input type="checkbox"/> RECLASSIFICATION	<input type="checkbox"/> LAYOFF
<input type="checkbox"/> RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/> DISCHARGE
<input type="checkbox"/> PROMOTION	<input type="checkbox"/> OTHER (1)

(1)


(2)

CHANGE RECOMMENDED BY	<i>M. C. Spoto</i> Michael C. Spoto District Superintendent Signature	<i>3-28-05</i> Date
CHANGE APPROVED BY	<i>E. M. Fussell</i> E. M. FUSSELL, MPH, BCE Director Signature	<i>3-23-05</i> Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, Florida	EFFECTIVE DATE OF CHANGE	April 1, 2004

CHANGE INFORMATION



	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
<input checked="" type="checkbox"/> RATE OF PAY	\$ 31.73 per hour	\$ 33.35 per hour
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/> HIRED	<input type="checkbox"/> TRANSFER (Inter-department)
<input type="checkbox"/> PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/> TRANSFER (Site)
<input checked="" type="checkbox"/> MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/> DEMOTION
<input type="checkbox"/> LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/> RESIGNATION
<input type="checkbox"/> COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/> RETIREMENT
<input type="checkbox"/> RECLASSIFICATION	<input type="checkbox"/> LAYOFF
<input type="checkbox"/> RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/> DISCHARGE
<input type="checkbox"/> PROMOTION	<input type="checkbox"/> OTHER (1)


(1)

(2)

CHANGE RECOMMENDED BY	 MICHAEL C. SPOTO District Superintendent	March 25, 2004
	Signature	Date
CHANGE APPROVED BY	 E. M. FUSSELL, MPH, BCE Director	March 25, 2004
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT
 5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, Florida	EFFECTIVE DATE OF CHANGE	April 1, 2003

CHANGE INFORMATION

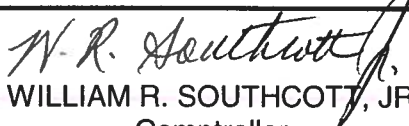

	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
<input checked="" type="checkbox"/> RATE OF PAY	\$ 29.81 per hour	\$ 31.73 per hour
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/> HIRED	<input type="checkbox"/> TRANSFER (Inter-department)
<input type="checkbox"/> PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/> TRANSFER (Site)
<input checked="" type="checkbox"/> MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/> DEMOTION
<input type="checkbox"/> LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/> RESIGNATION
<input type="checkbox"/> COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/> RETIREMENT
<input type="checkbox"/> RECLASSIFICATION	<input type="checkbox"/> LAYOFF
<input type="checkbox"/> RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/> DISCHARGE
<input type="checkbox"/> PROMOTION	<input type="checkbox"/> OTHER (1)


(1)

(2)

CHANGE RECOMMENDED BY	 WILLIAM R. SOUTHCOTT, JR. Comptroller Signature	March 12, 2003 Date
CHANGE APPROVED BY	 E. M. FUSSELL, MPH, BCE Director Signature	March 12, 2003 Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT
5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. De Palma	SOCIAL SECURITY NUMBER	
LOCATION	Key West , Florida	EFFECTIVE DATE OF CHANGE	July 31, 2002

CHANGE INFORMATION

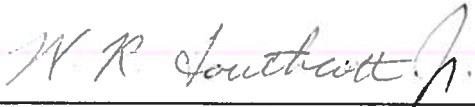
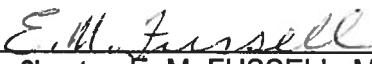
	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
RATE OF PAY	\$26.92 per hour	\$29.81 per hour
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/>	HIRED	<input type="checkbox"/>	TRANSFER (Inter-department)
<input type="checkbox"/>	PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/>	TRANSFER (Site)
<input type="checkbox"/>	MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/>	DEMOTION
<input type="checkbox"/>	LENGTH-OF-SERVICE PAY INCREASE ()	<input type="checkbox"/>	RESIGNATION
<input type="checkbox"/>	COST-OF-LIVING PAY INCREASE (1)	<input type="checkbox"/>	RETIREMENT
<input type="checkbox"/>	RECLASSIFICATION	<input type="checkbox"/>	LAYOFF
<input checked="" type="checkbox"/>	RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/>	DISCHARGE
<input type="checkbox"/>	PROMOTION	<input type="checkbox"/>	OTHER (2)

(1)


(2)

CHANGE RECOMMENDED BY		July 31, 2002
	Signature William R. Southcott, Jr. Comptroller	Date
CHANGE APPROVED BY		July 31, 2002
	Signature E. M. FUSSELL, MPH, BCE Director	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	DePalma, Ralph W.	SOCIAL SECURITY NUMBER	
LOCATION	Key West, Florida	EFFECTIVE DATE OF CHANGE	April 1, 2002



CHANGE INFORMATION

	FROM	TO
DEPARTMENT		
POSITION (TITLE)		
RATE OF PAY	\$24.04 per hour	\$26.92 per hour
PAY GRADE		
LEAVE OF ABSENCE		

REASON FOR CHANGE

<input type="checkbox"/>	HIRED	<input type="checkbox"/>	TRANSFER (Inter-department)
<input type="checkbox"/>	PROBATIONARY PERIOD COMPLETED	<input type="checkbox"/>	TRANSFER (Site)
<input checked="" type="checkbox"/>	MERIT PAY INCREASE UPON ANNUAL EVALUATION	<input type="checkbox"/>	DEMOTION
<input type="checkbox"/>	LENGTH-OF-SERVICE PAY INCREASE	<input type="checkbox"/>	RESIGNATION
<input type="checkbox"/>	COST-OF-LIVING PAY INCREASE	<input type="checkbox"/>	RETIREMENT
<input type="checkbox"/>	RECLASSIFICATION	<input type="checkbox"/>	LAYOFF
<input type="checkbox"/>	RE-EVALUATION OF EXISTING POSITION	<input type="checkbox"/>	DISCHARGE
<input type="checkbox"/>	PROMOTION	<input type="checkbox"/>	OTHER (2)

Notes:

CHANGE RECOMMENDED BY	 William R. Southcott, Jr. Comptroller	March 6, 2002
	Signature	Date
CHANGE APPROVED BY	 E. M. FUSSELL, MPH, BCE Director	March 6, 2002
	Signature	Date

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

5224 College Road ♦ Key West, Florida 33040-4302

PAYROLL CHANGE NOTICE

EMPLOYEE	Ralph W. DePalma	SOCIAL SECURITY NUMBER	
LOCATION	Key West, Florida	EFFECTIVE DATE OF CHANGE	October 31, 2001

CHANGE INFORMATION

		FROM	TO
X	DEPARTMENT		Key West Headquarters
X	POSITION (TITLE)		Information Systems Coordinator
	RATE OF PAY	\$ per hour	\$24.04 per hour
	PAY GRADE		
	LEAVE OF ABSENCE		

REASON FOR CHANGE

X	HIRED	TRANSFER (Inter-department)
	PROBATIONARY PERIOD COMPLETED	TRANSFER (Site)
	MERIT PAY INCREASE UPON ANNUAL EVALUATION	DEMOTION
	LENGTH-OF-SERVICE PAY INCREASE ()	RESIGNATION
	COST-OF-LIVING PAY INCREASE (1)	RETIREMENT
	RECLASSIFICATION	LAYOFF
	RE-EVALUATION OF EXISTING POSITION	DISCHARGE
	PROMOTION	OTHER (2)

(1) Approved by Florida Keys Mosquito Control District Board of Commissioners at the Meeting of the Board of Commissioners held in , Florida on , .

(2)

CHANGE RECOMMENDED BY	W. R. SOUTHCOTT, JR. Comptroller	October 31, 2001
	Signature	Date
CHANGE APPROVED BY	E. M. FUSSELL, MPH, BCE Director	October 31, 2001
	Signature	Date



FLORIDA KEYS

MOSQUITO CONTROL DISTRICT

Board of Commissioners

Stephen K. Smith, Chairman
Jill Cranney-Gage, Vice Chairman
Phillip L. Goodman, Secretary-Treasurer
Jack Bridges
William J. Shaw

5224 College Road
Telephone: (305) 292-7190 ♦ Key West, Florida 33040
FAX: (305) 292-7199 SUNCOM: 464-7190
e-mail: keysmosquito.org

Executive Director
Michael Doyle, MS

March 27, 2014

Verbal Warning: Ralph DePalma

CC: Personnel File

I spoke with Ralph DePalma following his late arrival to the IT weekly meeting about his punctuality. On March 11, 2014, Ralph was 30 minutes late to the scheduled IT meeting. At that point, I asked him if 8:30am would be an issue for his attendance. He assured me, it would not. I stressed the importance of him being on time to these meetings. On March 18, 2014, Ralph was 10 minutes late to the scheduled IT meeting. Again, I reiterated that his presence was necessary at the start of the meeting, not 5 or 10 minutes later.

Ralph was once again 10 minutes late to the IT meeting on March 27, 2014. At this point I told him that he is required to be present at the start of the meeting or else disciplinary action would be taken. He stated that he understood and would be on time in the future or would call to let me know he would not make it.

