

SENIOR EXECUTIVE SERVICE  
EMPLOYEE PERFORMANCE APPRAISAL SYSTEM  
**PERFORMANCE APPRAISAL RECORD**  
SECTION I - CERTIFICATIONS

INTERIM RATING (if Applicable)  
 Reassignment  
 Detail  
 Promotion

RATING PERIOD (MM/DD/YYYY)

From: 07-01-2002

To: 06-03-2003

Employee's Name (Last, First, Middle Initial)

Social Security Number

SES Pay Level

Gonzalez, Sandalio

SES-04

Organizational Assignment (Field Division/Hq., Office, Section, etc.)

Position Title/Series/ES Level

Field Division

Special Agent in Charge ES-1811-04

**STANDARDS OF CONDUCT**

I have read and understand DEA's Standards of Conduct.

EMPLOYEE'S SIGNATURE

DATE

Sandalio Gonzalez

7-19-02

**PERFORMANCE WORK PLAN**

RATING OFFICIAL: Certifies employee participation in the development of the Performance Work Plan.

RATING OFFICIAL'S SIGNATURE

DATE

John B. Brown, III

7/9/02

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

Asa Hutchinson

7/10/02

EMPLOYEE: Certifies discussion and receipt of the Performance Work Plan approved by the Reviewing Official.

EMPLOYEE'S SIGNATURE

DATE

Sandalio Gonzalez

7-19-02

**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

John B. Brown, III

EMPLOYEE'S SIGNATURE

DATE

Sandalio Gonzalez

**OVERALL PERFORMANCE RATING**

Check

RATING OFFICIAL (Typewritten Name and Signature)

DATE

John B. Brown, III

REVIEWING OFFICIAL (Typewritten Name and Signature) Approve by the Administrator

DATE

12/10/03

POH

5/2/2003

EMPLOYEE: My signature acknowledges receipt, but not necessarily agreement, with the overall rating as indicated above.

EMPLOYEE'S SIGNATURE Secretary

DATE

Sandalio Gonzalez

5/7/03

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

INTERIM RATING (Applicable)  
 Reassignment  
 Detail  
 Promotion

RATING PERIOD (MM/DD/YYYY)  
 From: 7/1/02  
 To: 5/2/03

Employee's Name (Last, First, Middle Initial) **Gonzalez, Sandalio**  
 Social Security Number [REDACTED]  
 SES Pay Level **ES-4**  
 Organizational Assignment (Field Division/Hq., Office, Section, etc.) **Field Division**  
 Position Title/Series/ES Level **Special Agent in Charge, ES-1811-04**

**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.	1. See Attached.	O
2. (C) Administering and Controlling.	2. See Attached.	O
3. (C) Managing and Developing.	3. See Attached.	O
4. (C) EEO/Affirmative Action Plans and Goals.	4. See Attached.	E
5. (C) Liaison/Coordination.	5. See Attached.	O
6. (C) FOIA/Privacy Act Compliance.	6. See Attached.	E
7. (C) Recruitment.	7. See Attached.	E

**Sandalio Gonzalez**  
**SAC [REDACTED] Field Division**

**Element 1: Critical: Directing and Organizing**

**O**

Directs enforcement, diversion, and related investigative programs, e.g., Intelligence, Task Forces, and SEOs to accomplish DEA goals and objectives.

SAC Gonzalez continues to lead a Division that conducts a wide variety of investigations due to its diverse and unique location, and duties, across the Southwest Border [REDACTED]. During this rating period the Division is pursuing 26 Priority Targets, 14 of which have been successfully identified, investigated and disrupted, and 9 of which are currently in the prosecution phase. Many of these investigations (23) are OCDETF, multi-agency, multi-jurisdictional, and at times international in focus. Additionally a highly successful MET deployment was conducted resulting favorably for a community in New Mexico, and another deployment is presently ongoing in a West [REDACTED] community. SAC Gonzalez continues to find methods of maximizing his limited manpower resources to meet both enforcement and support needs of the field division.

During this reporting period the Division assumed the lead in Operation Sky High, a multi-agency, multi-jurisdictional and international investigation targeting the [REDACTED] involving SOD, EPIC, Customs, the FBI and the DEA office in [REDACTED]. Also, the Division recently established a HIDTA Money Laundering Initiative in [REDACTED] that assisted in the seizure of approximately \$3.5 million in its first 3 months. The Division also was successful in its first foreign extradition of a major priority target to the U.S. SAC Gonzalez ensures his staff follows the priorities, goals and objectives delineated in the Field Management Plan and adjusts these as drug trafficking trends shift in the area.

Despite the abolishment of the New Mexico Tactical Diversion Squad, SAC Gonzalez was successful in acquiring an additional Diversion (GS) position for the Division in order to provide guidance and supervision to junior staff members. Once on board this leadership will help to develop and focus the Diversion Program for the Division, particularly in [REDACTED] Texas. Also, a GS position was added to the Alpine RO to address increased activity in the area, and this will allow the RAC to focus entirely on the management of the office and attend to the many requirements of the multi-agency HIDTA Initiative in that office.

**Element 2: Critical: Administering and Controlling**

**O**

Administer and maintains planning and control systems to ensure efficient use of resources. Also, for Special Agents in Charge of Field Divisions, ensures the full implementation of the Victim and Witness Assistance program (VWAP) in all DEA offices that report to the field division.

The Division was inspected by the Office of Inspections during the month of February with excellent results. No integrity issues were discovered and the Inspectors issued only four Findings, none of which were considered to be of a serious nature. Three out of five offices in the Division received no findings during the inspection.

