

FLORIDA

EMPLOYEE # 02184

**EMPLOYEE INFORMATION**

NAME	LAST	FIRST	MIDDLE	ORIGINATING DATE
	ALEDDA	Jonathon	M.	April 15, 2016
ADDRESS				HOME PHONE
DATE OF BIRTH		DATE OF HIRE		
		May 20, 2012		
SOCIAL SECURITY NUMBER		EFFECTIVE DATE		
		May 20, 2016		

**DEPARTMENT INFORMATION**

425 - POLICE (Patrol)	PRESENT JOB TITLE	PRESENT RANGE & STEP	AMT PER HR.
	Police Officer	2804	\$26.29
	NEW JOB TITLE	NEW RANGE & STEP	AMT PER HR.
		2805	\$27.62

**TYPE OF ACTION**

<p><b>APPOINTMENT</b></p> <input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> PROBATIONARY CIVIL SERVICE <input type="checkbox"/> PROMOTIONAL <input type="checkbox"/> PROVISIONAL <input type="checkbox"/> REGULAR CIVIL SERVICE <input type="checkbox"/> SUBSTITUTE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> UNCLASSIFIED <input type="checkbox"/> OTHER (SPECIFY)	<p><b>PAY CHANGE</b></p> <input type="checkbox"/> ASSIGNMENT PAY <input type="checkbox"/> END SPECIAL DUTY PAY <input type="checkbox"/> LONGEVITY PAY <input checked="" type="checkbox"/> MERIT INCREASE <input type="checkbox"/> PAY ADJUSTMENT <input type="checkbox"/> SPECIAL DUTY PAY <input type="checkbox"/> OTHER (SPECIFY)	<p><b>OTHER CHANGE</b></p> <input type="checkbox"/> EXTENSION OF MERIT <input type="checkbox"/> EXTENSION OF PROBATION <input type="checkbox"/> FMLA LEAVE <input type="checkbox"/> LEAVE WITHOUT PAY <input type="checkbox"/> RETURN FROM LEAVE <input type="checkbox"/> RETURN FROM SUSPENSION <input type="checkbox"/> SUSPENSION <input type="checkbox"/> TRANSFER <input type="checkbox"/> START PENSION <input type="checkbox"/> OTHER (SPECIFY)	<p><b>SEPARATION</b></p> <input type="checkbox"/> DECEASED <input type="checkbox"/> DISMISSAL <input type="checkbox"/> END TEMP. ASSIGNMENT <input type="checkbox"/> LAY-OFF <input type="checkbox"/> REMOVAL <input type="checkbox"/> RESIGNATION <input type="checkbox"/> RETIREMENT <input type="checkbox"/> OTHER (SPECIFY)
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<p>REMARKS:</p> <p>Merit review and performance evaluation scheduled for May 20, 2016.</p>	<p>PAY FOR: <input type="text"/></p> <p>VACATION HRS. <input type="text"/></p> <p>SICK LEAVE HRS. <input type="text"/> hrs)</p> <p>TOTAL HOURS: <input type="text"/></p>
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**SIGNATURES**

<p>DEPARTMENT HEAD</p> <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE	COMMENTS:
<p>PERSONNEL DIRECTOR</p> <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE	
<p>CITY MANAGER</p> <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE	

DEPARTMENT HEADS MUST RETURN FORM TO PERSONNEL ADMINISTRATION. ONE COPY WILL BE RETURNED TO DEPARTMENT

I.T.  
  PAYROLL/FINANCE  
  BUDGET  
  PENSION  
  RISK  
  INSURANCE  
  DEPARTMENT  
  EMPLOYEE

FLORIDA

EMPLOYEE # 02184

EMPLOYEE INFORMATION

NAME	LAST	FIRST	MIDDLE	ORIGINATING DATE
	ALEDDA	Jonathon	M.	June 23, 2015
ADDRESS				HOME PHONE
DATE OF BIRTH		DATE OF HIRE		
		May 20, 2012		
SOCIAL SECURITY NUMBER			EFFECTIVE DATE	
			May 20, 2015	

DEPARTMENT INFORMATION

425 - POLICE (Patrol)	PRESENT JOB TITLE	PRESENT RANGE & STEP	AMT PER HR.
	Police Officer	2803	\$25.00
	NEW JOB TITLE	NEW RANGE & STEP	AMT PER HR.
		2804	\$26.29

TYPE OF ACTION

<p><b>APPOINTMENT</b></p> <input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> PROBATIONARY CIVIL SERVICE <input type="checkbox"/> PROMOTIONAL <input type="checkbox"/> PROVISIONAL <input type="checkbox"/> REGULAR CIVIL SERVICE <input type="checkbox"/> SUBSTITUTE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> UNCLASSIFIED <input type="checkbox"/> OTHER (SPECIFY)	<p><b>PAY CHANGE</b></p> <input type="checkbox"/> ASSIGNMENT PAY <input type="checkbox"/> END SPECIAL DUTY PAY <input type="checkbox"/> LONGEVITY PAY <input checked="" type="checkbox"/> MERIT INCREASE <input type="checkbox"/> PAY ADJUSTMENT <input type="checkbox"/> SPECIAL DUTY PAY <input type="checkbox"/> OTHER (SPECIFY)	<p><b>OTHER CHANGE</b></p> <input type="checkbox"/> EXTENSION OF MERIT <input type="checkbox"/> EXTENSION OF PROBATION <input type="checkbox"/> FMLA LEAVE <input type="checkbox"/> LEAVE WITHOUT PAY <input type="checkbox"/> RETURN FROM LEAVE <input type="checkbox"/> RETURN FROM SUSPENSION <input type="checkbox"/> SUSPENSION <input type="checkbox"/> TRANSFER <input type="checkbox"/> START PENSION <input type="checkbox"/> OTHER (SPECIFY)	<p><b>SEPARATION</b></p> <input type="checkbox"/> DECEASED <input type="checkbox"/> DISMISSAL <input type="checkbox"/> END TEMP. ASSIGNMENT <input type="checkbox"/> LAY-OFF <input type="checkbox"/> REMOVAL <input type="checkbox"/> RESIGNATION <input type="checkbox"/> RETIREMENT <input type="checkbox"/> OTHER (SPECIFY)
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<p>REMARKS:</p> <p>Merit review and performance evaluation scheduled for May 20, 2015.</p>	<p>PAY FOR: <input type="text"/></p> <p>VACATION HRS. <input type="text"/></p> <p>SICK LEAVE HRS. <input type="text"/> hrs) <input type="text"/></p> <p>TOTAL HOURS: <input type="text"/></p>
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SIGNATURES

<p>DEPARTMENT HEAD</p> <input checked="" type="checkbox"/> APPROVED <i>[Signature]</i> <input type="checkbox"/> DISAPPROVED	DATE 6-24-15	COMMENTS:
<p>PERSONNEL DIRECTOR</p> <input checked="" type="checkbox"/> APPROVED <i>[Signature]</i> <input type="checkbox"/> DISAPPROVED	DATE 6/24/15	
<p>CITY MANAGER</p> <input checked="" type="checkbox"/> APPROVED <i>[Signature]</i> <input type="checkbox"/> DISAPPROVED	DATE 6/23/15	

DEPARTMENT HEADS MUST RETURN FORM TO PERSONNEL ADMINISTRATION. ONE COPY WILL BE RETURNED TO DEPARTMENT

I.T.  
  PAYROLL/FINANCE  
  BUDGET  
  PENSION  
  RISK  
  INSURANCE  
 DEPARTMENT  
 EMPLOYEE

# CITY OF NORTH MIAMI

# PERSONNEL ACTION

FLORIDA

EMPLOYEE # 02184

EMPLOYEE INFORMATION			
NAME	LAST	FIRST	MIDDLE
	ALEDDA	JONATHON	
			ORIGINATING DATE 10/02/2014
			HOME PHONE
ADDRESS		DATE OF BIRTH	DATE OF HIRE 5/20/2012
		SOCIAL SECURITY NUMBER	EFFECTIVE DATE 08/01/2014

DEPARTMENT INFORMATION			
08-425000-PATROL	PRESENT JOB TITLE POLICE OFFICER	PRESENT RANGE & STEP o-28-3	AMT PER HR. \$25
	NEW JOB TITLE	NEW RANGE & STEP	AMT PER HR.