Andrea L. Leal, Operations Director



FLORIDA KEYS

MOSQUITO CONTROL DISTRICT

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5224 College Road
Telephone: (305) 292-7190 ♦
FAX: (305) 292-7199

Key West, Florida 33040
SUNCOM: 464-7190
e-mail: keysmosquito.org

Executive Director
Michael Doyle, MS

To: Ralph DePalma, IT Specialist

From: Andrea Leal, Operations Director

Date: April 7, 2014

CC: Michael Doyle, Executive Director
Employee File

Re: Written Warning

As set forth in the District's "Standards of Employment" a violation has occurred. The following rule for personal conduct established by the District Board of Commissioners has been violated:

Section 2.I Standards of Employment

12.) Abuse of District Policies and Procedures

On Friday, April 4th, 2014, a brief text conversation was held between Ralph and myself from 8:20am – 8:31am. At that time, Ralph informed me that he was not attending the Clarke Workshop, to which I responded, "OK." Upon my arrival to the Key West office around 3:00pm, I found Ralph's door closed and locked. It was then brought to my attention that Ralph did not come into the office at all. When asked about this, Ralph responded that he went home and back to bed upon finding the office locked at 8:45am.

At no point in time did Ralph contact his supervisor to say that he was not working. District policy states that in order to use leave, the employee "must advise the immediate supervisor about the absence as soon as possible but no later than the scheduled reporting time..." Ralph failed to do so even though he was communicating with me directly not 15 minutes prior to his decision to go home.

As I am available via District smartphone at practically any time, day or night, there is no reason that this procedure cannot be followed. You are required to notify me of any time off that you are seeking via leave request, or by phone, text or email if it is last minute. Should this behavior continue, disciplinary action shall continue and could lead to suspension and ultimately termination.

Ralph DePalma

Andrea L. Leal

From: Michael Doyle
Sent: Tuesday, April 02, 2013 3:37 PM
To: All-Staff
Cc: Commissioners
Subject: Explanation of merit increases/awards

All Staff,

I've gotten a few questions about the reasoning behind the recent merit increases and awards. As many of you know, other than a few promotions, this the first set of increases in 3 years.

First, I'd like to apologize for the time it took to finalize these increases. It took a long time for me to come up with an equitable system, but I let far too many "immediate fires" get in the way of this important project. I'm glad the increases were retroactive until the beginning of the fiscal year (Oct. 1, 2012), but the wait likely caused problems for many of you. For that, I apologize.

Here are my goals:

- A. Award meritorious service, based on high performance. (i.e., I did not award "across the board" - some perform better than others, and that needs to be recognized)
- B. Award in straight dollars, not based on % of current income.
- C. Make the evaluation system to make it as fair as possible for all employees, and use those evaluations as the basis of the awards.

Here is how it worked:

1. The Commissioners approved \$105,000 this fiscal year to distribute amongst 65 employees. I worked with the supervisors to attempt to rate employees equally - not an easy task with one form and many different types of jobs. Supervisors rated their employees, then the Supervisor's Supervisor discussed the reasoning behind the scores (as a "check" on potential scoring styles).
2. I mathematically standardized the scores amongst the supervisors (this is a second check on the system to buffer supervisor's scoring styles). The average score for all employees was approximately 6.2.
3. I ranked the employees scores, high to low, and split them into 10 groups of 6 to 8 people. Each person was within a tenth of a point of each other within the groups.
4. Each group received approximately 16% more than the group below it.
5. 10% of the 105,000 was set aside for special cases, such as people that have taken on new responsibilities in the last year.

Here are the final increase ranges. Some employees received slightly more from the 10% set aside.

Employee Ranking	Approx. Pay Increase*
Top 10%	\$2628
2nd 10%	\$2256
3rd 10%	\$1936
4th 10%	\$1662
5th 10%	\$1427
6th 10%	\$1225
7th 10%	\$1051
8th 10%	\$902
9th 10%	\$774
The lowest 10% received a one-time merit award of \$611	

*If an employee reached the top of his/her salary range, they received a 1-time merit award instead of a permanent pay increase.

Thanks again for your patience. If you have any questions, I can discuss these with you and your supervisor.

Michael S. Doyle

Executive Director

Florida Keys Mosquito Control District

5224 College Road

Key West, FL 33040

p: (305) 292-7190

f: (305) 292-7199

c: (305)906-1792

mdoyle@keysmosquito.org



Andrea Leal

From: Ralph De Palma
Sent: Tuesday, April 02, 2013 4:32 PM
To: Andrea Leal
Subject: FW: Explanation of merit increases/awards

Importance: High

Follow Up Flag: Follow up
Flag Status: Completed

This makes me feel much better (sic). This is just further insult.

“Fair as possible” “based on high performance” “mathematically based” like you’re evaluating some device that make 1000 widgets a day. Math is good for a lot of things but evaluating people is a very poor use of it.

I’m ranked in the lowest 10%. This is the worst evaluation I’ve have in over 40 years. I don’t think I all of a sudden got really, really, bad. This is way beyond insulting its nonsense.

1. You evaluated me on technical performance and you are not even slightly a technical manager. Which is okay if you don’t then compound it by using math. Not the case here.
2. Mr. Doyles issue is User Error - it can’t be duplicated, no evidence in the log files and yes you have to learn to live with those things or learn. Computers just do what their told to do.
3. I use “outside sources quite often” and this causes frequent delays – makes absolutely no sense. Relating the two issues, outside sources and delays how are they related? I just used EDS to help recover the entire VCMS system in 3 days after I let my inside source troubleshoot the server and almost destroy it. I use outside sources for their expertise. If not you would be in far worse shape.

Most of the times my outside sources speed things up considerably. Your logic and analysis is totally – completely -- off base. I know Josh has told you we shouldn’t use the Miami consultants – they deal with issues every day I only call them when things are really bad (over the past 7 years)and this time Josh’s troubleshooting made problem with VCMSERV much worse. He’s a network specialist and doesn’t know everything about everything. He doesn’t know enough to know when to stop and that is dangerous. If I would have listened to him we would probably still be fixing the VCMSERV.

4. Responsiveness: The managers that I learned from long ago taught me well, while launching billion dollar orbiters with human lives at stake. I am not perfect and I do not respond well to fire drill management. If Juliana or anyone else can’t get their email attachment through immediately I will drop the rest of the IT priorities and focus on these singular usually self-induced fire drills. The most recent last week was a reporter couldn’t get the audio file to work on our website – the audio file is fine the browser & plugin have been upgraded and need to be reloaded – this will happen continually. I had to spend hours with BIS convincing everyone including Josh that his plugin was the problem. You wonder why ESRI hasn’t been restored yet – to many silly firedrills.

You didn’t have to go to all this trouble to tell me that I don’t deserve a raise – why didn’t you just say that. It would have been easier to deal with and much less insulting.

The rationale you used in my evaluation shows a lack of some basic management understanding and probably just inexperience.

Using your logic I can only guess at who is in the top 10% but I’ll bet it’s not the top 10%.

Andrea Leal

From: Andrea Leal
Sent: Tuesday, April 02, 2013 5:11 PM
To: Ralph De Palma
Subject: Re: Explanation of merit increases/awards
Attachments: image001.jpg

I will print this and attach it as your comments to your evaluation.

I disagree with many points that you made and we can discuss in person instead of via email. However, as a point of reference, I told you over a month ago that my avl was not working and had to remind you of such today. I understand that in IT there are many fire drills; however, many things have fallen through the cracks for follow up.

I'm more than willing to further discuss anything you would like.

Andrea
Sent from my Verizon Wireless BlackBerry

From: Ralph De Palma <rdepalma@keysmosquito.org>
Date: Tue, 2 Apr 2013 20:32:01 +0000
To: Andrea Leal <aleal@keysmosquito.org>
Subject: FW: Explanation of merit increases/awards

This makes me feel much better (sic). This is just further insult.

"Fair as possible" "based on high performance" "mathematically based" like you're evaluating some device that make 1000 widgets a day. Math is good for a lot of things but evaluating people is a very poor use of it.

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To: Andrea Leal, Michael Doyle
From: Ralph De Palma
Subject: My review and comments regarding my Performance Review
Date: June 12, 2013

For the Past 11 Years I have been a part of the Management Team of FKMCD. In the past my advice and counsel was considered on every major and most minor Information Technology decisions. I have been a part of almost every previous management discussion regarding FKMCD projects large and small whether specifically IT related or casually related. The previous Director felt that Information Technology was an important part of almost every discussion. I participated in most of the initial discussions with Fish & Wildlife where Information Technology played a critical role in obtaining our first license to treat the off-shore islands. I was asked by the Director to give a presentation to other Directors at the nationwide AMCA meeting, Directors Conference and Luncheon in Savannah, Georgia and again in Vancouver, Canada regarding our use of GIS and mapping aerial operations that in his opinion played a critical role facilitating the first ever license in 2004 by a mosquito control agency to spray on Federal Wilderness lands. I actively participated in discussions with management and the former chief pilot regarding the automation of our aerial spraying systems. I participated in discussions leading to the acquisition and implementation of our current Automated Vehicle Location system. Several of our most widely used reporting tools have resulted from my participation in very routine non-IT related conversations and meetings. My software development and analysis background provided FKMCD with a perspective that resulted in this organization becoming the most widely respected Mosquito Control Technology system in the US and possibly the world. Our systems in 2002 – 2008 were often reviewed by other Districts (and other countries, Italy, Brazil, Australia, and the Cayman Islands) specifically for our technology and I was called upon numerous times to demonstrate our software and systems technology to other Directors and IT groups. I Co-Chair'd the VCMS User Group for the FMCA. I was asked by management to teach the Dodd VCMS Course from 2002 to 2006 in Gainesville then later Ocala, and trained most of the users in the 40 counties of Florida that used VCMS and several other States.

