

SENIOR EXECUTIVE SL
 EMPLOYEE PERFORMANCE APPRAISAL SYSTEM
 PERFORMANCE APPRAISAL RECORD
 SECTION I - CERTIFICATIONS

INTERIM RATING
 (If Applicable)
 Reassignment
 Detail
 Promotion

PERIOD (MM/DD/YYYY)
 From: 07-01-2003
 To: 06-30-2004

Employee's Name (Last, First, Middle Initial)	Social Security Number	SES Pay Level
Gonzalez, Sandalio	[REDACTED]	ES-1811-00
Organizational Assignment (Field Division/Hq., Office, Section, etc.)	Position Title/Series/ES Level	
[REDACTED] Field Division	Special Agent in Charge ES-00	

STANDARDS OF CONDUCT

I have read and understand DEA's Standards of Conduct.	EMPLOYEE'S SIGNATURE	DATE
	Sandalio Gonzalez	

PERFORMANCE WORK PLAN

RATING OFFICIAL: Certifies employee participation in the development of the Performance Work Plan.	RATING OFFICIAL'S SIGNATURE	DATE
	Michele M. Leonhart	
REVIEWING OFFICIAL: Certifies that the Performance Work Plan has been reviewed and is approved as consistent with all other work plans in his/her area of responsibility.	REVIEWING OFFICIAL'S SIGNATURE	DATE
	Karen P. Tandy	
EMPLOYEE: Certifies discussion and receipt of the Performance Work Plan approved by the Reviewing Official.	EMPLOYEE'S SIGNATURE	DATE
	Sandalio Gonzalez	

PROGRESS REVIEW

RATING OFFICIAL/EMPLOYEE: Signature and date certifies that the progress review has been conducted, and a copy of any documented comments have been provided to the employee.	RATING OFFICIAL'S SIGNATURE	DATE
	Michele M. Leonhart	
	EMPLOYEE'S SIGNATURE	DATE
	Sandalio Gonzalez	

OVERALL PERFORMANCE RATING

Check one

RATING OFFICIAL (Typewritten Name and Signature)	DATE
<i>Michele Leonhart</i>	8/20/04
REVIEWING OFFICIAL (Typewritten Name and Signature)	DATE
EMPLOYEE: My signature acknowledges receipt, but not necessarily agreement, with the overall rating as indicated above.	DATE
[REDACTED] Sandalio Gonzalez	8/20/04

I AM REQUESTING HIGHER LEVEL REVIEW OF THIS PERFORMANCE RATING, SPECIFICALLY BUT NOT LIMITED TO, ELEMENT 5. 8/20/04

SENIOR EXECUTIVE SERVICE
 EMPLOYEE PERFORMANCE APPRAISAL SYSTEM
 PERFORMANCE APPRAISAL RECORD
 SECTION II - INDIVIDUAL ELEMENTS RATINGS

INTERIM RATING
 Applicable)
 Reassignment
 Detail
 Promotion

DATING PERIOD (MM/DD/YYYY)
 From: 07-01-2003
 To: 06-30-2004

Employee's Name (Last, First, Middle Initial) Gonzalez, Sandalio	Social Security Number [REDACTED]	SES Pay Level ES-00
Organizational Assignment (Field Division/Hq., Office, Section, etc.) Field Division	Position Title/Series/ES Level Special Agent in Charge ES-1811-00	

RATINGS DEFINITION

O = Outstanding E = Excellent FS = Fully Successful MS = Minimally Satisfactory U = Unacceptable

JOB ELEMENT "Critical" = C or Noncritical" = N, must be indicated at the beginning of each element listed. Abbreviate or transfer the element to be rated from the description in the Performance Work Plan.	PERFORMANCE ACHIEVEMENTS Summarize the rationale for rating based on the Performance Work Plan.	RATING
1. (C) Directing and Organizing.	See Attached.	E
2. (C) Administering and Controlling.	See Attached.	E
3. (C) Managing and Developing.	See Attached.	O
4. (C) EEO/Affirmative Action Plans and Goals.	See Attached.	E
5. (C) Liaison/Coordination.	See Attached.	FS
6. (C) FOIA/Privacy Act Compliance.	See Attached.	E
7. (C) Recruitment.	See Attached.	E

SANDALIO GONZALEZ
Special Agent in Charge
Field Division

Performance Rating
July 2003 – June 2004

1. (C) Directing and Organizing

E

SAC Gonzalez continues to lead a DEA Field Division that is "results oriented" and conducts a wide variety of investigations due to its diverse and unique location on the Southwest Border of the United States in West Texas and New Mexico. As a result of his efforts, and with the support of the Operations Division in Headquarters, the Division has experienced a significant increase in both 1811 (Special Agent) personnel (over 25%) and investigative activities over the last 18 months.