TYPE OF ACTION			
<b>APPOINTMENT</b> <input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> PROBATIONARY CIVIL SERVICE <input type="checkbox"/> PROMOTIONAL <input type="checkbox"/> PROVISIONAL <input type="checkbox"/> REGULAR CIVIL SERVICE <input type="checkbox"/> SUBSTITUTE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> UNCLASSIFIED <input type="checkbox"/> OTHER (SPECIFY)	<b>PAY CHANGE</b> <input type="checkbox"/> ASSIGNMENT PAY <input type="checkbox"/> END SPECIAL DUTY PAY <input type="checkbox"/> LONGEVITY PAY <input type="checkbox"/> MERIT INCREASE <input type="checkbox"/> PAY ADJUSTMENT <input type="checkbox"/> SPECIAL DUTY PAY <input type="checkbox"/> OTHER (SPECIFY)	<b>OTHER CHANGE</b> <input type="checkbox"/> EXTENSION OF MERIT <input type="checkbox"/> EXTENSION OF PROBATION <input type="checkbox"/> FMLA LEAVE <input type="checkbox"/> LEAVE WITHOUT PAY <input type="checkbox"/> RETURN FROM LEAVE <input type="checkbox"/> RETURN FROM SUSPENSION <input type="checkbox"/> SUSPENSION <input type="checkbox"/> TRANSFER <input type="checkbox"/> START PENSION <input type="checkbox"/> OTHER (SPECIFY)	<b>SEPARATION</b> <input type="checkbox"/> DECEASED <input type="checkbox"/> DISMISSAL <input type="checkbox"/> END TEMP. ASSIGNMENT <input type="checkbox"/> LAY-OFF <input type="checkbox"/> REMOVAL <input type="checkbox"/> RESIGNATION <input type="checkbox"/> RETIREMENT <input type="checkbox"/> OTHER (SPECIFY)

<b>REMARKS:</b>  2% INCREASE COST OF LIVING ADJUSTMENT AS PER CITY COUNCIL APPROVAL, EFFECTIVE 08/01/2014	PAY FOR: <input type="checkbox"/>  VACATION HRS. <input type="checkbox"/>  SICK LEAVE HRS. <input type="checkbox"/> (hrs) <input type="checkbox"/>  TOTAL HOURS: <input type="checkbox"/>
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SIGNATURES			COMMENTS:
DEPARTMENT HEAD <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		DATE 10-13-14	
PERSONNEL DIRECTOR <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		DATE 10-20-14	
CITY MANAGER <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		DATE 10/22/14	

DEPARTMENT HEADS MUST RETURN FORM TO PERSONNEL ADMINISTRATION. ONE COPY WILL BE RETURNED TO DEPARTMENT

PERSONNEL  
  PAYROLL/FINANCE  
  BUDGET  
  PENSION  
  RISK  
  INSURANCE  
 DEPARTMENT  
 EMPLOYEE

FLORIDA

EMPLOYEE # 02184

EMPLOYEE INFORMATION

NAME	LAST	FIRST	MIDDLE	ORIGINATING DATE
	ALEDDA	Jonathon	M.	May 5, 2014
ADDRESS				HOME PHONE
DATE OF BIRTH		DATE OF HIRE		DATE OF HIRE
				May 20, 2012
SOCIAL SECURITY NUMBER			EFFECTIVE DATE	
			May 20, 2014	

DEPARTMENT INFORMATION

425 - POLICE (Patrol)	PRESENT JOB TITLE	PRESENT RANGE & STEP	AMT PER HR.
	Police Officer	2802	\$23.33
	NEW JOB TITLE	NEW RANGE & STEP	AMT PER HR.
		2803	\$24.51

TYPE OF ACTION

<p><b>APPOINTMENT</b></p> <input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> PROBATIONARY CIVIL SERVICE <input type="checkbox"/> PROMOTIONAL <input type="checkbox"/> PROVISIONAL <input type="checkbox"/> REGULAR CIVIL SERVICE <input type="checkbox"/> SUBSTITUTE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> UNCLASSIFIED <input type="checkbox"/> OTHER (SPECIFY)	<p><b>PAY CHANGE</b></p> <input type="checkbox"/> ASSIGNMENT PAY <input type="checkbox"/> END SPECIAL DUTY PAY <input type="checkbox"/> LONGEVITY PAY <input checked="" type="checkbox"/> MERIT INCREASE <input type="checkbox"/> PAY ADJUSTMENT <input type="checkbox"/> SPECIAL DUTY PAY <input type="checkbox"/> OTHER (SPECIFY)	<p><b>OTHER CHANGE</b></p> <input type="checkbox"/> EXTENSION OF MERIT <input type="checkbox"/> EXTENSION OF PROBATION <input type="checkbox"/> FMLA LEAVE <input type="checkbox"/> LEAVE WITHOUT PAY <input type="checkbox"/> RETURN FROM LEAVE <input type="checkbox"/> RETURN FROM SUSPENSION <input type="checkbox"/> SUSPENSION <input type="checkbox"/> TRANSFER <input type="checkbox"/> START PENSION <input type="checkbox"/> OTHER (SPECIFY)	<p><b>SEPARATION</b></p> <input type="checkbox"/> DECEASED <input type="checkbox"/> DISMISSAL <input type="checkbox"/> END TEMP. ASSIGNMENT <input type="checkbox"/> LAY-OFF <input type="checkbox"/> REMOVAL <input type="checkbox"/> RESIGNATION <input type="checkbox"/> RETIREMENT <input type="checkbox"/> OTHER (SPECIFY)
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REMARKS:

Merit review and performance evaluation scheduled for May 20, 2014.

PAY FOR:	
VACATION HRS.	
SICK LEAVE HRS.	
	hrs)
TOTAL HOURS:	

SIGNATURES

DEPARTMENT HEAD <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE	COMMENTS:
PERSONNEL DIRECTOR <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE 6/5/14	
CITY MANAGER <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE 6/6/14	

DEPARTMENT HEADS MUST RETURN FORM TO PERSONNEL ADMINISTRATION. ONE COPY WILL BE RETURNED TO DEPARTMENT

I.T.  
 PAYROLL/FINANCE  
 BUDGET  
 PENSION  
 RISK  
 INSURANCE  
 DEPARTMENT  
 EMPLOYEE

FLORIDA

EMPLOYEE # 02184

EMPLOYEE INFORMATION			
NAME LAST	FIRST	MIDDLE	ORIGINATING DATE
ALEDDA	Jonathon		April 26, 2013
ADDRESS			HOME PHONE
DATE OF BIRTH		DATE OF HIRE	
		May 20, 2012	
SOCIAL SECURITY NUMBER		EFFECTIVE DATE	
		May 20, 2013	

DEPARTMENT INFORMATION			
425 - POLICE (Patrol)	PRESENT JOB TITLE	PRESENT RANGE & STEP	AMT PER HR.
	Police Officer	2801	\$22.15
	NEW JOB TITLE	NEW RANGE & STEP	AMT PER HR.
		2802	\$23.33

TYPE OF ACTION			
<b>APPOINTMENT</b> <input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> PROBATIONARY CIVIL SERVICE <input type="checkbox"/> PROMOTIONAL <input type="checkbox"/> PROVISIONAL <input checked="" type="checkbox"/> REGULAR CIVIL SERVICE <input type="checkbox"/> SUBSTITUTE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> UNCLASSIFIED <input type="checkbox"/> OTHER (SPECIFY)	<b>PAY CHANGE</b> <input type="checkbox"/> ASSIGNMENT PAY <input type="checkbox"/> END SPECIAL DUTY PAY <input type="checkbox"/> LONGEVITY PAY <input type="checkbox"/> MERIT INCREASE <input checked="" type="checkbox"/> PAY ADJUSTMENT <input type="checkbox"/> SPECIAL DUTY PAY <input type="checkbox"/> OTHER (SPECIFY)	<b>OTHER CHANGE</b> <input type="checkbox"/> EXTENSION OF MERIT <input type="checkbox"/> EXTENSION OF PROBATION <input type="checkbox"/> FMLA LEAVE <input type="checkbox"/> LEAVE WITHOUT PAY <input type="checkbox"/> RETURN FROM LEAVE <input type="checkbox"/> RETURN FROM SUSPENSION <input type="checkbox"/> SUSPENSION <input type="checkbox"/> TRANSFER <input type="checkbox"/> START PENSION <input type="text"/> <input type="checkbox"/> OTHER (SPECIFY)	<b>SEPARATION</b> <input type="checkbox"/> DECEASED <input type="checkbox"/> DISMISSAL <input type="checkbox"/> END TEMP. ASSIGNMENT <input type="checkbox"/> LAY-OFF <input type="checkbox"/> REMOVAL <input type="checkbox"/> RESIGNATION <input type="checkbox"/> RETIREMENT <input type="checkbox"/> OTHER (SPECIFY)

<b>REMARKS:</b>  Employee granted regular status upon completion of one year of satisfactory service.  Merit review and performance evaluation scheduled for May 20, 2013.	PAY FOR: <input type="text"/>  VACATION HRS. <input type="text"/>  SICK LEAVE HRS. <input type="text"/> hrs) <input type="text"/>  TOTAL HOURS: <input type="text"/>
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SIGNATURES		
DEPARTMENT HEAD <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE 5/20/13	COMMENTS:
PERSONNEL DIRECTOR <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE 5/20/13	
CITY MANAGER <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	DATE 5/22/13	

DEPARTMENT HEADS MUST RETURN FORM TO PERSONNEL ADMINISTRATION. ONE COPY WILL BE RETURNED TO DEPARTMENT

PERSONNEL  
  PAYROLL/FINANCE  
  BUDGET  
  PENSION  
  RISK  
  INSURANCE  
  DEPARTMENT  
  EMPLOYEE

FLORIDA

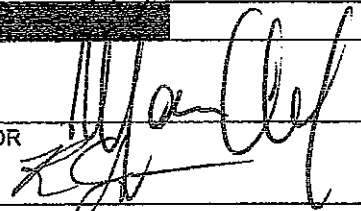
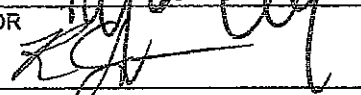

EMPLOYEE # 02184

EMPLOYEE INFORMATION			
NAME	LAST	FIRST	MIDDLE
	ALEDDA	JONATHON	R
ADDRESS			ORIGINATING DATE
			May 16, 2012
			HOME PHONE
		DATE OF BIRTH	DATE OF HIRE
			May 20, 2012
		SOCIAL SECURITY NUMBER	EFFECTIVE DATE
			May 20, 2012

DEPARTMENT INFORMATION			
425 - POLICE (Patrol)	PRESENT JOB TITLE	PRESENT RANGE & STEP	AMT PER HR.
	Police Officer	28-1	22.15
	NEW JOB TITLE	NEW RANGE & STEP	AMT PER HR.