Since last July after the arrival of the new Director, I have felt less and less a part of the "Team". My counsel is not sought for any issues including highly technical IT issues. I feel like I'm the last one consulted on matters that directly affect me and the Information Technology department. I am almost never consulted regarding technology issues prior to a management decision - usually only after a decision has been formulated.

Examples: the Director holds weekly management reviews with his Senior Management Team and several direct reports including Safety and PR. Questions and inquiries regarding the operation and performance of the Information Systems to the best of my knowledge have never been asked and are not part of any routine management discussion. My direct Supervisor Andrea Leal has never asked for any strategic IT planning information or inquired regarding daily IT operations unless there is an issue that is already impacting the organization. Consequently the only information regarding my leadership and performance of the Information Technology department has to be coming from other sources and/or usually during negative impacts after a problem has occurred.

The Director and the Deputy Director evidently feel like they have enough Information Technology experience and understanding that they do not need any advice regarding these matters. Nothing could be farther from reality. The Deputy Director has given the impression on numerous occasions at the FMCA and other local settings that she is responsible for most of the advanced technology at FKMCD including Information Technology systems that were in place long before she arrived and many developed after she arrived without any input or direct activity. In

the Information Technology industry both have skill levels that would be classified as moderate PC Users in some cases power users (GIS), they have no network training, only a very basic understanding of client server technology, no software development training or understanding, and average application skill levels. With regard to managing Information Technology issues and making high level decisions they have enough technology understanding to cause more issues than success. This is well documented below.

The Director has stated to me in a candid meeting that he does not feel that I "listen to him." I can understand how he might feel this way but I disagree with his premise. I am listening to his requests and proposals (the few that I have been involved with) and giving my technical advice on matters. The "listening" issue may be a more related to my responses regarding technology questions which he may not agree with. He has proposed a number of technology improvements that I evaluated and found either erroneous concepts, misunderstandings of basic technology, or very rough high level "ideas" that when technically detailed are viewed as too complex or expensive. This is not because I am not "listening" it's the evaluation of technology proposals that sound good when designed by non-technology skilled participants but usually don't result in concepts and goals being met, mostly because of exuberant expectations and low levels of Information technology experience and understanding. Some of his initiatives have been sound. The digital scanning of documents into searchable .pdf files is a very valid project. The exuberant and technically unrealistic expectation of this project resulted in a somewhat disappointment. I feel that if I just generally agreed with him as some staff members do, he would then feel that I am "listening" to him.

There are numerous examples of decisions made regarding Information Technology issues that directly relate to the Information Systems of FKMCD that have been addressed by non-technically skilled staff with limited or no Information Technology training, experience, background, and understanding usually resulting in higher expectations, disappointments, changes, and less productivity gains when applied or implemented.

By non-Technical staff I am referring to users of PC's with little or no formal IT training on client server systems, software development, data network communications understanding or a myriad of other technologies that determine performance or accessibility. These usually resulted in a misunderstanding of the use of Information Technology and in some cases lost time and dollars due to non-technical advice and decisions.

There has been no input requested from my department regarding, and prior to decisions pertaining to Information Technology for the following:

1. GM Mosquito Project has to date had no input from IT department (only how to stop the spam generated by environmental groups protesting the project or when the town hall video could not be uploaded quickly after the meeting – if I had been consulted prior to the meeting I could have made the Director and other staff aware of this limitation ahead of time, the website was not designed to accommodate large, hours long video files – and the promises to environmental groups to quickly publishing the video would not have been an issue). My current understanding is the data collection for this important first of its kind test project is going to be handled by the vendor (which could lead to obvious data validation issues) or non-FKMCD systems my department has not been consulted about any data collection related to the Genetically Modified Mosquito Project. To date I have not been invited to participate in any discussions.

Additionally the complete focus on the GM Project project during the "Off-Season" of 2011-2012 lead to an almost complete neglect to the ongoing VCMS software replacement efforts and delayed this IT project by at least 5 months.

2. The FKMCD Website was redesigned without any input from Information Technology department (the left hand menu was never analyzed by technical staff and poses significant issue for the future – content organization – staff maintenance – media technology – web user analysis were never discussed in any detail with the IT department prior to the project moving forward).
3. Commitments were made by the Director to the Board of Directors regarding voice recognition technology and the recording of Board Meeting prior to any consultation with the IT department on how to accomplish this task. This lead to several false starts regarding the use of voice recognition and other technologies. The Director mistakenly thought that Dragon software and other voice recognition systems could recognize multiple voices and record the Board Meeting procedures directly into an electronic document. An hour of technical analysis later showed this was impossible.
4. Commitments were made by the Director to the Board of Directors to forward their email to their private accounts before discussing this matter with the Information Technology department. He was later advised by me that this would be out of compliance with State regulations. The practice continued for months afterward by his direction.
5. The Director had already discussed a “Cloud” strategy consulting with County manager Roman Getesi and staff prior to any consultation with IT department. To date I am unaware of any official network transition plans to a “Cloud Strategy” utilizing off-site resources rather than traditional network resources. The use of cloud technology has serious limitations and impacts to local government systems, State regulations, and costs, that must be understood and accepted before any benefits can be enjoyed.
6. One of the Board Members proposed using a local organization to help us start videotaping our Board Meetings and streaming them live on the website during a Board Meeting. Neither the Commissioner nor the Director detailed their concept for this project and consequently there were major misunderstandings of the use of live streaming video. The issues revolved around camera equipment, network communications, and basic concepts of live streaming versus storage and archiving and most importantly costs were extremely underestimated.
7. Initially no input was requested by the Director from the IT department regarding the use of Map Vision software for a replacement to VCMS. The Director wanted to procure by sole source the Leading Edge software without any further analysis in November of 2011. The Director in fact requested a proposal directly from Leading Edge Systems in December of 2011 and was completely over whelmed by the cost estimate of over \$180,000 and the complexity of implementing enterprise software. In later instances, I have been asked for advice regarding this particular software or included in some discussions regarding this software and in the majority of cases the advice has been ignored or discounted.
8. At the recent Pasco County meeting the Director floated an idea during lunch regarding scraping both VCMS Replacement proposals and hiring a software developer and building our own application. This is not a serious alternative. FKMCD is not a software development organization and would need to duplicate serious portions of the proposer’s capabilities far beyond just merely hiring a software developer. It will be far more expensive in the short and long terms to custom build an entire enterprise application, test it, implement it, and maintain it. It is almost always cheaper to “buy” software rather than “build”. He did not accept this advice and actually stated to the Board of Directors during a Board Meeting at Marathon in February that was his intention – and made it sound like I agreed with his approach.
9. I am usually the last one to find out about any issues that could have an IT impact and it’s usually by being copied on an email when a deadline has already been set. Communications with the Management “Team” regarding IT issues is almost non-existent and mostly after a management decision has already been made.

10. A recent discussion at a Supervisor meeting of adding alpha-numeric characters to our database locations. It was obvious that the discussions had gone on in prior meetings with the Aviation department manager and a pilot but no IT participation had been considered. When asked "what was the goal of inducing alpha-numeric characters" the only goal stated could have been accomplished by several other means that are currently available – without using alpha-numeric characters. Several suggestions were made by other supervisors. The discussion almost immediately was shelved.
11. I was only recently informed that one of our Entomologists is researching the use of imagery from Google Earth as a source of information regarding mosquito habitats. The project is well underway when the User workstation crashed. At the very least IT should have been consulted for software issues, network issues, and as it turns out the basic User workstation was incapable of performing this task without a new video card and memory upgrade and a complete reload of the operating system after it failed. I am still unsure of the project goals and have no idea of what software or network resources are being considered or discussed. A ten minute discussion could have prevented this issue and saved hours of time.

It is little wonder that the score for the categories of Knowledge of Job, Quality of Work, and Responsiveness are all graded low in my evaluation. I am only included in projects and discussions after something has gone wrong, or a deadline has been set and a plan doesn't work and everyone is in a crisis management or a fire drill mode.

Retaliation:

We are replacing our enterprise mosquito control software called VCMS. There are two vendors that have bid on the project - Leading Edge, and Electronic Data Systems. The Director has promoted one vendor through the entire process Leading Edge Technology and is in almost constant contact with them regarding the first bid and now the re-bidding. We released an RFP in December after a yearlong process. An evaluation team of 5 members voted unanimously to award the bid to Electronic Data Systems EDS. The Director would not accept the recommendations made January 14, 2013 of the 5 member Bid Review Team which I lead. This inaction and non-acceptance is jeopardizing the entire FKMCD data collection capability.