The Division's overall Enforcement, Intelligence, and Diversion Control results are indicative of the SAC's compliance with the President's Management Agenda, which stresses "performance and results" to ensure that "resources entrusted to the federal government are well managed and wisely used". In addition, as stated below, the Division's activities are in line with the priorities of the agency, as well as the vision of the Administrator and the goals of the Attorney General.

- 776 cases initiated in FY 04
- 24 active PTO investigations in FY04, up from 22 in FY03
- 8 OCDETF investigations thus far in FY04, compared to 6 in FY03, but down from 25 in FY02
- 20 PTO investigations (83%) in FY04 are OCDETF cases, up from 18 (82%) in FY 03
- 8 PTO investigations (33%) in FY04 are linked to CPOTs, up from 6 (27%) in FY 03
- 4 PTO RPOT investigations (17%) in FY04, up from 2 (3%) in FY03
- Dismantled 2 PTOs in FY04
- Disrupted 2 PTOs in FY04
- There were no RPOTs dismantled or disrupted in FY03 and FY04
- 9 Title IIIs thus far in FY04, down from 26 in all of FY03
- \$17 million in assets and currency seized in FY04, up from \$11.9 in FY03
- 25% of agent and TFO investigative workhours towards PTOs in FY04 (lowest % of all divisions), down from 32% in FY03
- 26% of analyst workhours towards PTOs in FY04, down from 49% in FY03 (lowest % of all divisions)
- no diversion investigative workhours towards PTOs in both FY04 and FY03

Following a 6% reduction in the Division's operational budget, as well as a reduction in HIDTA funds, SAC Gonzalez and his senior staff continue to find methods of maximizing the Division's limited resources to meet both the enforcement and support needs of the Division, thus providing an outstanding level of service to the law abiding citizens of West Texas and New Mexico.

During this rating period the Division increased its active Priority Target Organizations (PTOs) supported by the High Intensity Drug Trafficking Area (HIDTA) by 50%, PTOs supported by State and Local Task Forces by 14%, and PTOs supported by the Special Operations Division (SOD) by 63%. Many of these investigations are part of the Organized Crime Drug Enforcement Task Force (OCDETF) Program, as well as multi-agency, multi-jurisdictional, and often international in focus.

In addition, during this rating period the Division's MET completed successful deployments in ~~Chihuahua, Mexico~~ and ~~Hidalgo, Mexico~~ with excellent results in terms of federal indictments, total arrests, safety for the affected communities, and improved relations and communications with the participating federal, state, and local agencies. For example, this year's MET deployment to ~~Hidalgo~~ resulted in approximately 21 federal indictments as well as 80 state arrests of traffickers in the area.

The Division continues its work on Operation Sky High, a multi-agency, multi-jurisdictional and international investigation targeting the ~~Western States~~ involving SOD, the ~~Intelligence Center (EPIC)~~, the Bureau of Immigration and Customs Enforcement (BICE), the FBI and the DEA office in ~~Mexico~~, Mexico. In support of Sky High, during this rating period the Division requested and obtained approval for over \$600,000 in special CPOT funding from the Southwest Border HIDTA. These funds will be used to cover the cost of Title IIIs and other costly investigative expenses in the furtherance of CPOT cases. It is important to note that the enforcement group receiving the HIDTA CPOT funding is not a HIDTA Task Force.

Under SAC Gonzalez' leadership the Division experienced an increase in clandestine laboratory cases over the previous reporting period. Between July 2002 and July 2003 there were four clandestine laboratory cases in the Division. The past year the group responsible for clandestine laboratory investigations opened 11 cases with 15 federal indictments returned thus far.

DEA HQS' Operations Division rated SAC Gonzalez' efforts in financial investigations as "C" (Fully Successful). The comments did note that currency seizures were substantially up from FY03, but that due to the geographic location of ~~the area~~, these statistics should be higher. The EPFD has no Attorney General Exempted Operations, or financial PTOs. They further noted that the EPFD has minor involvement in the HIDTA stash house initiative and that a major Mexican pick-up operation is being conducted by the FBI with no DEA EPFD involvement.