TYPE OF ACTION			
<b>APPOINTMENT</b> <input checked="" type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME <input checked="" type="checkbox"/> PROBATIONARY CIVIL SERVICE <input type="checkbox"/> PROMOTIONAL <input type="checkbox"/> PROVISIONAL <input type="checkbox"/> REGULAR CIVIL SERVICE <input type="checkbox"/> SUBSTITUTE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> UNCLASSIFIED <input type="checkbox"/> OTHER (SPECIFY)	<b>PAY CHANGE</b> <input type="checkbox"/> ASSIGNMENT PAY <input type="checkbox"/> END SPECIAL DUTY PAY <input type="checkbox"/> LONGEVITY PAY <input type="checkbox"/> MERIT INCREASE <input type="checkbox"/> PAY ADJUSTMENT <input type="checkbox"/> SPECIAL DUTY PAY <input type="checkbox"/> OTHER (SPECIFY)	<b>OTHER CHANGE</b> <input type="checkbox"/> EXTENSION OF MERIT <input type="checkbox"/> EXTENSION OF PROBATION <input type="checkbox"/> FMLA LEAVE <input type="checkbox"/> LEAVE WITHOUT PAY <input type="checkbox"/> RETURN FROM LEAVE <input type="checkbox"/> RETURN FROM SUSPENSION <input type="checkbox"/> SUSPENSION <input type="checkbox"/> TRANSFER <input checked="" type="checkbox"/> START PENSION 748 <input type="checkbox"/> OTHER (SPECIFY)	<b>SEPARATION</b> <input type="checkbox"/> DECEASED <input type="checkbox"/> DISMISSAL <input type="checkbox"/> END TEMP. ASSIGNMENT <input type="checkbox"/> LAY-OFF <input type="checkbox"/> REMOVAL <input type="checkbox"/> RESIGNATION <input type="checkbox"/> RETIREMENT <input type="checkbox"/> OTHER (SPECIFY)

<b>REMARKS:</b>  Probationary appointment in accordance with the memo from the Chief of Police dated May 15, 2012  Answering requisition dated September 1, 2011.	<b>PAY FOR:</b>  VACATION HRS.  SICK LEAVE HRS.  TOTAL HOURS:
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SIGNATURES			COMMENTS:
DEPARTMENT HEAD <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	 DATE 5-16-12		
PERSONNEL DIRECTOR <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	 DATE 5/18/12		
CITY MANAGER <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	 DATE 5/22/12		

DEPARTMENT HEADS MUST RETURN FORM TO PERSONNEL ADMINISTRATION. ONE COPY WILL BE RETURNED TO DEPARTMENT

PERSONNEL  
  PAYROLL/FINANCE  
  BUDGET  
  PENSION  
  RISK  
  INSURANCE  
  DEPARTMENT  
  EMPLOYEE

# CITY OF NORTH MIAMI PERFORMANCE EVALUATION REPORT

Name (Last) <b>Aledda</b>	(First) <b>Jonathon</b>	(Initial)	Period Covered <b>5/20/15</b> To <b>5/20/16</b> <small>Mo. Day Yr. Mo. Day Yr.</small>
Classification <b>Police Officer</b>	Status: Regular <input checked="" type="checkbox"/> Probationary <input type="checkbox"/>	If Probation, Date Ends	
Department <b>Police</b>	Division <b>PATROL</b>	Decision Unit Number <b>425</b>	
REASON FOR REVIEW		Six (6) Month	
<input type="checkbox"/> Merit Raise <input type="checkbox"/> Status Change <input checked="" type="checkbox"/> Annual Review		<input type="checkbox"/> Probationary Review <input type="checkbox"/> Other	

### ATTENDANCE AND OBSERVANCE OF WORKING HOURS

- Outstanding - No absences, always on time.
- Above Satisfactory - One or two occasions absent/late
- Satisfactory - Three or four occasions absent/late.
- Needs Improvement - Five or six occasions absent/late.
- Unsatisfactory - Seven or more occasions absent/late

### QUANTITY OF WORK

- Outstanding - Unusually high output, meets emergency demands.
- Above Satisfactory - Consistently turns out more than standard for the job.
- Satisfactory - Completes assignments as expected.
- Needs Improvement - Amount of work is below normal operating standards.
- Unsatisfactory - Amount of work is substantially below normal operating standards.

### INITIATIVE / COOPERATION

- Outstanding - Seeks additional responsibilities, suggests ideas to improve efficiency or effectiveness. Goes out of his/her way to cooperate with supervisors, fellow workers, or public
- Above Satisfactory - Accepts all additional responsibilities, shows interest, promotes cooperation with others, recommends new procedures.
- Satisfactory - Accepts responsibility, successful in cooperating with others, responds well to new conditions.
- Needs Improvement - Leaves problems or situations as found, cooperates reluctantly.
- Unsatisfactory - Ignores suggested changes, functions with difficulty in a team situation, treats others in an abrupt or rude manner.

### SAFETY

- Outstanding - No preventable accidents, recognizes and resolves safety problems.
- Above Satisfactory - No preventable accidents, always adheres to all safety regulations.
- Satisfactory - No preventable accidents, usually adheres to safety regulations.
- Needs Improvement - One preventable accident, disregards some safety regulations.
- Unsatisfactory - Two or more preventable accidents, ignores safety regulations.

### JOB KNOWLEDGE

- Outstanding - Performs job independently, handles all assignments well, complete understanding and application of rules and procedures.
- Above Satisfactory - Performs job fairly independently, handles most assignments well, knows procedures and rules.
- Satisfactory - Performs job with little supervision after instruction, knows most procedures and rules.
- Needs Improvement - Occasionally has difficulty understanding job function, disregards some rules or operating procedures.
- Unsatisfactory - Follows instructions with difficulty, violates rules and procedures.

### PERSONAL APPEARANCE

- Outstanding - Always reports to work dressed appropriately or with clean uniform, exemplary grooming and personal hygiene.
- Above Satisfactory - Reports to work with uniform or dressed appropriately, presents well groomed appearance, good personal hygiene.
- Satisfactory - Usually reports to work appropriately dressed or with uniform, acceptable personal hygiene and grooming.
- Needs Improvement - Occasionally reports to work without uniform or inappropriately dressed, grooming and personal hygiene sometimes unacceptable.
- Unsatisfactory - Frequently reports to work without uniform or inappropriately dressed, poor personal hygiene and grooming.

### REPORTS AND CORRESPONDENCE

- Not Applicable
- Outstanding - Always completes reports promptly in a clear and accurate manner requiring no revision.
- Above Satisfactory - Usually completes all reports in a clear and accurate manner requiring little revision, reports are completed on time.
- Satisfactory - Completes reports with few required revisions, reports are usually on time.
- Needs Improvement - Reports incomplete and need constant review to insure accuracy; some reports are late.
- Unsatisfactory - Reports and correspondence inaccurate and incomplete; reports are frequently late or not done.

**SUPERVISORY SKILL**

- Not Applicable
- Outstanding - Continuously exhibits exemplary leadership qualities which include planning and assigning work, making decisions, training and instructing employees, evaluating employee performance, disciplinary control, leadership, fairness and impartiality, interest in employee/City welfare.
- Above Satisfactory - Accomplishes work objectives following proper practices, successfully delegates and completes tasks with superior results.
- Satisfactory - Supervises subordinates with minimal problems as a result of leadership style. In general, accomplishes assigned work effectively.
- Needs Improvement - Accomplishes most assigned tasks, has problems delegating work, meeting schedules or motivating workers.
- Unsatisfactory - Unable to deal effectively with or direct subordinates in order to accomplish assigned tasks.

**RATER'S OVERALL EVALUATION**

- Outstanding - Performance surpasses job requirements, employee displays initiative and creativity enhancing departmental efficiency and/or effectiveness.
- Above Satisfactory - Performance surpasses job requirements.
- Satisfactory - Employee is performing as required.
- Needs Improvement - Performance does not fully meet job requirements.
- Unsatisfactory - Performance is inadequate and must be corrected.

**RATER'S COMMENTS** (Positive and Negative) Attach additional sheet if necessary. Rater, reviewer and employee must sign and date attachment.

See attached.


If an employee is eligible for **merit increase**, check the following:

- Granted
- Deferred, re-evaluate in \_\_\_ month(s). (Provide attachment outlining reasons)

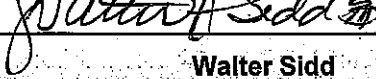
If an employee is eligible for **regular status** check the following:

- Granted
- Denied
- Extended for \_\_\_ month(s). (Probationary period may not extend more than 90 days beyond the end of the normal probationary period.) Written notification to Personnel Department and employee required fifteen (15) calendar days prior to normal probationary period completion date. See Civil Service Rule IX.