We are now planning a rebid with an almost identical package that was Bid in December 2012. I feel, we will rebid until the "right" vendor is selected. The Director has singly delayed the project twice once for 5 months (April 2012- September 2012) and recently again for 4.5 months (January 14, 2013 – Present) reviewing changes in requirements. In the meantime our existing VCMS system has failed and had to be reconstructed in a temporary manner. These delays have increased the risks significantly. This inaction and non-acceptance is jeopardizing the entire FKMCD data collection capability. His constant review of data collection details and a seemingly near obsession with one feature have ham-strung the entire project.

I feel that my non-support of the Directors favored software vendor Leading Edge Software, was a contributing factor in a terrible performance review – I am ranked as one of the worst employees in the District – the bottom 6 out of 65 employees, even though I saved the District a \$180,000. That was the cost of the sole source proposal solicited by the Director from Leading Edge Technologies that would have failed to deliver a usable product. Instead of being awarded for this savings I'm being punished for not agreeing to sole source a software product that I felt was inferior and would have cost the District much more than the \$180,000 price tag.

My subordinate, who is very knowledgeable but much less experienced with our systems and applications, is ranked 5 levels higher in value. We both handle similar user issues, and have divided the labor between us to

maximize of individual skills. It is extremely difficult to fathom our skill levels and performance to be regarded so differently. This disparity in our reviews in my opinion is additional proof of a subjective biased calculation that is used punitively because I am the lead technology employee that has voiced a difference of opinion to the Director and Management regarding our new software acquisition.

In nine previous reviews I received very high rankings and pay increases. The appearance of this review would indicate a rapid decline in my job performance in the previous 12 months, which is far from reality. I have not been counseled or advised of any performance issues in any of the last 11 years. Two of my review categories "Knowledge of Job" and "Responsiveness" were listed as a C- and D+ grade respectively. The evaluation cited issues that are minor in nature (and in some cases only generalized comments with no basis or examples) when compared to size and scope of the VCMS Replacement software system that is being procured. There is no mention of this VCMS replacement software project anywhere in my review. Yet this project is listed as the most expensive budget item for my department and is by far the most time consuming effort I managed in the past 15 months. The requirement documentation alone is 35 pages and lists over 150 custom or complex features that have been detailed and analyzed over 15 months and will require hundreds of hours to implement.

I feel this is an intentional and deliberate attempt to use the categories in the subjective manner that my review reflects. For example it would be more difficult to explain the low ranking for Knowledge of Job or Quality of Work if my leadership and performance regarding the collection and evaluation of software requirements and software applications in the organization is included in this category. Therefore this activity is not mentioned, only the "troubleshooting delays" and "Mr Doyle's disappearing shortcuts". Both of which are not only in error but the former is illogically presented, not to mention proportionally out of scale.

The review of the category Knowledge of Job by my direct supervisor the Deputy Director and the Director is based on examples given:

"Ralph is knowledgeable in most aspects of his job. He utilizes outside sources quite often when troubleshooting which can lead to delays. There are certain aspects that people just have to live with because he could not find an answer. For example, the disappearing files on Mr. Doyles desktop."

1. I am the most knowledgeable employee at FKMCD regarding our overall IT systems and all aspects of my job. I would really like to understand the reviewers comment regarding "most aspects". To give an accurate assessment of my technical skill level would require some degree of understanding of the technical skills that are employed. The reviewer's comments do not point to a specific deficiency but a generalization of "most aspects". The rationale is alluded to in a later statement.
2. I fail to understand the basic statement or the point the reviewer is making with the next comment regarding two issues in one comment
 - a. The "utilization of outside sources quite often when troubleshooting"
 - b. The assumed causal relationship between the above statement and a perception that the act of using outside sources "lead to delays"

This statement is not presented with any facts to support it and it's perceived the reviewer feels the use of outside sources (I'm assuming contract consulting expertise) is a negative factor. In the IT industry the use of experts to troubleshoot would be considered common practice. FKMCD pays for maintenance and support from almost every software product utilized for this very reason. This support is considered expert in the systems provided and would be almost impossible to maintain a complex system without

this capability. I fail to understand the negative consequence of this action and its direct use for my subsequent low rating by the reviewer.

Furthermore to state there is a causal effect directly related to the use of outside sources and "delays" would be extremely difficult to establish and defies logic. One usually consults expert sources when troubleshooting expertise has been exhausted. It would be more logical to assume that the use of "outside sources" would facilitate not inhibit the resolution of issues and affect the faster resolution of issues not the opposite. I can provide several recent examples of the effect and efficiency of the use of outside sources and their expertise.

On the other hand my subordinate likes to trouble shoot issues often to the extreme and this usually results in delays because the issue is being resolved much later after outside expertise is finally consulted rather than if an outside source had been utilized earlier after a moderate amount of troubleshooting failed. A recent example is our virus/worm attack. I can provide several other examples of this.

3. The last part of the reviewer's statement "*There are certain aspects that people just have to live with because he could not find an answer. For example, the disappearing files on Mr. Doyle's desktop*" is completely misunderstood and further reveals the above mentioned change in basic management view of the FKMCD IT department and my personal efforts. An Information Technology Manager would never have used this as an example of "Knowledge of Job". This is more an example of the level of understanding that my Deputy Director and Director feel they have for Information Technology. They are Users of technology and do not understand the management of technology workers.
 - a. The only "aspects" and issues that our users have to live with are based on issues that cannot be duplicated, no records found in computer log files, or event monitors, and cannot be analyzed usually because they are caused by human error. Most IT users at FKMCD have basic user level skills some are more moderately skilled with applications than others, some much less, but almost all have user level skills only (this includes my two reviewers). For the reviewer to make the above statement "*There are certain aspects that people just have to live with...*" Indicates a level of understanding from a User perspective only. In reality 60-70% of the daily issues that the IT department deals with are related to User induced error – human error. In most cases we are too diplomatic to show fault or point fingers as it does not provide value or solution and we usually try to train the User so it does not re-occur.
Sometimes these issues cannot be duplicated so there is little understanding of how the issues occurred and a resolution is virtually impossible. I often try to just prevent the opportunity for the error to re-occur. A non-technically skilled manager could perceive this as a lack of resolution by hearing comments from a disgruntled User (which I recently documented), but we try to resolve every issue that can be resolved. The only unresolved issues are those caused by human error. Some of our Users could benefit from some basic Windows training.
 - b. In the example given I have done extensive trouble shooting regarding "*disappearing files on Mr. Doyle's desktop*" issue because of the critical executive use of this workstation. However after researching the web for possible causes it was determined that the issue was due to human error. There are multiple issues in play. First keeping track of every shortcut of 20 or more documents from two mapped drives in multiple folders is an extremely difficult concept that is prone to error. I kept finding shortcuts to shortcuts and other human errors. Like I stated above most of the time when I give the Director advice and counsel that he does not agree with, the advice is usually ignored. This is the case with the disappearing shortcuts.

If anything I would have presumed my Knowledge of Job would be my highest grade and I challenge this grade should be higher - between "Above Satisfactory and Outstanding Performance". A Satisfactory or C- level grade of 4 is not a fair and objective review of my performance at FKMCD and my Knowledge of Job. In the past 6 review years I have been rated as Outstanding (10 out 10 or 5 out of 5) in these two categories and the other years have scored "Above Satisfactory". This is the only review in 9 reviews that indicates an "average" or marginal Knowledge of Job or Resourcefulness. In fact this is the worst performance review I've had in my entire 45 year working career. According to my two evaluators I am in the lowest category in the organization rated about 60th out of 65 employees.

The next category on the list "Resourcefulness" I am rated at 6 and the comment is "*Ralph does a good job at coming up with solutions when faced with difficult problems.*" I have two issues with this review classification.

1. This grade is considered a C+ by the standards given. When I attended school a C+ was considered average - "Good" didn't even start until the "B" level which would be a higher numerical grade. I feel in this case the grade of 7 or 8 is avoided because it doesn't fit the overall subjectively poor ratings. This indicates a very subjective evaluation that is disguised as being objective and mathematically based. I feel this is the case for two reasons: 1. both the Director and the Deputy are Science Majors very familiar with research and the use of the scientific methodology 2. Both seem to misunderstand some of the basic concepts of Art of Management. My degree is in Business Management (BBA) with a major in Computer Science. Most Business Management Colleges stress the "Art" of management not the science. Individual skills are honed and in most cases are difficult to duplicate and can usually be only be moderately emulated. Not everyone can be a leader like Lee Iacocca or a Systems Manager like Steve Jobs. Everyone develops their own management style and character. The science major approach to this evaluation as how to fairly divide a small sum of money. Obviously the instinct was to calculate it with a weighted average and ten different categories divided incrementally larger. Sounds great except all these numbers are based on very subjective analysis and in this case based on erroneous facts. So the numbering and ranking system is only as objective as the reviewer who is a human being and very subjective in this case. According to this evaluation I am good at coming up with solutions "Resourceful" I would assume a grade of 7 or even 8 but my evaluation is a 6 or C+. There must be a subjective criteria that leads to the lower evaluation. I am sure that in other evaluations a "Good" rating meant a higher numerical value. You have introduced a mathematical scoring system that is a flawed scoring system and is using highly subjective criteria (resulting in a very mathematically based scientific beauty contest). I tried to point this out at the recent Supervisor meeting and raised my hand repeatedly to make this point and ask your response but you seemed to only call on people that agreed with you. Another subjective point.
2. The reviewers are not consistent in their evaluation process. Example: I am good at coming up with solutions when faced with difficult tasks but I accomplish this with a less than "average", C- Knowledge of my Job and barely average Quality of Work. To the reviewer, this makes perfect sense. To me this shows a lack of technical knowledge to evaluate my job and the lack of management experience dealing with real people and people issues and a use of mathematics in lieu of management skills to arrive at a subjective and in this case erroneous evaluation. There is absolutely no way that I can resolve highly technical issues without a very high degree of knowledge of my job. I have built most of these systems at FKMCD from scratch. I know more about FKMCD IT systems than anyone in the organization yet I'm evaluated as the 60th most valuable

employee or less. I installed the first network system to replace the dial up lines. I was the first one in the State to map the VCMS database and the 25 out of 90 tables that we use. The former managers thought I had enough Knowledge of Job to teach it to the rest of the mosquito control districts in the state. Now all of a sudden I am a C- employee because of your unfair and erroneous evaluation. It is becoming obvious that my evaluation was based on subjective more than objective criteria for two reasons: 1. I am not well liked by the Director because I don't always agree with his decisions with regard to Information Technology (see the above "Retaliation" comments). 2. I feel my IT skills are not perceived as important as the Biology or Entomology majors so my "Good" grade is a C+ rather than a B or an A. That is as subjective as it gets. This is why I referred to the review process above as a glorified beauty contest.