DEA HQS advised that the EPFD needed to pay more attention to the major threat of bulk currency and less to forensic accounting.

Under SAC Gonzalez's leadership, the Division leads the West Texas HIDTA Financial Investigations Task Force, whose second-in-command is a DEA deputized Lieutenant of the ██████████ County Sheriff's Department. The Task Force continues to aggressively pursue financial cases in compliance with the Administrator's vision and the goals of the agency and the Department of Justice. This Task Force provides forensic accounting services to the entire Division as well as to other Divisions, and serves as a model for DEA agency-wide. The Division has taken a proactive approach to establish its own forensic accounting office to support other DEA offices by requesting funding from the Department's Asset Forfeiture Fund so that its services can be expanded.

The Financial Investigations Task Force is also pursuing a program in which Texas State Troopers will be provided with transponders to place on vehicles from which large amounts of drug proceeds are seized. When the courier returns to show the receipt for the seized proceeds agents will follow. Approval for the program has been obtained from the ██████████ County District Attorney's Office and the Texas Attorney General's Office, which supervises the State Troopers. The next steps are to purchase transponders, train the Troopers, and request the cooperation of other DEA Divisions along the Southwest border.

In the intelligence arena SAC Gonzalez' Division co-manages the West Texas HIDTA Intelligence Support Center (ISC) by having one full time Intelligence Supervisor and a full time analyst assigned to the Center. The ISC acts as a deconfliction center for all of West Texas, and supports active drug cases and CPOT cases of all participating agencies. The Division's intelligence support activities also extend to the HIDTA ISC in New Mexico where a DEA Intelligence Analyst is assigned full time to support major investigations in New Mexico. The New Mexico HIDTA Director has given high praise to the work of our analyst, who has been given a leadership role in managing the New Mexico ISC. The Division's outstanding support of the New Mexico HIDTA ISC has led to a formal request by the HIDTA Director for the permanent assignment of a DEA Intelligence Supervisor to co-manage the ISC, which would mirror the Division's role in the West Texas HIDTA ISC.

DEA HQS Intelligence Division acknowledged SAC Gonzalez for his outstanding coordination, direction and attention to Intelligence staffing and budgetary requirements. He was also commended for the exceptional efforts of the EPFD in administering the Domestic Monitoring Program.

In the area of Diversion Control, the addition of a Diversion supervisory position in ██████████ by SAC Gonzalez has helped in developing the Division's efforts. SAC Gonzalez worked closely with the Diversion Program Manager (DPM) in Houston to accomplish the objectives of the Office of Diversion Control and balance the ██████████

Diversion Program between criminal, civil, administrative and regulatory investigative activities. He supports the Diversion supervisor in increasing the size of the Diversion Group as well as its investigative activities throughout the Division. Examples of the group's increased activities are several ongoing criminal cases, which include one against a medical doctor who is a Lt. Colonel in the Army and is involved in prescribing via an Internet pharmacy using the DEA Registration belonging to a local educational medical facility. Another case involves a physician prescribing medications believed to have caused the deaths of several patients. A total of 23 patients of the suspect have died since 2002, and he has been indicted on 65 counts of murder by state authorities in New Mexico. This particular case has developed into a financial investigation, and the Division's Financial Investigations Task Force is supporting the Diversion Group with its forensic accounting expertise. Other cases involve a DEA registrant and pharmacy owner suspected of using and selling crack cocaine, and a medical doctor who purchased excessive amounts of controlled substances but has no dispensing records for them.

SAC Gonzalez ensures that his staff follow the enforcement and intelligence priorities of the agency, as well as the Attorney General's guidance on participating in the Department's OCDETF Program.

2. (C) ADMINISTERING AND CONTROLLING

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SAC Gonzalez oversees the Administrative ASAC and the Division's Administrative Officer and makes every effort to ensure that the management of the administrative, personnel, and financial areas of the Division are performed in accordance with the law and all applicable rules, regulations and agency policies. He monitors all Division resources and guides his staff in innovative methods of utilizing and gaining funding and personnel resources. A review of Division Operations Funds by DEA HQS however revealed that \$47,429 in division funding was left unspent at the end of FY03. This represents 3.6% of the EPFD's FY03 operational funding.