This report is based on my observations, knowledge of employee's performance and review of applicable information. It represents my best judgment of the employee's performance.

RATER'S SIGNATURE  DATE 06/01/2014  
 PRINT NAME Emile Hollant TITLE SERGEANT

I have reviewed this report and discussed it with the rater. It represents an accurate appraisal of the employee's performance.

REVIEWER'S SIGNATURE  DATE 6/1/16  
 PRINT NAME Walter Sidd TITLE COMMANDER

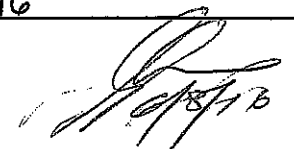
**NOTE:** The original of each Performance Evaluation Report must be forwarded to the Personnel Administration Department. Receipt of an unsatisfactory performance rating is considered cause for disciplinary action in accordance with Civil Service Rule XIV.

I understand that by signing this form I am not agreeing with the rating, but am only acknowledging that I have received a copy of the evaluation and that I have had an opportunity to discuss it with the rater. In signing this evaluation, if I do not agree with the conclusions, I understand that I may write my comments below or attach another sheet of paper.

**NOTE:** AN EMPLOYEE MAY APPEAL AN ANNUAL PERFORMANCE RATING WITH WHICH HE OR SHE IS NOT IN AGREEMENT BY NOTIFYING THE PERSONNEL ADMINISTRATION DEPARTMENT, IN WRITING, WITHIN FOURTEEN (14) CALENDAR DAYS FROM RECEIPT OF THE RATING.

**EMPLOYEE'S COMMENTS:** \_\_\_\_\_

EMPLOYEE'S SIGNATURE  DATE 06/07/16



**CITY OF NORTH MIAMI**  
**Performance Evaluation Continuation**  
**Officer Jonathon Aledda**  
**05/20/2015 through 05/20/2016**

Officer Jonathon Aledda is a four (4) year veteran in the North Miami Police Department, who assigned to the Uniform Patrol Section, Afternoon Shift.. His overall level of performance during this rating period was of Outstanding. Officer Aledda reports to work with a clean and pressed uniform. He represents a good image for his peers and employees to follow. He is well groomed and takes pride in his appearance.

Officer Aledda is an enthusiastic and self-motivated officer, made evident by his proactive statistical performance. He is a dependable, reliable and a trustworthy employee, he is very proactive and has been consistent with his productivity throughout the year. Statistically, Officer Aledda is above the shift average in most categories. He is always seeking ways to improve his skills, gain knowledge and be one of the best officers on the shift. In addition to his assigned duties, he is DUI certified and a member of the North Miami Police Special Weapons and Tactics (S.W.A.T.).

Officer Aledda performs his job independently, he handles his assignments well and his reports and correspondences are completed promptly, in a clear manner requiring little revision.


Officer Aledda's Attendance and Observance of Working Hours is Outstanding. He has a perfect attendance record for this year. He arrives to work early and ready to accept any assignment given to him. Officer Aledda is always eager to volunteer for special details like Strategic Action For Enhanced Enforcement (S.A.F.E.) and High Intense Visibility and Enforcement (H.I.V.E.).

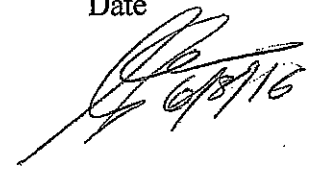
Officer Aledda has had no preventable accidents during this evaluation period. He operates his motor vehicle in a safe manner whether in emergency or normal driving mode. Officer Aledda performs his job independently. He handles calls for service in a professional manner and resolves matters in accordance with Department Standard Operating Procedures. He has expressed an interest to join the North Miami Police Crime Suppression Team (CST) where he wishes to expand his career.

Sergeants Reyes, Reid and Holmes contributed their input on this evaluation.

  
\_\_\_\_\_  
Rater/Signature                      Sergeant Emile Hollant                      Date  
06/01/2016

  
\_\_\_\_\_  
Reviewer/Signature                      Commander Walter Sidd                      Date  
6/1/16

  
\_\_\_\_\_  
Employee Signature                      Officer Jonathan Aledda                      Date  
06/07/16

  
6/8/16

# CITY OF NORTH MIAMI PERFORMANCE EVALUATION REPORT

Name (Last) <b>Aledda</b>	(First) <b>Jonathan</b>	(Initial) <b>M</b>	Period Covered From <b>5/20/14</b> To <b>5/20/15</b> <small>Mo. Day Yr. Mo. Day Yr.</small>
Classification <b>POLICE OFFICER</b>	Status: Regular <input checked="" type="checkbox"/> Probationary <input type="checkbox"/>	If Probation, Date Ends	
Department <b>POLICE</b>	Division <b>PATROL</b>	Decision Unit Number <b>425</b>	
REASON FOR REVIEW		Six (6) Month	
<input checked="" type="checkbox"/> Merit Raise <input type="checkbox"/> Status Change <input checked="" type="checkbox"/> Annual Review <input type="checkbox"/> Probationary Review <input type="checkbox"/> Other			

### ATTENDANCE AND OBSERVANCE OF WORKING HOURS

- Outstanding - No absences, always on time.
- Above Satisfactory - One or two occasions absent/late.
- Satisfactory - Three or four occasions absent/late.
- Needs Improvement - Five or six occasions absent/late.
- Unsatisfactory - Seven or more occasions absent/late.

### QUANTITY OF WORK

- Outstanding - Unusually high output, meets emergency demands.
- Above Satisfactory - Consistently turns out more than standard for the job.
- Satisfactory - Completes assignments as expected.
- Needs Improvement - Amount of work is below normal operating standards.
- Unsatisfactory - Amount of work is substantially below normal operating standards.

### INITIATIVE / COOPERATION

- Outstanding - Seeks additional responsibilities, suggests ideas to improve efficiency or effectiveness. Goes out of his/her way to cooperate with supervisors, fellow workers, or public.
- Above Satisfactory - Accepts all additional responsibilities, shows interest, promotes cooperation with others, recommends new procedures.
- Satisfactory - Accepts responsibility, successful in cooperating with others, responds well to new conditions.
- Needs Improvement - Leaves problems or situations as found, cooperates reluctantly.
- Unsatisfactory - Ignores suggested changes, functions with difficulty in a team situation, treats others in an abrupt or rude manner.

### SAFETY

- Outstanding - No preventable accidents, recognizes and resolves safety problems.
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### JOB KNOWLEDGE

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### REPORTS AND CORRESPONDENCE

- Not Applicable
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- Unsatisfactory - Reports and correspondence inaccurate and incomplete; reports are frequently late or not done.

**SUPERVISORY SKILL**

- Not Applicable
- Outstanding
- Above Satisfactory
- Satisfactory
- Needs Improvement
- Unsatisfactory

- Continuously exhibits exemplary leadership qualities which include planning and assigning work, making decisions, training and instructing employees, evaluating employee performance, disciplinary control, leadership, fairness and impartiality, interest in employee/City welfare.
- Accomplishes work objectives following proper practices, successfully delegates and completes tasks with superior results.
- Supervises subordinates with minimal problems as a result of leadership style. In general, accomplishes assigned work effectively.
- Accomplishes most assigned tasks, has problems delegating work, meeting schedules or motivating workers.
- Unable to deal effectively with or direct subordinates in order to accomplish assigned tasks.

**RATER'S OVERALL EVALUATION**

- Outstanding
- Above Satisfactory
- Satisfactory
- Needs Improvement
- Unsatisfactory

- Performance surpasses job requirements, employee displays initiative and creativity enhancing departmental efficiency and/or effectiveness.
- Performance surpasses job requirements.
- Employee is performing as required.
- Performance does not fully meet job requirements.
- Performance is inadequate and must be corrected.

**RATER'S COMMENTS** (Positive and Negative) Attach additional sheet if necessary. Rater, reviewer and employee must sign and date attachment.

**See attached.**

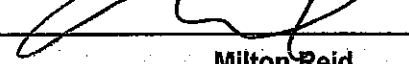
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- Granted
- Deferred, re-evaluate in \_\_\_ month(s). (Provide attachment outlining reasons)

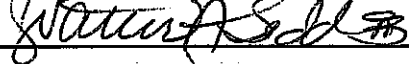
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- Extended for \_\_\_ month(s). (Probationary period may not extend more than 90 days beyond the end of the normal probationary period.) Written notification to Personnel Department and employee required fifteen (15) calendar days prior to normal probationary period completion date. See Civil Service Rule IX.

This report is based on my observations, knowledge of employee's performance and review of applicable information. It represents my best judgment of the employee's performance.

RATER'S SIGNATURE  DATE 6/3/15  
 PRINT NAME Milton Reid TITLE Sergeant

I have reviewed this report and discussed it with the rater. It represents an accurate appraisal of the employee's performance.

REVIEWER'S SIGNATURE  DATE 6/3/15  
 PRINT NAME Walter Sidd TITLE Commander

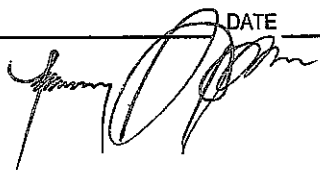
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I understand that by signing this form I am not agreeing with the rating, but am only acknowledging that I have received a copy of the evaluation and that I have had an opportunity to discuss it with the rater. In signing this evaluation, if I do not agree with the conclusions, I understand that I may write my comments below or attach another sheet of paper.