The Deputy Director has over the years never had a high opinion of the IT Department or my added value to the organization and has always felt she had enough IT knowledge to make her own decisions. On numerous occasions when as an Entomologist or Supervisor she worked around the networked systems and resources in place and favored her own standalone single user applications and islands of information stored locally on her PC rather than sharing on a server – until her PC hard drive crashed in 2007 resulting in significant data loss. Still today she keeps many GIS records and GIS projects in her personal folder on the network which no one else can access rather than sharing in the SDE/GIS database. In 2010 she planned a Pupae survey study with the data collected in the field to be written on paper then keypunched manually into an Excel spreadsheet rather than using our automated data collection system in VCMS. It was a disastrous decision. It rained all week during the initial outdoor survey and these PC Users/ IT Managers later discovered that Excel (a single user program that was to be the backbone of their survey system) could only be edited by one person at a time over the network. The data collection had to be completely redone on the next study and they utilized the VCMS data collection systems.

Both of the above categories Knowledge of Job and Resourcefulness have been considered strengths in all my reviews back to the NASA Space Shuttle era and an evaluation of less than Outstanding is difficult to fathom. In the past 6 review years I have been rated as Outstanding (10 out of 10 or 5 out of 5) in these two categories and the other years have scored "Above Satisfactory". This is the only review in 9 reviews that indicates an "average" or marginal Knowledge of Job or Resourcefulness. In its totality the performance evaluation has me categorized in the lowest category of all employees at FKMCD. My performance review places me in the bottom ten percent of 65 employees. This dramatic change in the perception of my performance is based on very imperfect evaluation information that I have described above, including a punitive effect from my non-support of the Directors favorite software vendor, and as I have pointed out earlier, the use of "other" sources for this highly non-technical evaluation because I have played less of a role in overall management decisions at FKMCD than ever before and I am held responsible for issues that are clearly not fact based.

In all 9 previous reviews my evaluation rating was Outstanding in the Categories "Quantity of Work" and "Quality of Work" my score in those reviews was either A+ or A- in every review. This year my score in those two categories is a C and a C- respectively. The explanation of this change is explained by generalizations and unspecified comments. No examples are given. I must assume it is based completely on their perception and opinion. As stated above I am only invited to participate in Management Team discussions after decisions have already been made or after a problem has already

occurred. The current Deputy Director has always felt that IT hindered rather than was an asset and never had the appreciation for my skill set as the previous management.

My "Quantity of Work" has increased since all the cutbacks began in the past two years. The IT department is experiencing more frequent issues because Management has made spending decisions that resulted in FKMCD systems aging beyond their warranty and becoming vulnerable to systems and mechanical failures. Our former Domain Controller (the key network component) "Csonka" experienced multiple failures in September of 2012 – a hard disk and power supply failed simultaneously. Because of my strategic planning we had already moved the Domain Controller to a newer server Mercury in the previous off-season and avoided a more serious disaster. We have also delayed the acquisition of new software by many months and the existing system has required more and more maintenance to keep an operational level. There are numerous other examples of aging systems and hardware that are increasing the IT workload. I manage more issues day to day than ever. My work load over the past two years has dramatically increased. Yet the perception of management is that my quantity of work has dramatically decreased to a "C" grade is completely false. I actually find this perception very offensive. This category more than others shows a complete lack of understanding of the work I do every day at FKMCD.

The evaluation of the "Quality of Work" has even less explanation and more subjective analysis. The same is true with Dependability.

Quality of Work category evaluation stated "Ralph completes tasks assigned to him: however, deadlines are frequently extended." The above comment seems to span several categories but only partially fits the criteria established by the reviewer: Quality of Work "...is to evaluate an employee's accuracy and efficiency to help achieve the District goals." I am graded barely in the average column at C- (at least a consistency of error established early). I refer again to the largest most complex task that my department is working – the replacement of our enterprise software system that controls all aspects of our daily activities. It's not even mentioned. Without my oversight and stewardship and attention to detail (ergo; quality control) of this complex undertaking the District would be in a much worse position than they currently find themselves with a 35 page comprehensive analysis and requirements documented that I wrote and managed. I thoroughly analyzed information from almost every employee and supervisor in the entire organization from Key Largo to Key West yet this effort doesn't rate an honorable mention in my performance evaluation. The comments provided reflect not only a lack of Information Technology understanding but a careless disregard of fact based reality. The comment ends with a general slur based on the perception of the reviewer who has ignored a task that has easily consumed 35-45% of my activity for the past 16 months. To present this kind of comment and accept as a factual performance review explains a great deal about the reviewers and this very flawed process.

I worked 8 years for the NASA Space Shuttle program and an additional 4 years as a NASA contractor software consultant under the most arduous quality control and professionally managed operations one can imagine. In a previous career I was a federally licensed Commercial Pilot and Jet Engine Technician

for a major airline with very high Quality of Work standards. The above comment regarding "Quality of Work" would be considered unprofessional and counter-productive. To evaluate "Quality of Work" especially highly technical Information Technology work, one would expect to evaluate more than completion of a task on time. I have completed a number of tasks ahead of schedule that's great but it doesn't really establish the qualitative nature of my work. The review commentary almost seems like a throw away comment when the reviewer has predetermined the assessment.

In the IT business when a task is performed without attention to quality you would expect to see the task being performed over again. That's not the case with my work. I recently rebuilt and tested our enterprise data collection application in 4 days with minimal documentation and support. We've had almost no issues with the systems since. That would be a much more fair measure of "Quality of Work".

This subject leads to a discussion similar to the commentary regarding "missing shortcuts". The Director could assume that my performance with regard to his issue of the mysterious "disappearing shortcuts" is poor quality workmanship when in fact the problem was "user error". There have been several documented instances of misinformation regarding my approach to problem solving that a user could perceive an error or poor quality workmanship on my part when in fact the error was their own and the condition either unable to duplicate or required user training to resolve.

It is one thing to cite examples of "Quality of Work" issues and provide a fact based review. That is not the case in this review. A general statement about task completion followed by a negative comment and a barely average performance grade seems at best a very unfair assessment of 12 months of high technology activity, and at worst an insulting comment to an employee that has taken a lot of pride in his Quality of Work for many, many, years.

Dependability – The criteria for this evaluation category is stated "This section is to measure the availability, reliability, and support that employee gives to achieve the mission of the District".

In 2011 I lost 17 hours of vacation time because I had accumulated too much vacation time over ten years. I still have about 400 hours of vacation time available and well over 350 hours of sick leave. This would be much higher but I had to use about a 6 weeks worth of sick leave when my daughter was in a car accident a few years ago. I use very little sick leave and vacation time and have several years of almost perfect attendance one would assume this an evaluation of a very dependable and reliable employee but in this review my dependability score is Average or "C". In the 9 previous reviews of this category my lowest score was Above Average and most reviews were Outstanding. This category again finds another dramatic drop in my reviewed evaluation by this management.

This is a newly defined perception of the similar performance as in my previous years. My dependability factors haven't changed just the perceptions by the new reviewers during this beauty contest. At the very least I'd like to recover the lost 17 hours of vacation time.

Conclusion:

In conclusion the dramatic differences in my previous nine reviews and this current review are in my opinion due to the perceptions and subjective evaluation of my performance and the value placed by new management on information technology to this organization. The new evaluation process reflects the new mindset of the science oriented management team and contributed to the change, but management perceptions and subjective opinions have changed and affected my evaluation much more negatively. In short my value added to the organization has been downgraded from an active engaged team role to the same contribution as that of any other service that the organization requires. For example Information Technology is viewed on the same criteria as that of an electrician or plumber instead of a more integral part of Management or as in academia "Computer Science".

My performance is viewed as average or below average because of several factors.