The Division's fiscal staff received excellent marks during the last ONDCP (HIDTA) and DEA Inspection audits.

DEA HQS rated SAC Gonzalez as Outstanding in compliance with the Victim Witness Assistance Program. He ensured the full implementation of the Victim Witness Assistance Program (VWAP) in all offices of the Division, and supports the participation of the VWAP Coordinator in working groups, training and attendance at conferences.

During the rating period SAC Gonzalez directed supervisors from other Division offices to conduct management reviews of significant administrative issues that came to his attention in [REDACTED]. These reviews identified problems that have now been corrected, that resulted in the resignation of one employee, and the formal referral of another to the Employee Assistance Program (EAP). These aggressive actions by the

SAC have improved the efficiency of the Division, and show his compliance with the requirements of this critical job element.

He continues to take an aggressive approach to implementing DEA priorities as evidenced by the Division's close coordination with SOD, and its participation in, and commitment to the Priority Target Organization Program, OCDETF Program, and both the West Texas and New Mexico Regions of the Southwest Border HIDTA that are all programs or systems that when used correctly, ensure the efficient use of scarce human and financial resources.

Under SAC Gonzalez, the Division leads four HIDTA Initiatives in West Texas, is the co-lead in another (the HIDTA ISC), and participates fully in the [REDACTED] Airport Task Force led by the [REDACTED] Police Department. In New Mexico, the Division has the lead in three HIDTA Task Forces, two in Las Cruces and one in Albuquerque. Despite a significant increase in personnel and a reduction in both DEA and HIDTA funding, the Division has increased its performance and results as evidenced by the Priority Target Organization Program statistics. SAC Gonzalez is the Co-Chair of the West Texas HIDTA Executive Committee and as such is a member of the Southwest Border HIDTA Executive Board. Another example of his efforts to ensure efficient use of resources was his success in obtaining a substantial amount of HIDTA CPOT funding (over \$600,000) to support the investigation of the [REDACTED] ([REDACTED]) being conducted by a non-HIDTA group in the Division. SAC Gonzalez always follows the security recommendations from the Office of Security Programs, especially regarding the increased emphasis on terrorism.

DEA HQS OPR reported that SAC Gonzalez has been responsive to OPR requests and has reported OPR matters in a timely manner. SAC Gonzalez routinely instructed his subordinates to provide any and all assistance needed by OPR Inspectors. The [REDACTED] Division has been tasked with several management inquiries and has worked closely with the assigned Inspector when needed.

The Financial Management Division's Office of Acquisition Management and Office of Finance rated SAC Gonzalez Excellent overall in those program areas. The Office of Resource Management rated SAC Gonzalez as Fully Successful (Acceptable) overall, with a rating of Unacceptable in Undelivered Orders and on-board staffing reporting, and Excellent in statistical reporting.

The EPFD only had 3 OGV accidents and 33% of those packages were submitted to HQS within the 30 day requirement. The average time to submit a package to HQS by the EPFD was 39 days.

DEA HQS rated SAC Gonzalez Outstanding in facilities and administration matters. During the rating period, SAC Gonzalez was personally involved in facilities projects within his division. The Alpine RO relocation and the initial planning for the Albuquerque DO and Divisions Warehouse are being processed timely and without major issues largely due to his involvement. SAC Gonzalez has remained keenly

aware of the facilities process and the nuances to be considered to keep the projects on line for success. Reports for the Office Services Unit have all been submitted ahead of the required due dates and were accurate and complete.

The Property Management Unit reported that the EPFD completed the property inventories accurately and timely. The Fleet Management Unit reported that the annual vehicle buy in conjunction with the EPFD was efficiently, accurately, and timely accomplished. The processing of seized vehicles and excess vehicles was normally processed timely and accurately.

Under SAC Gonzalez' leadership, the EPFD has been instrumental in consistently providing assistance to SI with efforts to move equipment into several DEA offices in Mexico. The office has provided space for temporary storage as well as coordinating efforts for equipment pickup and forwarding as required. They were also involved during the SI IT inventory management process.