**NOTE:** AN EMPLOYEE MAY APPEAL AN ANNUAL PERFORMANCE RATING WITH WHICH HE OR SHE IS NOT IN AGREEMENT BY NOTIFYING THE PERSONNEL ADMINISTRATION DEPARTMENT, IN WRITING, WITHIN FOURTEEN (14) CALENDAR DAYS FROM RECEIPT OF THE RATING.

**EMPLOYEE'S COMMENTS:** \_\_\_\_\_

EMPLOYEE'S SIGNATURE  DATE 06/22/15





**CITY OF NORTH MIAMI  
PERFORMANCE EVALUATION REPORT**

**Employee: Jonathan Aledda**

**Evaluation period: 5/20/2014 – 5/20/2015**

Officer Jonathan Aledda worked this entire rating period on the Afternoon shift of the Uniform Patrol Section, under the supervision of Sergeants Milton Reid and Kessler Brooks. Officer Aledda had no absences during this rating period.

Officer Aledda always arrives at work in a timely manner with all of the equipment he needs to carry out his duties on the shift. Officer Aledda's personal hygiene and uniform is outstanding. Officer Aledda is extremely active in the number of traffic stops that he makes on the shift. His monthly citations are usually the highest on the shift. As a result of these traffic stops, he has to spend a lot of time in traffic court defending the citations that he issues. He attends court on a regular basis and completes the necessary paperwork associated with his court appearances.

Officer Aledda is in top physical condition and he routinely volunteers for special events where he represents the Department, such as, the M.A.D.D. Dash 5K run in February. Officer Aledda volunteers for crime fighting details like S.A.F.E. and H.I.V.E. and his productivity on these details is unparalleled. Officer Aledda is D.U.I. certified and he has aspirations of joining the Department's SWAT team. Officer Aledda's reports are completed in a clear and accurate manner, requiring little revision. His reports are submitted in a timely manner. Officer Aledda is often willingly going from call to call as a primary officer or assisting fellow officers as a back-up officer. This is very helpful on Afternoon shift due to the volume of calls officers need to handle.

Officer Aledda continues to lead the Afternoon shift, as well as, the entire Patrol division with the number of misdemeanor and felony arrest he makes on a monthly basis. Officer Aledda is machine like in his ability to generate traffic citations based on observed traffic violations and self-initiated arrests. Officer Aledda has good instincts and excellent observational skills. This allows him to discover and apprehend individuals that are actively engaged in criminal acts. During this rating period Officer Aledda has received several commendations and accolades, to include being selected as the Police Benevolent Association's "Rookie Police Officer of the Year" for all of Dade County. Officer Aledda has also been selected as "Officer of the Month" on two occasions. With all of his successes, he continues to be humble and routinely asks questions about job related rules and procedures in an effort to keep expanding his knowledge of the job.

# CITY OF NORTH MIAMI PERFORMANCE EVALUATION REPORT

Name (Last) <b>Aledda</b>	(First) <b>Jonathon</b>	(Initial) <b>M.</b>	Period Covered <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b>5/20/13</b></td> <td style="text-align: center;">To</td> <td style="text-align: center;"><b>5/20/14</b></td> </tr> <tr> <td style="text-align: center; font-size: small;">Mo. Day Yr.</td> <td></td> <td style="text-align: center; font-size: small;">Mo. Day Yr.</td> </tr> </table>	<b>5/20/13</b>	To	<b>5/20/14</b>	Mo. Day Yr.		Mo. Day Yr.
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Mo. Day Yr.		Mo. Day Yr.							
Classification <b>POLICE OFFICER</b>	Status: Regular <input checked="" type="checkbox"/> Probationary <input type="checkbox"/>	If Probation, Date Ends							
Department <b>POLICE</b>	Division <b>PATROL</b>	Decision Unit Number <b>425</b>							
REASON FOR REVIEW Classification or									
<input checked="" type="checkbox"/> Merit Raise	<input type="checkbox"/> Status Change	<input checked="" type="checkbox"/> Annual Review	<input type="checkbox"/> Probationary Review <input type="checkbox"/> Other						

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**RATER'S OVERALL EVALUATION**

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**RATER'S COMMENTS** (Positive and Negative) Attach additional sheet if necessary. Rater, reviewer and employee must sign and date attachment.

**See attached.**

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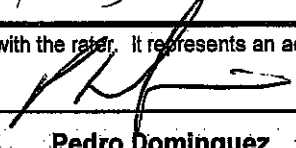
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This report is based on my observations, knowledge of employee's performance and review of applicable information. It represents my best judgment of the employee's performance.

RATER'S SIGNATURE  DATE 05/20/14  
 PRINT NAME Kessler Brooks TITLE SERGEANT

I have reviewed this report and discussed it with the rater. It represents an accurate appraisal of the employee's performance.

REVIEWER'S SIGNATURE  DATE 05-21-14  
 PRINT NAME Pedro Dominguez TITLE COMMANDER

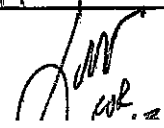

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**EMPLOYEE'S COMMENTS:** \_\_\_\_\_

EMPLOYEE'S SIGNATURE  DATE 06/02/14

**CITY OF NORTH MIAMI**  
**Performance Evaluation Continuation**  
**Officer Jonathon Aledda**  
**05/20/2013 through 05/20/2014**

Officer Jonathon Aledda has been a Police Officer with the City of North Miami for approximately two years. During this period, he was assigned to the Afternoon Shift of the Uniform Patrol Section.

Officer Aledda has been a very dedicated and proactive officer, consistently producing a high number of citations, arrests and Field Interview cards. He willingly and cheerfully accepts all additional responsibilities, while seeking-out and readily volunteering for special assignments and details. Officer Aledda is the epitome of a self motivated officer, always diligently performing his duties with the highest professionalism and integrity, while requiring very little direct supervision. Officer Aledda ensures that all tasks and assignments are promptly and efficiently handled. All of his reports are detailed, accurate and submitted in a timely fashion. Officer Aledda always reports to work appropriately dressed and exhibits an exemplary work attitude.

During the past year, Officer Aledda was involved in a minor accident deemed preventable. He has since attended and successfully completed a Driver's Improvement Program in an effort to enhance his skills. Officer Aledda has always demonstrated that he not only understands, but adheres to all safety regulations. He continuously exhibits sound judgment, safe tactics and an excellent working rapport with his peers and supervisors alike. Officer Aledda is very motivated and is always asking questions in order to improve his job knowledge and work productivity. As a result, Officer Aledda continuously leads the Afternoon Shift in all statistical areas month after month; always making an effort to create an atmosphere in which there is healthy competition amongst his peers. Officer Aledda's drive and desire towards proactive policing is truly an inspiration. This has earned him a rating of "Outstanding" for this rating period.

Sergeants Rodriguez and Reyes provided input for this evaluation.

Rater Signature

  
Sergeant Kessler/ Brooks

5/20/14  
Date

Reviewer Signature

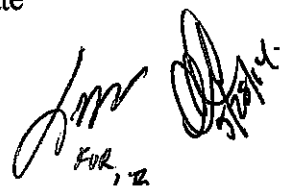
Commander Pedro Dominguez

5-21-14  
Date

Employee Signature

  
Officer Jonathan Aledda

06/02/14  
Date

  
FOR, 12

# CITY OF NORTH MIAMI PERFORMANCE EVALUATION REPORT

Name (Last) <b>Aledda</b>	(First) <b>Jonathon</b>	(Initial)	Period Covered From <b>5/20/12</b> To <b>5/20/13</b> <small>Mo. Day Yr. Mo. Day Yr.</small>	
Classification <b>POLICE OFFICER</b>	Status: Regular <input type="checkbox"/> Probationary <input checked="" type="checkbox"/>	If Probation, Date Ends <b>5/20/13</b>		
Department <b>POLICE</b>	Division <b>PATROL</b>	Decision Unit Number <b>426</b>		
REASON FOR REVIEW Classification or				
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**RATER'S OVERALL EVALUATION**

- Outstanding

- Performance surpasses job requirements, employee displays initiative and creativity enhancing departmental efficiency and/or effectiveness.

- Above Satisfactory

- Performance surpasses job requirements.

- Satisfactory

- Employee is performing as required.

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- Performance does not fully meet job requirements.

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RATER'S SIGNATURE *KO Rodriguez* DATE 05/11/13  
 PRINT NAME Karel Rodriguez TITLE SERGEANT

I have reviewed this report and discussed it with the rater. It represents an accurate appraisal of the employee's performance.  
 REVIEWER'S SIGNATURE *PLF* DATE 05-14-13  
 PRINT NAME Pedro Dominguez TITLE COMMANDER

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EMPLOYEE'S COMMENTS: \_\_\_\_\_  
 \_\_\_\_\_  
 EMPLOYEE'S SIGNATURE *[Signature]* DATE 05/14/13

**CITY OF NORTH MIAMI**  
**Performance Evaluation Continuation**  
**Officer Jonathon Aledda**  
**05/20/2012 through 05/20/2013**


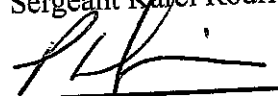

Officer Jonathon Aledda has been a probationary Police Officer with the City of North Miami for approximately one year. During this rating period he was assigned to three phases of FTO and then assigned to the Afternoon Shift of the Uniform Patrol Section for the following nine months.