1. First is a much diminished role in the organization with no active participation in management decisions that directly affect Information Technology work and therefore my performance.
2. I am only advised or consulted after something brakes or a service is not working (which 60-70% of the time is caused by user errors).
3. The value of my work is viewed as less important to the management of the organization by this new management than previous management. The new management seems to only consider the hard science of biology and entomology activity as "real" and important to the organization and Information Technology as an ancillary or routine service instead of a Computer Science. As mentioned my "good" grade is noted as a C+ instead of an A or B as I feel would be the case with one of the biologists or entomologists.
4. The value of the largest activity in my department is not even mentioned as a review topic. Most review topics are generalizations which reflect a subjective opinion rather than an objective review.

I am quite sure this document will not further endear me to the management of FKMCD but it is very important to rebut the worst performance review that I have ever had in my 45 years of professional work.

FLORIDA KEYS MOSQUITO CONTROL DISTRICT
Employee Performance Appraisal

Annual _____
Probationary _____
Special _____

Employee's Name Ralph DePalma Department IT
Anniversary Date October 31, 2001 Period of Review 1-Jan-13 TO 31-Dec-13

Please rate the following elements below from 1 (poor) -10 (outstanding) .

Any rating above or below Satisfactory (4.0-6.0) must be explained.

Use whole numbers only.

1. Quantity of Work Ralph continues to do many tasks that are outside of his normally assigned duties including: video and photography, website development, phone inventory. He also has taken the lead on the software development project which has significantly increased his workload. He also had to deal with multiple virus attacks.

2. Quality of Work Overall, Ralph does a good job of figuring out what the problem is and how to solve it. There have been a few instances in which he could not fix issues.

Our IT system has been non-standard and in general, not reliable because of this. No upgrade plan, scattered systems, etc. Many issues appear to be caused by lack of overall IT plan.

3. Knowledge of Job Ralph has a very good grasp of software development and his experience in that realm has greatly assisted him in managing the process of development. He has starting learning more about iOS as well. We

have had some issues with virtual servers, which Ralph does not have a firm grasp with.

Knowledge of up to date IT hardware, and digital technology is not high.

4. Resourcefulness Ralph utilizes many experts depending upon the situation. If he cannot figure something out, he knows who to call. He also was part of the AI group to come up with the idea of an app for smartphones.

5. Responsiveness Ralph has to be asked repeatedly to do things. The verizon bill has sat on on desk past due date twice in 2013. He really needs to work on tracking what is asked of him and prioritizing these items.

6. Dependability Ralph comes to work on a regular basis. He needs to work on having more set hours or at least letting me know when he will be in to the office. Also, it is difficult to get a hold of Ralph after hours if there is an issue.

7. Working with Others Ralph has done a better job of communicating with co-workers. He gets along well with others in the office.

8. Attention to Safety Ralph has had no safety violations during the timeframe of this evaluation.

Score Overall Evaluation:
Outstanding Performance.....9.0-10
Above Satisfactory Performance.....7.0-8.9
Satisfactory Performance.....4.0-6.9
Unsatisfactory Performance.....1.0-3.9

Goals:

1. Do all in your power to keep the software development project on schedule.
2. Utilize the ticketing system to track daily projects.
3. Utilize training budget for systems that you are in charge of (iOS, truck tracking, etc...).
- 4.

Rater's Comments: Ralph's knowledge for software development is proving invaluable to the District as we are replacing our database system. He has done an excellent job heading the project. Ralph still needs to work on his responsiveness: many employees have had to ask multiple times for support and I have had difficulty reaching Ralph after normal business hours. The ticketing system should alleviate many of these as it will assist Ralph in tracking assigned daily projects.

Rated By: Andrew Date 3-17-14
Title: Ops Director


I have reviewed this performance appraisal and concur () ; Do Not Concur () -See Comments

Reviewed By: _____ Date _____
Title: _____

Employee's Comments:

I have reviewed and attest to the fact that I have reviewed this form; not that I necessarily agree with the conclusion of the rater.

Signature of Employee _____ Date _____

*Didn't finish giving employee evaluation. Employee turned in resignation. 

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

Annual _____
 Probationary _____
 Special _____

Employee's Name Ralph DePalma Department IT
 Anniversary Date October 31, 2011 Period of Review 1-May-12 TO 1-Dec-12

Please rate the following elements below from 1 (poor) -10 (outstanding) .

Any rating above or below Satisfactory (4.0-6.0) must be explained.

Use whole numbers only.

1. Quantity of Work Ralph juggles a variety of projects that include items outside of his normal scope of work. Including, video and photography, website training and development, site tracking, camera surveillance systems.
 Ralph needs to look ahead more to prioritize projects to prevent slowdowns and re-do's.

2. Quality of Work Ralph completes tasks assigned to him; however, deadlines are frequently extended.

3. Knowledge of Job Ralph is knowledgeable in most aspects of his job. He utilizes outside sources quite often when troubleshooting which can lead to delays. There are certain tasks that people just live with because he could not find an answer. For example, the disappearing files on Mr. Doyle's desktop.

4. Resourcefulness Ralph does a good job at coming up with solutions when faced with difficult problems.

5. Responsiveness 12/7 you were asked to have a computer/projector set up for a meeting on 12/10 & you did not. You were told on 2 occasions to set up a mock meeting to be filmed & given 3 weeks to complete this task, & it it was not pursued until last minute & did not get completed. Co-workers have to ask & ask again for you to take action.

6. Dependability While Ralph's schedule is somewhat flexible, he needs to work on punctuality in the mornings. He can be counted on to work late hours and weekends to fix IT problems.

7. Working with Others Ralph has had no issues with co-workers or the public. He gets along well with those around him. He needs to communicate with staff more effectively when changes occur. He has moved files from one server to another without notification and staff then has issues finding their information.

8. Attention to Safety Overall, Ralph is safety-conscious and has not had any accidents reported in the time frame of this evaluation.


Score

Overall Evaluation:
 Outstanding Performance.....9.0-10
 Above Satisfactory Performance.....7.0-8.9
 Satisfactory Performance.....4.0-6.9
 Unsatisfactory Performance.....1.0-3.9

Goals:

1. Keep a running employee log to track positives and negatives throughout the year.
2. Maintain a "to-do" list to prevent jobs from falling through the cracks.
3. Establish a routine (monthly) meetings with correct stakeholder parties on current and on going projects
- 4.

Rater's Comments: Ralph overall does a good job as IT coordinator. He knows a great deal about VCMS, multiple servers, and AVL. He really needs to focus on assigned tasks by creating a timeline and following up on this timeline. He also needs to work on clarification of technical terms and work with his subordinate to figure out the best possible solutions for our technological needs.

Rated By:  Date 12-21-12
Title: _____

I have reviewed this performance appraisal and concur (); Do Not Concur () -See Comments

Reviewed By: _____ Date _____
Title: _____

Employee's Comments:

I have reviewed and attest to the fact that I have reviewed this form; not that I necessarily agree with the conclusion of the rater.

Signature of Employee  Date 3/21/13

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME Ralph De Palma

DEPARTMENT/SECTION Admin.

ANNIVERSARY DATE _____

TYPE APPRAISAL
 Annual
 Probationary
 Special

PERIOD COVERED BY THIS REVIEW From: April '08 Through: March '09

PERFORMANCE ELEMENTS

Rate Appropriate Elements for this Position. Circle One.

- a. Quantity of Work 1 2 3 4 5 6 7 8 9 10
- b. Quality of Work 1 2 3 4 5 6 7 8 9 10
- c. Knowledge of Job 1 2 3 4 5 6 7 8 9 10
- d. Resourcefulness 1 2 3 4 5 6 7 8 9 10
- e. Responsiveness 1 2 3 4 5 6 7 8 9 10
- f. Dependability 1 2 3 4 5 6 7 8 9 10
- g. Dealing with People 1 2 3 4 5 6 7 8 9 10
- h. Supervising Others 1 2 3 4 5 6 7 8 9 10
- i. Attention to Safety 1 2 3 4 5 6 7 8 9 10

POINT TOTAL 88

Divide Total Score by the Number of Elements Rated

- Outstanding Performance.....9.0 - 10
- Above Satisfactory Performance.....7.0 - 8.9
- Satisfactory Performance.....4.0 - 6.9
- Unsatisfactory Performance1.0 - 3.9

PERFORMANCE LEVEL

Score 9.8

KEY AREAS FOR EMPHASIS NEXT PERIOD

1. Stay on top of T-2
Switch over.
2. Fill Marathon IT position
A.S.A.P.
3. Keep your staff busy.
4. Upgrade the old server.
5. _____

RATER'S COMMENTS

Ralph does a very good job with the
IT dept. Is always willing to help

Rated by MC At Title Dist. Super Date 3-23-09

I have reviewed this performance appraisal and concur () do not concur, see attached comments. \$40.00 \$42.00

Reviewed by E. M. Jussell Title Director Date 4-2-09

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.

Reviewed by _____ Title _____ Date _____

Employee's Comments

In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

March 2007 Signature of Employee _____ Date _____

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME De Palma Ralph
DEPARTMENT/SECTION Key West Admin
ANNIVERSARY DATE _____

TYPE APPRAISAL
 Annual
 Probationary
 Special

PERIOD COVERED BY THIS REVIEW From: _____ Through: _____

PERFORMANCE ELEMENTS

* Rate Appropriate Elements for this Position. Circle One.