3. (C) MANAGING AND DEVELOPING

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SAC Gonzalez always encourages and maintains high standards of honesty, integrity, and impartiality, and works diligently with his immediate staff to achieve maximum organizational effectiveness through subordinate personnel. During this rating period a new ASAC position (ASAC 4) SAC Gonzalez had proposed was approved and added to the Division's TO, and the structure of the Division was reorganized by SAC Gonzalez in order to significantly improve the management oversight of the Division's human and financial resources, particularly as it pertains to its participation in the West Texas HIDTA. The new ASAC is the HIDTA point of contact and manages the majority of the Division's HIDTA Initiatives; to include the recently established Airport Task Force that is supervised by a DEA deputized [REDACTED] Police Lieutenant. This is the first DEA HIDTA Task Force in [REDACTED] led by a federally deputized local law enforcement official. A deputized Lieutenant of the [REDACTED] Sheriff's Department presently serves as the back-up supervisor in the Division's Financial Investigations Task Force.

SAC Gonzalez added both agent and intelligence positions to the three Resident Offices in the Division in a realignment of resources that ensures added agent and analyst strength in anticipation of increased smuggling of drugs via the recently completed Entrada al Pacifico Highway in the Big Bend area. This realignment will ensure that permanently assigned DEA intelligence professionals support every office in the Division. Also, the Division is nearing completion of a new building in Alpine that will house the Alpine RO and the U.S. Attorney's Office, and SAC Gonzalez has initiated plans to obtain new space for the Albuquerque DO and the Las Cruces RO.

SAC Gonzalez continues to actively pursue the fullest use of the Division's Training Staff and the small training budget to allow employees to develop their investigative and administrative skills. During this rating period the Division's Training Program offered approximately 40 training seminars/classes for Division personnel, Task

SAC Gonzalez encourages his management and supervisory staffs to place employees in positions that bring out the skills they excel in so they may provide the most benefit to the Division. He strives to provide training to agents in order to establish a pool of qualified instructors within the Division. GSI and Advanced GSI schools are attended as soon as possible after agents are promoted or as soon as a slot is available. Supervisory and managerial personnel are encouraged to attend career development courses through the Office of Training and OPM when available.

SAC Gonzalez has shown his support for demand reduction in a multitude of ways, including participating in his DRC's events. Even more importantly, he has provided the DRC with full-time administrative assistance and with a full-time collateral agent in Albuquerque. Finally, SAC Gonzalez has supported the national Demand Reduction Program by allowing his DRC to travel outside his division to launch the TiP network in other divisions, at their request. The Division is truly making a difference in the area of Demand Reduction both within and outside its boundaries.

SAC Gonzalez fully supports the continued growth of DEA [REDACTED] Teens-in-Prevention (TiP) NETWORK, which has been expanded during the past year to other DEA Field Divisions. Red Ribbon Week is also a major function throughout the Division, is coordinated by TiP, and includes workshops and other events to expose youth and community leaders to the dangers of using alcohol and drugs. Significant activities sponsored by DEA's TiP NETWORK during this rating period are as follows:

- The Division conducted a youth and community leadership training in [REDACTED] for approximately 80 high school students from six schools in three independent school districts.
- Agents and support staff conducted over 100 Red Ribbon presentations in an attempt to create an attitude of intolerance for the use and abuse of drugs.
- The Division's Demand Reduction Coordinator (DRC) worked to establish new TiP Chapters beyond the borders of the Division. The DRC met in St Louis with all the State Drug Awareness Chairpersons of the Elks and provided them with a detailed overview of the TiP NETWORK. As a result, the Elks have expressed a desire to partner with DEA to build regional TiP Chapters throughout the country.
- The Division's DRC addressed youth and community leaders attending the National Crime Prevention Youth Conference and at the Community Anti-Drug Conference in Washington, D.C. As a result of these presentations, community leaders from multiple states have requested assistance and support from the Division's DRC.
- The Division participated in the Bi-National Conference on Substance Abuse and Traffic Crashes. Approximately 200 youth and community leaders attended the conference.
- The Division's DRC, working with his counterparts in the Los Angeles Division and the Las Vegas DO, assisted Nevada's BEST Coalition to establish the first TiP Regional Chapter in Las Vegas. Approximately 80 youth, community leaders, and school officials attended the two-day training.