Officer Aledda has been a very proactive officer, consistently turning out a high output of citations, arrests and Field Interview cards. He continuously accepts all additional responsibilities and responds well to new conditions. Officer Aledda has no preventable accidents and adheres to safety regulations.

Officer Aledda performs his job remarkably well for an officer with his limited tenure. He always reports to work dressed appropriately and with exemplary personal hygiene. His reports are submitted in a timely fashion, are very legible and detailed, which require few revisions.

Officer Aledda works well with other officers on the shift and is always asking questions in order to improve his job knowledge and work product. He continuously makes an attempt to create an atmosphere in which there is a healthy competition amongst his peers. Officer Aledda has earned a rating of "Above Satisfactory" for this rating period.

Sergeants Reyes and Hollant provided input for this evaluation.

Rater Signature	 Sergeant Karel Rodriguez	05/11/13 Date
Reviewer Signature	 Commander Pedro Dominguez	05-14-13 Date
Employee Signature	 Officer Jonathon Aledda	05/18/13 Date



# CITY OF NORTH MIAMI PERFORMANCE EVALUATION REPORT

Name (Last) <b>Aledda</b>		(First) <b>Jonathon</b>		(Initial)		Period Covered From <b>5/20/12</b> To <b>11/20/12</b> <small>Mo. Day Yr. Mo. Day Yr.</small>	
Classification <b>POLICE OFFICER</b>		Status: Regular <input type="checkbox"/> Probationary <input checked="" type="checkbox"/>		If Probation, Date Ends <b>5/20/13</b>			
Department <b>POLICE</b>		Division <b>PATROL</b>		Decision Unit Number <b>426</b>			
REASON FOR REVIEW		Classification or Status Change		Six (6) Month		Probationary Review	
<input type="checkbox"/> Merit Raise		<input type="checkbox"/> Status Change		<input type="checkbox"/> Annual Review		<input checked="" type="checkbox"/> Probationary Review	
						<input type="checkbox"/> Other	

### ATTENDANCE AND OBSERVANCE OF WORKING HOURS

- Outstanding - No absences, always on time.
- Above Satisfactory - One or two occasions absent/late
- Satisfactory - Three or four occasions absent/late.
- Needs Improvement - Five or six occasions absent/late.
- Unsatisfactory - Seven or more occasions absent/late

### QUANTITY OF WORK

- Outstanding - Unusually high output, meets emergency demands.
- Above Satisfactory - Consistently turns out more than standard for the job.
- Satisfactory - Completes assignments as expected.
- Needs Improvement - Amount of work is below normal operating standards.
- Unsatisfactory - Amount of work is substantially below normal operating standards.

### INITIATIVE / COOPERATION

- Outstanding - Seeks additional responsibilities, suggests ideas to improve efficiency or effectiveness. Goes out of his/her way to cooperate with supervisors, fellow workers, or public
- Above Satisfactory - Accepts all additional responsibilities, shows interest, promotes cooperation with others, recommends new procedures.
- Satisfactory - Accepts responsibility, successful in cooperating with others, responds well to new conditions.
- Needs Improvement - Leaves problems or situations as found, cooperates reluctantly.
- Unsatisfactory - Ignores suggested changes, functions with difficulty in a team situation, treats others in an abrupt or rude manner.

### SAFETY

- Outstanding - No preventable accidents, recognizes and resolves safety problems.
- Above Satisfactory - No preventable accidents, always adheres to all safety regulations.
- Satisfactory - No preventable accidents, usually adheres to safety regulations.
- Needs Improvement - One preventable accident, disregards some safety regulations.
- Unsatisfactory - Two or more preventable accidents, ignores safety regulations.

### JOB KNOWLEDGE

- Outstanding - Performs job independently, handles all assignments well, complete understanding and application of rules and procedures.
- Above Satisfactory - Performs job fairly independently, handles most assignments well, knows procedures and rules.
- Satisfactory - Performs job with little supervision after instruction, knows most procedures and rules.
- Needs Improvement - Occasionally has difficulty understanding job function, disregards some rules or operating procedures.
- Unsatisfactory - Follows instructions with difficulty, violates rules and procedures.

### PERSONAL APPEARANCE

- Outstanding - Always reports to work dressed appropriately or with clean uniform, exemplary grooming and personal hygiene.
- Above Satisfactory - Reports to work with uniform or dressed appropriately, presents well groomed appearance, good personal hygiene.
- Satisfactory - Usually reports to work appropriately dressed or with uniform, acceptable personal hygiene and grooming.
- Needs Improvement - Occasionally reports to work without uniform or inappropriately dressed, grooming and personal hygiene sometimes unacceptable.
- Unsatisfactory - Frequently reports to work without uniform or inappropriately dressed, poor personal hygiene and grooming.

### REPORTS AND CORRESPONDENCE

- Not Applicable
- Outstanding - Always completes reports promptly in a clear and accurate manner requiring no revision.
- Above Satisfactory - Usually completes all reports in a clear and accurate manner requiring little revision, reports are completed on time.
- Satisfactory - Completes reports with few required revisions, reports are usually on time.
- Needs Improvement - Reports incomplete and need constant review to insure accuracy; some reports are late.
- Unsatisfactory - Reports and correspondence inaccurate and incomplete; reports are frequently late or not done.

**SUPERVISORY SKILL**

- Not Applicable
- Outstanding - Continuously exhibits exemplary leadership qualities which include planning and assigning work, making decisions, training and instructing employees, evaluating employee performance, disciplinary control, leadership, fairness and impartiality, interest in employee/City welfare.
- Above Satisfactory - Accomplishes work objectives following proper practices, successfully delegates and completes tasks with superior results.
- Satisfactory - Supervises subordinates with minimal problems as a result of leadership style. In general, accomplishes assigned work effectively.
- Needs Improvement - Accomplishes most assigned tasks, has problems delegating work, meeting schedules or motivating workers.
- Unsatisfactory - Unable to deal effectively with or direct subordinates in order to accomplish assigned tasks.

**RATER'S OVERALL EVALUATION**

- Outstanding - Performance surpasses job requirements, employee displays initiative and creativity enhancing departmental efficiency and/or effectiveness.
- Above Satisfactory - Performance surpasses job requirements.
- Satisfactory - Employee is performing as required.
- Needs Improvement - Performance does not fully meet job requirements.
- Unsatisfactory - Performance is inadequate and must be corrected.

**RATER'S COMMENTS** (Positive and Negative) Attach additional sheet if necessary. Rater, reviewer and employee must sign and date attachment.  
**See attached.**


If an employee is eligible for **merit increase**, check the following:

- Granted
- Deferred, re-evaluate in \_\_\_ month(s). (Provide attachment outlining reasons)

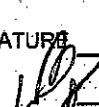
If an employee is eligible for **regular status** check the following:

- Granted
- Denied
- Extended for \_\_\_ month(s). (Probationary period may not extend more than 90 days beyond the end of the normal probationary period.) Written notification to Personnel Department and employee required fifteen (15) calendar days prior to normal probationary period completion date. See Civil Service Rule IX.

This report is based on my observations, knowledge of employee's performance and review of applicable information. It represents my best judgment of the employee's performance.

RATER'S SIGNATURE  DATE 11/07/12  
 PRINT NAME Karel Rodriguez TITLE SERGEANT

I have reviewed this report and discussed it with the rater. It represents an accurate appraisal of the employee's performance.

REVIEWER'S SIGNATURE  DATE 11/7  
 PRINT NAME Patricia Fishel TITLE COMMANDER

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I understand that by signing this form I am not agreeing with the rating, but am only acknowledging that I have received a copy of the evaluation and that I have had an opportunity to discuss it with the rater. In signing this evaluation, if I do not agree with the conclusions, I understand that I may write my comments below or attach another sheet of paper.

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EMPLOYEE'S COMMENTS: \_\_\_\_\_

EMPLOYEE'S SIGNATURE  DATE 11/16/2012



**CITY OF NORTH MIAMI**  
**Performance Evaluation Continuation**  
**Officer Jonathon Aledda**  
**05/20/2012 through 11/20/2012**




Officer Jonathon Aledda has been a probationary Police Officer with the City of North Miami for approximately six months. During this rating period he was assigned to three phases of FTO and then assigned to the Afternoon Shift of the Uniform Patrol Section.

Officer Aledda has been a very proactive officer, consistently turning out a high output of citations, arrests and Field Interview cards. He continuously accepts all additional responsibilities and responds well to new conditions. Officer Aledda has no preventable accidents and adheres to safety regulations.

Officer Aledda performs his job remarkably well for an officer with his limited tenure. He always reports to work dressed appropriately and with exemplary personal hygiene. His reports are submitted in a timely fashion, are very legible and detailed, which require few revisions.

Officer Aledda works well with other officers on the shift and is always asking questions in order to improve his job knowledge and work product. He continuously makes an attempt to create an atmosphere in which there is a healthy competition amongst his peers. Officer Aledda has earned a rating of "Satisfactory" for this rating period.