SAC Gonzalez ensures compliance with the VWAP, and supports the Coordinator's participation in working groups, training and attendance at conferences. The [REDACTED] Field Management Plan is thorough, challenging and adjusts to emerging trends in the division's area-of-responsibility. SAC Gonzalez continues to take a very aggressive approach to implementing DEA priorities and following policy. He closely monitors all division resources and guides his staff in innovative methods of utilizing and gaining funding and personnel resources. He ensures funding is realigned with division needs throughout the year. The fiscal staff received excellent marks during the recent ONDCP, HIDTA and DEA Inspection audits.

SAC Gonzalez has been very supportive of security recommendations provided by the Office of Security Programs, especially regarding the increased emphasis on terrorism. The Administrative Staff has also assumed responsibility not only for background checks on prospective employees but also for the advertising of positions through the new Go-Fast program. He and his staff have also worked closely with Headquarters regarding the expansion of the HIDTA Intelligence Center, where DEA personnel will be housed.

During this rating period, this division submitted eleven accident reports with an average investigation time of 51 days.

### **Element 3: Critical: Managing and Developing**

O

Supervises, evaluates, and develops immediate staff to achieve maximum organizational effectiveness through subordinate personnel.

SAC Gonzalez and his staff continue to reward division personnel through DEA - performance awards or outside agency award nominations. One Group received the Administrator's Award for their efforts, while a Group Supervisor's leadership was recognized by HIDTA. During this rating period SAC Gonzalez looked to alternative methods of augmenting his staff. This was accomplished by the addition of military (JTF-6) linguists who translate documents and tapes in support of DEA investigations nationwide, the addition of contract support personnel, and by increasing other agencies' participation in DEA led HIDTA Task Forces. Also, the Division is in the process of establishing a program that will allow off-duty state and local officers to respond to Border Patrol checkpoint seizures thus allowing five additional DEA Special Agents ([REDACTED]) to concentrate on major investigations and/or Priority Target cases.

SAC Gonzalez actively pursued the fullest use of the Division's Training Staff, and the division's small training budget, to allow employees to develop their investigative and administrative skills. He utilizes outside sources such as OPM, HIDTA, etc., to

continually offer educational opportunities to his staff and to State and Local Law Enforcement Officers. He continues to strongly encourage employees to take pride in the quality of their work through attention to details and following mandated guidelines. He also promotes everyone working as a team. He encourages his managers to place employees in those 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.

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SAC Gonzalez fully supports the continued growth of DEA's premier Demand Reduction Program, [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.

Additionally, SAC Gonzalez held the Division's first management conference last October, providing specialized speakers and training from Headquarters, EPIC, and outside sources to help employees plan for retirement, and understand topics such as Inspections, OPR, Administration, etc.

**Element 4: Critical: EEO/Affirmative Action Plans and Goals**

**E**

Supports EEO/Affirmative Action plans and goals which involve developing and retaining a representative workforce, maintaining a workplace that is free of sexual harassment, and ensuring a work environment which employees are treated fairly and with respect.

SAC Gonzalez 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 any employee with a concern in the EEO area is provided proper counseling, and advised of their rights/options and action(s) that can be taken. He encourages employees to participate in celebrations of the Division's ethnic diversity through Special Emphasis Programs such as Women's, Hispanic and Black History Month celebrations, in addition to celebrating many employees' Irish heritage. The Division has even conducted a women's self defense class.

**Element 5: Critical: Liaison/Coordination**

O

Establishes firm working relationships with U.S. Attorneys, the FBI, U.S. Customs, and other federal, state and local agencies. Serves as spokesperson and geographic expert for DEA in dealing with Congress, the press and other media.

SAC Gonzalez is a knowledgeable and respected leader in the community. He actively communicates with other Federal, State and Local law enforcement agencies, at times on a daily basis. He is a member of the [REDACTED] HIDTA Region of the Southwest Border HIDTA Executive Committee comprised of SAC/Chief level Federal, State and Local Law Enforcement Agencies in addition to the U.S. Attorney's Office. He encourages division employees, from managers to support staff, to forge positive relationships with their counterparts.

During this rating period SAC Gonzalez worked closely with Headquarters elements and the [REDACTED] Police Department to develop a Memorandum of Understanding that could be agreed upon by all. This was recently accomplished after a two-year battle over wording.

SAC Gonzalez is very supportive of DRC [REDACTED], whose extensive demand reduction activities take place within the innovative framework of the Teens in Prevention (TiP) Network he designed and oversees. SAC Gonzalez has tirelessly promoted TiP within and outside DEA. He has helped to expand the network at the national level by allowing DRC [REDACTED] to travel to other field divisions at the request of Headquarters or other division DRCs and SACs in order to introduce the network to communities within those divisions. Furthermore, SAC Gonzalez has assigned two people to assist DRC [REDACTED]; a full-time administrative assistant at the division office, and a half-time special agent in the Albuquerque District Office. He has also encouraged all his satellite offices to assign agents to do demand reduction as a collateral activity. Finally, SAC Gonzalez himself participates as keynote speaker at many demand reduction events, such as TiP training conferences and town hall meetings, predatory drugs conferences, and legalization panels.

**Element 6: Critical: FOIA/Privacy Act/Compliance**

E

Ensures compliance with provisions of law and Department policies and procedures, and the timely completion and response to FOIA and PA reports.

SAC Gonzalez provides excellent guidance to the FOIA and Privacy Act programs.

**Element 7: Critical: Recruitment**

E

The [REDACTED] Division performed in an excellent manner. The division referred 50 candidates for consideration, and eighty-two percent of their applicants were rated most competitive. The [REDACTED] Division averaged 5 Conditional Offer Letters (COE's) per month. The [REDACTED] Division referred one percent of all candidates hired to Basic Agent training. The division has made significant strides in improving the timeliness of

applicant processing, and this is due to the assignment of a new Recruitment Coordinator and SAC Gonzalez' support of the program.