- The Division's DRC, following the Administrator's guidance on Demand Reduction, coordinated a joint press conference to announce Operation Up in Smoke, which resulted in the seizure of drug paraphernalia from ten local businesses in [REDACTED]
- The Division's DRC conducted prevention leadership training for 19 school-based organizations consisting of five school districts sponsored by [REDACTED] Upward Bound Program, which focuses on preparing "high risk youth" to graduate from local high schools and attend a public university of their choice.
- The Division's Assistant DRC addressed approximately 150 students during the University of New Mexico Summer Camp 2004 in Albuquerque.
- On August 2-3, 2004, with the guidance and assistance of the Division's DRC, the first TIP Regional Chapter will be created in Kansas City, Missouri.

4. (C) EEO/AFFIRMATIVE ACTION PLANS AND GOALS

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DEA HQS rated SAC Gonzalez Excellent in this area. He is a staunch supporter of EEO/Affirmative Action plans and goals. This can be seen by the selection of the Division's first female ASAC, and a culturally diverse supervisory/management staff and workforce. SAC Gonzalez ensures that employees with concerns in the EEO arena are provided proper counseling, and advised of their rights/options and action(s) that can be taken.

The Division's recruiting statistics for this rating period (See Element 7 – Recruiting) are indicative of SAC Gonzalez' commitment to develop and retain a representative workforce in DEA. He strives to maintain a workforce free of sexual harassment and a work environment where everyone is treated fairly and with respect. SAC Gonzalez has long been a proponent of equal employment opportunity in DEA, and as a result he has been elected to the DEA Hispanic Advisory Committee for four consecutive terms, serving two terms as Chairperson of the Committee. His last election to the Committee took place during this rating period. In that capacity, SAC Gonzalez encouraged other senior DEA management officials, to include the Administrator and Deputy Administrator, to reinvigorate recruitment as it relates to women and minorities, and to revamp DEA's EEO Office.

SAC Gonzalez is actively involved in professional/civil rights organizations that advocate for equality and fairness in the federal workplace, and as such he demonstrates exceptional leadership and makes significant contributions to a positive EEO climate in the Division. He supports dialogue and mediation to resolve alleged discrimination issues, and considers formal complaints a matter of last resort. He is knowledgeable of the EEO process, and as a member of the Hispanic Advisory Committee he provides guidance to employees of all grade levels agency-wide. His commitment to a diverse workforce can be seen in his recommendations to the Career Board for selections to his management staff. At the present time, his immediate subordinates at the ASAC level consist of two white males, one white female, and one Hispanic male. SAC Gonzalez personally recommended three out of the four

(a white male, a white female, and a Hispanic male) for promotion and/or lateral reassignment to the Division.

5. (C) LIAISON/COLLABORATION

FS

One of Administrator Tandy's priorities is Developing Partnerships – Resolving Baggage. The Administrator, Deputy Administrator, and upper DEA management were critical however of SAC Gonzalez' handling of a sensitive issue with the Bureau of Immigration and Customs Enforcement (BICE) that involved the evacuation of our agents from ██████████ in Mexico. Tension developed between DEA and ICE in ██████████ over the incident, and relationships with the Mexican Government were a serious concern. The HQS Ops Chiefs of DEA and ICE agreed to conduct a swift and independent fact-finding review by DEA/ICE ASACs from outside of the ██████████ area to determine threat potential to DEA employees. Before the review was completed and an assessment could be made, SAC Gonzalez, knowing of the ongoing review and sensitivities, and without consultation with DEA HQS, wrote a volatile letter to the ██████████ ICE SAC which fueled the animosity and was believed to be responsible for bringing on press and outside inquiries that have the potential to jeopardize a federal prosecution. SAC Gonzalez used extremely poor judgment and his actions made already tense relationships with ICE and the US Attorney's Office worse.

Despite the above incident, SAC Gonzalez believes in strengthening partnerships with other agencies, and actively communicates with other federal and State and local law enforcement agencies. He is a member of the West Texas HIDTA Executive Committee, which is comprised of SAC/Chief level federal, State and local law enforcement agency personnel in addition to the U.S. Attorney's Office and the District Attorney. He is presently the Co-Chair of the West Texas HIDTA Executive Committee, and will become Chairman in October. As Co-Chair/Chair of the West Texas HIDTA Executive Committee he is a member of the Southwest Border HIDTA Executive Board. In his capacity as Co-Chair in West Texas, and as a member of the Southwest Border HIDTA Executive Board, he meets regularly with representatives from various U.S. Attorney's Offices, the County District Attorney, the ██████████ Police and Sheriff's Departments, the Texas Department of Public Safety, the FBI, BICE, Border Patrol, the U.S. Marshal's Service, and others.