Sergeants Reyes and McNally provided input for this evaluation.

_____		11/07/12
Rater Signature	Sergeant Karel Rodriguez	Date
_____		11/7/12
Reviewer Signature	Commander Patricia Fishel	Date
_____		11/16/12
Employee Signature	Officer Jonathon Aledda	Date

  
11/17/12

Officer Aledda went through the interview process and was selected to join the department's Crime Suppression Team (CST). He is currently on the eligibility list awaiting his turn to start on the team. Officer Aledda has no preventable accidents for this rating period, which is an improvement over his last rating period.

Officer Aledda has received an overall rating of "Outstanding" for this rating period.

Sergeants Brooks and Holmes had input regarding this evaluation.



Date: 6/3/15

Rater: Sergeant Milton Reid



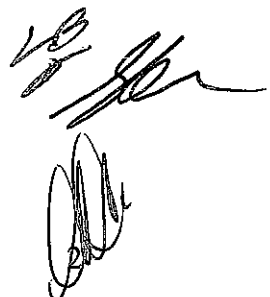
Date: 6/3/15

Reviewer: Commander Walter Sidd



Date: 06/22/15

Employee: Officer Jonathan Aledda





# COMMENDATION



**NORTH MIAMI POLICE DEPARTMENT**

Employee: **Jonathan Aledda**

ID #: **06-422**

Date: **8/14/14**

Classification: **Police Officer**

Assignment: **Uniform Patrol Section**

During the month of July 2014, Officer Aledda has been a diligent worker, and has approached his assignments with great enthusiasm. No matter what his assigned task, Officer Aledda always gives forth his full effort and attention. His diligence and dedication to duty has enabled Aledda to become one of the Department's most productive officers. Officer Aledda is usually tasked with patrolling the zone in our city requiring the most calls for service. This past month, he actively patrolled such zone, and was aware of the current issues in the area, ensuring that all calls for service were addressed promptly. He also demonstrated a high level of initiative by conducting traffic stops, subject and area checks, and citizen contacts. During this one month period, Officer Aledda's outstanding and superb effort, resulted in 26 arrests (20 self initiated), 82 calls for service handled, and 138 traffic citations issued. Officer Aledda's work productivity is consistently substantially above his peers. Being an officer of limited tenure, he reports for duty motivated and prepared, and possesses the desire to attain job knowledge and experience.

I am proud to recognize Ofc. Aledda for his outstanding performance, and request that this Letter of Commendation become a permanent part of his personnel record.

Distribution:  
 Employee's File (copy)  
 Employee (original)

Recommended By: **Comdr. A. Rivera** I.D. # 331 Date: **8/14/14**  
 Supervisor: \_\_\_\_\_  
 Commander: \_\_\_\_\_  
 Major: \_\_\_\_\_  
 Assistant Chief: \_\_\_\_\_  
 Chief of Police: \_\_\_\_\_



# COMMENDATION

NORTH MIAMI POLICE DEPARTMENT



Employee: **Jonathan Aledda** ID #: **422**

Date: 09/27/2014

Classification: **Officer**

Assignment: **Patrol**

On August 25, 2014, a male subject entered Walgreens (12295 Biscayne BLVD ), and made contact with the store's Pharmacy Technician. The subject approached the counter, and in a threatening manner, boisterously spoke expletives while demanding Percocet and Oxycodone medications. The technician walked away in fear, and utilized the business' phone to broadcast, "Code 9" (distress code) over the intercom system. The subject noticed witnesses gathering, and he heard someone say, "Dial 911." At which time he walked out of the store in a brisk manner. The subject entered a 2010 black Acura, driven by another subject (getaway driver) , and fled Eastbound on NE 123 ST. Moments later, the two subjects made contact with a male victim at the bus stop, on the east side of Biscayne BLVD & NE 123 ST. Both subjects exited the vehicle brandishing firearms, later determined to be pellet guns, and held the victim at gun point. The subjects demanded the victim's wallet. Fearing for his life, he acquiesced to the subject's demand. The subjects subsequently fled the area in the mentioned vehicle.

A "Be on the Lookout" message was issued via police radio. It was quickly discovered that the suspects were on a robbery spree that started earlier that day. They were responsible for a rash of roadside, and department store robberies committed throughout the south end of Broward County, and throughout the north end of Miami-Dade County.

Police units saturated the area where the suspect vehicle was last seen traveling. Officer Aledda, using his foresight, placed himself in a strategic position to possibly intercept the suspect vehicle. Officer Aledda's instincts quickly paid off, as he located the vehicle at NE 124 ST and NE 17 AVE, near the Johnson and Wales University. Officer Aledda was cognizant of his surroundings, and utilized his training to affect a "textbook", felony traffic stop. The subjects were safely taken into custody without further incident.

The two pellet guns (evidence) used to commit the mentioned robbery were confiscated, and the victim's property was also found in the vehicle. Officer Aledda's apprehension ended the subject's, violent elusive robbery spree, which included seven robberies in one day, spanning five different jurisdictions throughout Broward and Miami- Dade Counties.

On September 16, 2014, a male subject entered the Subway located at 965 NE 125 ST and abruptly jumped behind the counter where the food is prepared. The employees were in the back area preparing to close the store for the evening, and saw the subject. The employees observed the subject conceal one of his hands inside his vest/shirt. The gesture implied that he had a weapon, and the employees became frightened. They ran out the rear door to seek safety and to call the police. The subject opened the cash register and stole approximately \$60.00 dollars in coins. The subject then exited the store and fled on foot from the location.

A "Be on the Lookout" message was issued via police radio. Approximately 45 minutes later, while diligently patrolling his assigned zone, Officer Aledda located the suspect in the area of NE 133 ST and NE 6<sup>th</sup> AVE.

Officer Aledda approached the suspect and ordered him to stop. The suspect took flight on foot, and a foot chase ensued. Officer Aledda capitalized on his knowledge of the geography, and his skill to set perimeters as he gave chase on foot. While engaging in a foot pursuit ranging several city blocks, Officer Aledda managed to catch up to the subject. The subject violently resisted Officer Aledda, striking him many times. Officer Aledda managed to subdue the subject, and take him into custody. The suspect was found to be armed with a knife, and was found to be in possession of the currency he had just stolen. This suspect was responsible for three additional armed robberies in the North Miami area.

Officer Aledda has been diligent in his work, and has been consistently tenacious, in his efforts to combat crime, and apprehend criminals. He has been responsible for 51 arrests in a two month span. He brings credit upon himself and this agency. It is with great pleasure that I praise Officer Aledda for his actions, and request that this Letter of Commendation be placed in his permanent file, and that he is considered for the Officer of the Month Award.

Distribution:  
Employee's File (copy)  
Employee (original)

Recommended By: Sgt. T. Holmes I.D. 399 Date 9/27/2014  
Supervisor: \_\_\_\_\_  
Commander: \_\_\_\_\_  
Major: \_\_\_\_\_  
Assistant Chief: \_\_\_\_\_  
Chief of Police: \_\_\_\_\_



# COMMENDATION



## NORTH MIAMI POLICE DEPARTMENT

Employee: **Jonathon Aledda**

ID #: **06-422**

Date: **08/27/2012**

Classification: **Officer**

Assignment: **Patrol**

I would like to take this opportunity to recognize Officer Aledda for his hard work and dedication to the City of North Miami Police Department.

On August 17, 2013, Officer Aledda was on routine patrol. As he was driving through the business plaza, he was flagged down by the clerk at Crown Liquors at 12555 Biscayne Boulevard. He was told that four subjects stole several bottles of liquor and were attempting to flee in a black Pontiac. Officer Aledda spotted the vehicle in the parking lot and quickly blocked them in detaining four subjects until backup officers arrived. The vehicle was occupied by two females and two males. After further investigation via the video surveillance, it was determined that the two males were the ones responsible for the grand theft. Using his investigative skills, Officer Aledda also obtained, post Miranda, confessions of the incident. He also noticed that there was a strong smell of marijuana coming from the interior of subject's vehicle.

A K-9 search revealed one gram of marijuana in the rear passenger seat and ½ gram of methamphetamine in a passenger seat compartment. Officer Aledda also obtained admissions on the owner of the narcotics. One of the females was also arrested for driving with a suspended license.

Finally, a search of the vehicle resulted in the discovery of multiple clothing items (Child school uniforms from Family Dollar and Old Navy-with security tags on them). One of the subjects admitted to stealing them from unknown locations in Broward and/or Palm Beach Counties. All four subjects were arrested for possession of narcotics, grand theft or driving on a suspended license.

Officer Aledda's quick response to the incident and his thorough investigation resulted in the recovery of several stolen items and narcotics that resulted in four arrests.

I am proud to recognize Officer Aledda and I request that this Letter of Commendation be presented to him and become a permanent part of his personnel file. In addition, I recommend him for the Officer of the Month Award.

Distribution:  
Employee's File (copy)  
Employee (original)

Recommended By: Sgt. E. Reyes I.D. #324 Date 08/27/13  
Supervisor: \_\_\_\_\_  
Commander: \_\_\_\_\_  
Major: \_\_\_\_\_  
Assistant Chief: \_\_\_\_\_  
Chief of Police: \_\_\_\_\_



# COMMENDATION



## NORTH MIAMI POLICE DEPARTMENT

Employee: **Jonathon Aledda**

ID #: **06-422**

Date: **04/02/2014**

Classification: **Officer**

Assignment: **Patrol**

I would like to take this opportunity to recognize Officer Aledda for his hard work and dedication to the City of North Miami Police Department.