- 1. Quantity of Work 1 2 3 4 5 6 7 8 9 **10**
- 2. Quality of Work 1 2 3 4 5 6 7 8 9 **10**
- 3. Knowledge of Job 1 2 3 4 5 6 7 8 9 **10**
- 4. Resourcefulness 1 2 3 4 5 6 7 8 9 **10**
- 5. Responsiveness 1 2 3 4 5 6 7 8 9 **10**
- 6. Dependability 1 2 3 4 5 6 7 8 9 **10**
- 7. Dealing with People 1 2 3 4 5 6 7 8 9 **10**
- 8. Supervising Others 1 2 3 4 5 6 7 8 9 **10**
- 9. Attention to Safety 1 2 3 4 5 6 7 8 9 **10**

POINT TOTAL 90

* Divide Total Score by the Number of Elements Rated

Outstanding Performance.....9.0 - 10
Above Satisfactory Performance.....7.0 - 8.9
Satisfactory Performance.....4.0 - 6.9
Unsatisfactory Performance1.0 - 3.9

PERFORMANCE LEVEL

Score 10.0

KEY AREAS FOR EMPHASIS NEXT PERIOD

1. Keep on top of all upgrades coming up.
2. Help to develop a new GIS report.
3. Let me know when you leave the office for the day in advance
4. _____
5. _____

RATER'S COMMENTS Ralph has done a great job with the IT Dept. this year.

Rated by M.C. St Title Dist. Super. Date 3-19-08

I have reviewed this performance appraisal and concur () do not concur, see attached comments.

\$5,000.00

Reviewed by E.M. Jussell Title Director Date 3-31-08

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.

Reviewed by _____ Title _____ Date _____

Employee's Comments _____

In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

March 2007 Signature of Employee Ralph De Palma Date 3-31-08

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME Depalma Ralph
DEPARTMENT/SECTION IT
ANNIVERSARY DATE _____

TYPE APPRAISAL
 Annual
 Probationary
 Special

PERIOD COVERED BY THIS REVIEW From: _____ Through: _____

PERFORMANCE ELEMENTS	
* Rate Appropriate Elements for this Position. Circle One.	
1. Quantity of Work	1 2 3 4 5 6 7 8 <u>9</u> 10
2. Quality of Work	1 2 3 4 5 6 7 8 9 <u>10</u>
3. Knowledge of Job	1 2 3 4 5 6 7 8 9 <u>10</u>
4. Resourcefulness	1 2 3 4 5 6 7 8 9 <u>10</u>
5. Responsiveness	1 2 3 4 5 6 7 8 <u>9</u> 10
6. Dependability	1 2 3 4 5 6 7 <u>8</u> 9 10
7. Dealing with People	1 2 3 4 5 6 7 8 9 <u>10</u>
8. Supervising Others	1 2 3 4 5 6 7 8 9 <u>10</u>
9. Attention to Safety	1 2 3 4 5 6 7 8 9 <u>10</u>
POINT TOTAL <u>86</u>	
* Divide Total Score by the Number of Elements Rated	
Outstanding Performance.....9.0 - 10	
Above Satisfactory Performance.....7.0 - 8.9	
Satisfactory Performance.....4.0 - 6.9	
Unsatisfactory Performance1.0 - 3.9	
PERFORMANCE LEVEL	Score <u>9.6</u>

KEY AREAS FOR EMPHASIS NEXT PERIOD

- Keep up on the servers and Fire wall.
- Stay on top of VCMS issues.
- _____
- _____
- _____

RATER'S COMMENTS Ralph has done a very good job with our IT systems.

Rated by M.C. St Title Dist. Super. Date 3-15-07

I have reviewed this performance appraisal and concur () do not concur, see attached comments. \$40.00
Reviewed by EM Russell Title Director Date 3-23-07

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.
Reviewed by _____ Title _____ Date _____

Employee's Comments _____

In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

March 2007 Signature of Employee [Signature] Date 3-22-07

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME Depalma, Ralph W SSN [REDACTED]
DEPARTMENT/SECTION Admin. TYPE APPRAISAL Annual
 Probationary
 Special
ANNIVERSARY DATE 10-31-01
PERIOD COVERED BY THIS REVIEW From: 3-1-06 Through: 2-28-06

PERFORMANCE ELEMENTS										
* Rate Appropriate Elements for this Position. Circle One.										
1. Quantity of Work	1	2	3	4	5	6	7	8	9	10
2. Quality of Work	1	2	3	4	5	6	7	8	9	10
3. Knowledge of Job	1	2	3	4	5	6	7	8	9	10
4. Resourcefulness	1	2	3	4	5	6	7	8	9	10
5. Responsiveness	1	2	3	4	5	6	7	8	9	10
6. Dependability	1	2	3	4	5	6	7	8	9	10
7. Dealing with People	1	2	3	4	5	6	7	8	9	10
8. Supervising Others	1	2	3	4	5	6	7	8	9	10
9. Attention to Safety	1	2	3	4	5	6	7	8	9	10
POINT TOTAL <u>76</u>										
* Divide Total Score by the Number of Elements Rated										
Outstanding Performance.....9.0 - 10										
Above Satisfactory Performance.....7.0 - 8.9										
Satisfactory Performance.....4.0 - 6.9										
Unsatisfactory Performance1.0 - 3.9										
PERFORMANCE LEVEL										
Score <u>9.5</u>										

KEY AREAS FOR EMPHASIS NEXT PERIOD

- Keep working with Aca to improve VCMS.
- Keep up with network training.
- Help new GIS Tech. to understand our systems.
- Be more responsive to user problems.
-

RATER'S COMMENTS Ralph does a great job with our systems and deals well with difficult situations.

Rated by M.C. St Title District Superintendent Date 3-1-06

I have reviewed this performance appraisal and concur () do not concur, see attached comments. 37.45
Reviewed by E.M. Fussell Title Director Date 3-17-06

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.
Reviewed by _____ Title _____ Date _____

Employee's Comments _____

In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.
Signature of Employee [Signature] Date 3-15-06

FLORIDA CITIES MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME Depalma Ralph W. S.S. NO. [REDACTED]

DEPARTMENT/SECTION Key West Admin.

ANNIVERSARY DATE 10-31-05

PERIOD COVERED BY THIS REVIEW. From 3-1-04 Through 2-28-05

TYPE APPRAISAL
 Annual
 Probationary
 Special

PERFORMANCE ELEMENTS

* Rate Appropriate Elements for this Position. Circle One.

1. Quantity of Work	1	2	3	4	<u>5</u>
2. Quality of Work	1	2	3	4	<u>5</u>
3. Knowledge of Job	1	2	3	4	<u>5</u>
4. Resourcefulness	1	2	3	4	<u>5</u>
5. Responsiveness	1	2	3	<u>4</u>	5
6. Dependability	1	2	3	<u>4</u>	5
7. Dealing with People	1	2	3	4	<u>5</u>
8. Supervising Others	1	2	3	4	5

POINT TOTAL 33

KEY AREAS FOR EMPHASIS NEXT PERIOD

1. Work with new GIS Tech. to build a new database.
2. Install software upgrades as soon as possible.
3. _____
4. _____
5. _____

* Divide Total Score by the Number of Elements

Outstanding Performance.....4.6 to 5.0
 Above Satisfactory Performance.....3.6 to 4.5
 Satisfactory Performance.....2.1 to 3.5
 Unsatisfactory Performance.....1.0 to 2.0

PERFORMANCE LEVEL	SCORE
<u>Outstanding</u>	<u>4.7</u>

RATER'S COMMENTS Ralph does a great job in IT and keeping the computer systems up and running

Rated by M.C. SA Title District Superintendent Date 3-22-05

* Check Appropriate Answer #35.00

I have reviewed this performance appraisal and concur () do not concur, see attached comments.

Reviewed by E.M. Fussell Title Director Date 3-22-05

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.

Reviewed by _____ Title _____ Date _____

Employee's Comments _____

In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

(JANUARY 2000) Signature of Employee [Signature] Date 3-21-05

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME Depalma, Ralph W. S.S. NO. [REDACTED]

DEPARTMENT/SECTION Administration

ANNIVERSARY DATE 10/31/2001

PERIOD COVERED BY THIS REVIEW. From: March 1, 2003 Through: February 29, 2004

TYPE APPRAISAL
 Annual
 Probationary
 Special

PERFORMANCE ELEMENTS

* Rate Appropriate Elements for this Position. Circle One.

1. Quantity of Work	1	2	3	4	<u>5</u>
2. Quality of Work	1	2	3	4	<u>5</u>
3. Knowledge of Job	1	2	3	4	<u>5</u>
4. Resourcefulness	1	2	3	4	<u>5</u>
5. Responsiveness	1	2	3	<u>4</u>	5
6. Dependability	1	2	3	<u>4</u>	5
7. Dealing with People	1	2	3	4	<u>5</u>
8. Supervising Others	1	2	3	4	5

POINT TOTAL 33

* Divide Total Score by the Number of Elements

Outstanding Performance.....4.6 to 5.0
 Above Satisfactory Performance.....3.6 to 4.5
 Satisfactory Performance.....2.1 to 3.5
 Unsatisfactory Performance.....1.0 to 2.0

PERFORMANCE LEVEL	SCORE
<u>Outstanding</u>	<u>4.7</u>

KEY AREAS FOR EMPHASIS NEXT PERIOD

1. Set regular work hours and stick with them.
2. Keep working on UCMS and upgrade all users when upgrades are sent.
3. work on the implementation of the Oracle database.
4. _____
5. _____

RATER'S COMMENTS Ralph has done an excellent job with the computer network and V.C.M.S. as well as the A.V.C. systems.