Division personnel enjoy outstanding relationships with personnel from other agencies, as can be seen by the Division's participation in highly successful HIDTA Task Forces where in West Texas alone DEA is the lead agency in four Task Forces (Task Force 1, the Financial Investigations Task Force, the Transportation Task Force, and the Alpine Task Force), is the co-lead in one (the HIDTA ISC), and fully participates with three permanently assigned agents in one Task Force (█████████ Airport) led by the ██████████ Police Department.

The Division's Public Information and Demand Reduction Programs are highly visible and effective. The Division routinely conducts effective joint operations and

investigations with other agencies such as the two MBT deployments completed during this reporting period, where press conferences were conducted in coordination with State and local authorities resulting in a significant positive impact on DEA and the Division.

Last May, in accordance with the Administrator's Demand Reduction Guidance, the Division conducted a joint press conference with the ██████████ Police and Sheriff's Departments to announce the results of Operation Up in Smoke that resulted in the seizure of large amounts of drug paraphernalia from ten local businesses following an eight-month investigation conducted by the Division's Financial Investigations Task Force. The press conference featured speakers from the community who articulated the significance of the seizures to local citizens. Youth prevention leaders from the Division's TIP NETWORK and directors of local non-profit organizations were often featured in news stories for two days following the conference

A highly successful liaison meeting with the then new Interim Chief of the ██████████ Police Department led to the re-establishment of the HIDTA Airport Task Force, which had been disbanded by the previous Chief of Police. This new Task Force is led by a DEA deputized Police Lieutenant and is comprised of fifteen police detectives and three full-time DEA agents reporting to the Division's recently established ASAC position. Also, liaison conducted by the Division's HIDTA Intelligence Supervisor led the Union Pacific Railroad Police to share their database with DEA at EPIC. This database contains information about railroad cargo and shipping schedules that can be very valuable in smuggling cases.

In the area of Diversion Control, SAC Gonzalez fully supported the implementation of a Memorandum of Understanding between the ██████████ and Houston Divisions for the purpose of delineating the oversight responsibility of the Houston DPM over the ██████████ Diversion Supervisor. He has encouraged federal prosecution of Diversion cases in the Division's area of responsibility. He has also encouraged the Division's Diversion Investigators to work closely with other agencies with responsibility for related Diversion investigative activities.

SAC Gonzalez recently hosted a field briefing for the House Government Reform Subcommittee on Criminal Justice, Drug Policy and Human Resources. On June 29, 2004, SAC Gonzalez gave a well received analysis on the Southwest Border, EPIC and the role of DEA. Earlier in the rating period, SAC Gonzalez supported a CODEL sponsored by the National Guard. This very successful briefing covered the symbiotic relationship DEA has with the National Guard in New Mexico.

HQS CPP reported that they had little direct contact with SAC Gonzalez, but that his PIO is active in engaging the media and interacts with CPP on a continual basis.

The EPFD provided training to 373 state and local officers during the rating period.

6. (C) FOI/PRIVACY ACT

E

SAC Gonzalez ensures that Division personnel adhere to all provisions of law and Departmental policies regarding Freedom of Information Act and Privacy Act compliance.

7. (C) RECRUITMENT

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DEA HQS rated the EPFD's overall efforts in the Special Agent Recruitment Program as "Excellent". The EPFD referred 62 applicants during the rating period. Of those, 35 (or 56% of the applicants referred) were rated most competitive (ranked #21 against the other divisions). An average of 3 Conditional Offer letters were sent each month (ranked last against the other divisions). Current applicants being processed include 19 applicants from the EPFD, 15 of which are minorities or women, and 4 accounting/ finance majors. The EPFD referred 5% of all candidates hired and sent to BAT classes, which is an impressive improvement from the previous rating period (1%). Of the 20 that were hired, 15 were Hispanics and five were females.

SAC Gonzalez takes a personal interest in recruiting, and has continued working to improve this program during this rating period. The SAC personally selected the Division's Recruiting Coordinator, and he attends Job Fairs, conducts orientation sessions and now advertises locally in order to draw from the large pool of Spanish speakers in the West Texas and New Mexico area. In an area of the country rich with Hispanic culture, SAC Gonzalez ensures compliance with the Administrator's and the Attorney General's vision of hiring and developing future leaders that reflect the richness of diversity in America.