Rated by M.C. SA Title District Superintendent Date 3-11-04

* Check Appropriate Answer 33.35

I have reviewed this performance appraisal and concur () do not concur, see attached comments.

Reviewed by E.M. Fussill Title Director Date 3-24-04

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.

Reviewed by _____ Title _____ Date _____

Employee's Comments _____

* Check Appropriate Answer.
 My position description was reviewed with me during the discussion of this performance appraisal. Yes () No ()
 In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

(JANUARY 2000) Signature of Employee [Signature] Date 3-22-04



FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Board of Commissioners

Stephen K. Smith, Chairman
Joan Lord-Papy, Vice Chairperson
Charles W. Langstaff, Secretary-Treasurer
Richard F. Rudell
William J. Shaw

5224 College Road ♦ Key West, Florida 33040
Telephone: (305) 292-7190 SUNCOM: 464-7190
FAX: (305) 292-7199

Director
Edsel M. Fussell, MPH, BCE

August 25, 2003

To: Ralph De Palma, IT Coordinator

From: William R. Southcott, Jr., Comptroller *WRS*

Subject: Written Reprimand – Unauthorized Personal Use of District Vehicle

On Sunday, August 24, 2003 you were observed using your assigned FMKCD vehicle for personal use, i.e., the transporting of fishing gear and errands for your fishing trip on that date. While on that trip the vehicle was garaged at an unauthorized location on private property, #10 Aquamarine Drive, Big Coppitt.

Be advised that further infractions of this type will result in more progressive disciplinary actions.

I acknowledge receipt of this document.

Ralph De Palma, IT Coordinator

File Copy

Employee Performance Appraisal

EMPLOYEE'S NAME De Palma, Ralph W.

S.S. NO [REDACTED]

DEPARTMENT/SECTION Administration: Information Sys. Coordinator

TYPE APPRAISAL
[] Annual
[X] Probationary
[] Special

ANNIVERSARY DATE October 31, 2001

PERIOD COVERED BY THIS REVIEW. From: March 1, 2002 Through: February 28, 2003

PERFORMANCE ELEMENTS

* Rate Appropriate Elements for this Position. Circle One.

- 1. Quantity of Work 1 2 3 (4) 5
2. Quality of Work 1 2 3 (4) 5
3. Knowledge of Job 1 2 3 (4) 5
4. Resourcefulness 1 2 3 (4) 5
5. Responsiveness 1 2 3 (4) 5
6. Dependability 1 2 3 (4) 5
7. Dealing with People 1 2 3 (4) 5
8. Supervising Others N/A 1 2 3 4 5

POINT TOTAL 28

* Divide Total Score by the Number of Elements

Outstanding Performance.....4.6 to 5.0
Above Satisfactory Performance.....3.6 to 4.5
Satisfactory Performance.....2.1 to 3.5
Unsatisfactory Performance.....1.0 to 2.0

PERFORMANCE LEVEL SCORE
Above Satisfactory 4.0

KEY AREAS FOR EMPHASIS NEXT PERIOD

- 1. Implement Activity Scheduling regarding - system hardware/software upgrades
2. Continue VCMS implementation - County Wide Training - PDA Training/Refinement
3. GIS implementation - Assist Staff Assistant with inventory reconciliation & resolution
3. Field OPS GIS/GPS
4. Software License Auditing
5. System Software Auditing

RATER'S COMMENTS Mr. De Palma continues to demonstrate resourcefulness and being a "team" employee attitude.

Rated by W.R. Southwell Jr. Title COMPTROLLER Date March 3, 2003

* Check Appropriate Answer

I have reviewed this performance appraisal and (X) concur () do not concur, see attached comments.

Reviewed by E.M. Russell Title Director Date 3-3-03

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.

Reviewed by _____ Title _____ Date _____

Employee's Comments

* Check Appropriate Answer.

My position description was reviewed with me during the discussion of this performance appraisal. Yes () No ()
In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

FLORIDA KEY MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME Ralph W De Palma S.S. NO. [REDACTED]

DEPARTMENT/SECTION Administration - IS Coordinator TYPE APPRAISAL
 Annual
 Probationary
 Special

ANNIVERSARY DATE 10-31-2001

PERIOD COVERED BY THIS REVIEW. From Oct 31, 2001 Through May 1, 2002

PERFORMANCE ELEMENTS

* Rate Appropriate Elements for this Position. Circle One.

1. Quantity of Work	1	2	3	④	5
2. Quality of Work	1	2	3	④	5
3. Knowledge of Job	1	2	3	④	5
4. Resourcefulness	1	2	3	④	5
5. Responsiveness	1	2	3	④	5
6. Dependability	1	2	3	④	5
7. Dealing with People	1	2	3	④	5
8. Supervising Others	1	2	3	4	5

POINT TOTAL 28

* Divide Total Score by the Number of Elements

Outstanding Performance.....4.6 to 5.0
 Above Satisfactory Performance.....3.6 to 4.5
 Satisfactory Performance.....2.1 to 3.5
 Unsatisfactory Performance.....1.0 to 2.0

PERFORMANCE LEVEL	SCORE
<u>Above Satisfactory</u>	<u>4.0</u>

KEY AREAS FOR EMPHASIS NEXT PERIOD

1. Continuation of VCMS implementation
- County Wide Training
- PALM implementation
- GIS implementation
2. Web Site
3. Field Operations GIS/GPS
4. Software License Auditing
5. _____

RATER'S COMMENTS Mr. De Palma continues to demonstrate a "can-do" attitude.

Rated by William R. Newcomb Jr Title COMPTROLLER Date May 31, 2002

Check Appropriate Answer

have reviewed this performance appraisal and concur () do not concur, see attached comments.

Reviewed by E. M. Fussell Title Director Date 5-31-02

have reviewed this performance appraisal and () concur () do not concur, see attached comments.

Reviewed by _____ Title _____ Date _____

Employee's Comments _____

Check Appropriate Answer.

My position description was reviewed with me during the discussion of this performance appraisal. Yes () No ()

In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

JANUARY 2000) Signature of Employee [Signature] Date 5-30-02

FLORIDA KEYS MOSQUITO CONTROL DISTRICT

Employee Performance Appraisal

EMPLOYEE'S NAME De Palma, Ralph W. S.S. NO. [REDACTED]

DEPARTMENT/SECTION Administration: Inf. Sys. Coordinator

TYPE APPRAISAL
 Annual
 Probationary
 Special

ANNIVERSARY DATE October 31, 2001

PERIOD COVERED BY THIS REVIEW. From October 31, 2001 Through February 28, 2002

PERFORMANCE ELEMENTS

* Rate Appropriate Elements for this Position. Circle One.

1. Quantity of Work	1	2	3	<u>4</u>	5
2. Quality of Work	1	2	<u>3</u>	4	5
3. Knowledge of Job	1	2	<u>3</u>	4	5
4. Resourcefulness	1	2	3	<u>4</u>	5
5. Responsiveness	1	2	3	<u>4</u>	5
6. Dependability	1	2	3	<u>4</u>	5
7. Dealing with People	1	2	3	<u>4</u>	5
8. Supervising Others <u>N/A</u>	1	2	3	4	5

POINT TOTAL 26

* Divide Total Score by the Number of Elements

Outstanding Performance.....4.6 to 5.0
 Above Satisfactory Performance.....3.6 to 4.5
 Satisfactory Performance.....2.1 to 3.5
 Unsatisfactory Performance.....1.0 to 2.0

SC, 000
2924

PERFORMANCE LEVEL <u>Above Satisfactory</u>	SCORE <u>3.71</u>
--	----------------------

KEY AREAS FOR EMPHASIS NEXT PERIOD

1. Employee is still in probationary period and work skills are being evaluated.
2. Areas of Concentration:
 - 1.) WAN + Internet implementation
 - 2.) VCMS Implementation
 - County Wide training
 - PALM Implementation
 - GIS Implementation
 - 3.) Web site
 - 4.) GPS - GIS Implementation
 - 5.) Update Microsoft Licenses

RATER'S COMMENTS Mr. DePalma is a knowledgeable and eager employee.

Rated by W. R. Southcott Jr Title COMPTROLLER Date 2/27/2002

* Check Appropriate Answer

I have reviewed this performance appraisal and concur () do not concur, see attached comments.

Reviewed by E. M. Fussell Title Director Date 2-28-02

I have reviewed this performance appraisal and () concur () do not concur, see attached comments.

Reviewed by _____ Title _____ Date _____

Employee's Comments _____

* Check Appropriate Answer.
 My position description was reviewed with me during the discussion of this performance appraisal. Yes () No ()
 In signing this appraisal I attest only to the fact that I have reviewed this form, not that I necessarily agree with the conclusions of the Rater.

(JANUARY 2000) Signature of Employee [Signature] Date 3-5-02