On March 30, 2014, Officer Aledda was working a DUI Saturation detail in the City. While patrolling, he approached a vehicle in traffic and conducted a records check on the temporary tag that was attached to it. It was a confirmed "Hit" as a stolen vehicle out of Miami-Dade County jurisdiction. As the vehicle pulled into the Checker's Restaurant drive thru, Officer Aledda strategically positioned his vehicle behind the stolen car preventing it from possibly fleeing. The driver immediately exited the car and began to slowly backpedal as Officer Aledda had the front passenger at gunpoint. The driver then fled on foot in a westbound direction. Officer Aledda gave chase and apprehended him a few blocks later. A Miami-Dade Officer, who was coincidentally driving by as this was occurring, detained the front passenger as Officer Aledda pursued the first subject.

A search of the vehicle resulted in the discovery of a loaded .40 caliber Glock Firearm, with an extended high capacity magazine, underneath the front passenger seat. It was easily accessible to the second subject. An additional records check revealed that the firearm was also stolen out of Palm Beach County several years ago. The first subject was arrested for grand theft auto, resisting arrest without violence and driving with a suspended license. The second subject was arrested for grand theft, carrying a concealed firearm and possession of a fire arm by a convicted felon.

Officer Aledda's quick response to the incident and abilities resulted in the apprehension of two criminals and the recovery of stolen property, including the stolen firearm that was taken off the streets.

I am proud to recognize Officer Aledda and I request that this Letter of Commendation be presented to him and become a permanent part of his personnel file. In addition, I recommend him for the Officer of the Month Award.

Distribution:  
Employee's File (copy)  
Employee (original)

Recommended By: **Sgt. E. Reyes I.D. #324 Date 04/02/2014**  
Supervisor: \_\_\_\_\_  
Commander: \_\_\_\_\_  
Major: \_\_\_\_\_  
Assistant Chief: \_\_\_\_\_  
Chief of Police: \_\_\_\_\_



# COMMENDATION

NORTH MIAMI POLICE DEPARTMENT



Employee: **Jonathan Aledda** ID #: **422**

Date: **09/27/2014**

Classification: **Officer** Assignment: **Patrol**

On August 25, 2014, a male subject entered Walgreens (12295 Biscayne BLVD ), and made contact with the store's Pharmacy Technician. The subject approached the counter, and in a threatening manner, boisterously spoke expletives while demanding Percocet and Oxycodone medications. The technician walked away in fear, and utilized the business' phone to broadcast, "Code 9" (distress code) over the intercom system. The subject noticed witnesses gathering, and he heard someone say, "Dial 911." At which time he walked out of the store in a brisk manner. The subject entered a 2010 black Acura, driven by another subject (getaway driver) , and fled Eastbound on NE 123 ST. Moments later, the two subjects made contact with a male victim at the bus stop, on the east side of Biscayne BLVD & NE 123 ST. Both subjects exited the vehicle brandishing firearms, later determined to be pellet guns, and held the victim at gun point. The subjects demanded the victim's wallet. Fearing for his life, he acquiesced to the subject's demand. The subjects subsequently fled the area in the mentioned vehicle.

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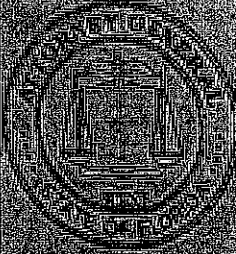
A "Be on the Lookout" message was issued via police radio. Approximately 45 minutes later, while diligently patrolling his assigned zone, Officer Aledda located the suspect in the area of NE 133 ST and NE 6<sup>th</sup> AVE.

Officer Aledda approached the suspect and ordered him to stop. The suspect took flight on foot, and a foot chase ensued. Officer Aledda capitalized on his knowledge of the geography, and his skill to set perimeters as he gave chase on foot. While engaging in a foot pursuit ranging several city blocks, Officer Aledda managed to catch up to the subject. The subject violently resisted Officer Aledda, striking him many times. Officer Aledda managed to subdue the subject, and take him into custody. The suspect was found to be armed with a knife, and was found to be in possession of the currency he had just stolen. This suspect was responsible for three additional armed robberies in the North Miami area.

Officer Aledda has been diligent in his work, and has been consistently tenacious, in his efforts to combat crime, and apprehend criminals. He has been responsible for 51 arrests in a two month span. He brings credit upon himself and this agency. It is with great pleasure that I praise Officer Aledda for his actions, and request that this Letter of Commendation be placed in his permanent file, and that he is considered for the Officer of the Month Award.

Distribution:  
Employee's File (copy)  
Employee (original)

Recommended By: Sgt. T. Holmes I.D. 399 Date 9/27/2014  
Supervisor: \_\_\_\_\_  
Commander: \_\_\_\_\_  
Major: \_\_\_\_\_  
Assistant Chief: \_\_\_\_\_  
Chief of Police: \_\_\_\_\_



**PAM BONDI**  
 GOVERNOR  
 STATE OF FLORIDA

**OFFICE OF THE ATTORNEY GENERAL**  
 Law Enforcement Relations  
 Victim Services and  
 Criminal Justice Programs

**Emerald Gatten, Director**  
 Legal Counsel  
 1000 Governor's Office  
 Room 901  
 Tallahassee, Florida 32304  
 Tel: 904.487.1100 Fax: 904.487.1101  
 www.flcourts.gov

April 14, 2015

Officer Jonathan Aledda  
 North Miami Police Department  
 710 Northeast 124 Street  
 North Miami, Florida 33161

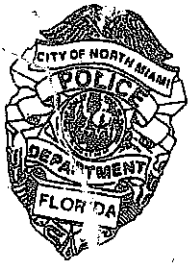
Dear Officer Aledda:

We are fortunate to have many outstanding law enforcement officers in this great State to assist victims during traumatic times. You are in a very special category of those who go above and beyond the call of duty to make a difference in the lives of the citizens you serve. The selection committee had the difficult task of selecting only a few of your colleagues to be recognized at the annual ceremony commemorating National Crime Victims' Rights Week. Although you were not selected as the winner, it is an honor for you to have been nominated for the 2014 Outstanding Law Enforcement Officer award. Those selected have been invited to participate in a special ceremony hosted by Attorney General Pam Bondi on April 22, 2015 at 10:00 a.m. in the Cabinet meeting room of the Capitol. We would like to extend an invitation for you to attend this ceremony.

Our theme this year is "Engaging Communities, Empowering Victims." You have been an excellent example of helping some victims move forward after tragedy. Your nomination shows you have distinguished yourself among your fellow employees and your community. Few things in life are as rewarding as being recognized by one's peers for a job well done.

Sincerely,

  
**Emerald Gatten**  
 Director



**NORTH MIAMI POLICE DEPARTMENT**  
 700 N.E. 124 STREET • NORTH MIAMI • FLORIDA 33161  
 (305) 891-0294



June 11, 2013

Mr. Lawrence E. Owen  
 2210 N.E. 124 Street  
 North Miami, FL 33161

Dear Mr. Owen:

Thank you for your thoughtful letter commending Officer Jonathon Aledda for his efforts and kindness in assisting you with what appeared to have been a burglary at your residence.

I am very proud of the dedicated and professional men and women that represent the North Miami Police Department, thus we are always pleased to hear when our officers have performed in an exemplary manner. A letter such as this one is a reassurance that our services are rendered in a professional manner and that we are fulfilling our commitment to "serve and protect" our community.

A copy of your letter will be forwarded to Officer Aledda and a copy will be placed in his personnel file.

Again, many thanks for taking the time to express your appreciation.

Sincerely,

FOR

Marc Elias, Jr.  
 Chief of Police

ME:ca

C: Officer J. Aledda

# NORTH MIAMI POLICE DEPARTMENT MEMORANDUM



To: Officer Jonathan Aledda

Date: November 21, 2014

From: Leonard Burgess  
Chief of Police

Subject: Officer of the Month

A handwritten signature in black ink, appearing to read "Leonard Burgess", with the initials "L.B." written below it.

Congratulations on being selected as the "Officer of the Month" for the month of October 2014. I join Sergeant Tory Holmes in recognizing your hard work and dedication to the North Miami Police Department. Keep up the good work!

You will be honored at the Chamber of Commerce quarterly luncheon to be held Wednesday, October 22, 2014. Please call Briana Belcher at extension 24116 to advise whether or not you will be able to attend and if you will be bringing a guest.

Your attendance at the luncheon is voluntary and, therefore, you will not be eligible for overtime.

**Distribution:** Assistant Chief L. Juriga  
Chief Executive Assistant G. Eugene  
Major R. Bage  
Major T. Shinn  
Major N. Cuevas  
Major A. Cardona  
Major F. Brea-Burden  
Commander P. Fishel  
Commander S. Croye  
Commander T. Belcher  
Commander A. Rivera  
Commander W. Sidd  
Commander D. Blanchard  
Police Administrator J. Manresa

Human Resource & Career Development  
Accreditation  
Administrative Section  
- Property  
- Records  
Field Operations Division  
- Communications  
- COPS  
- Traffic/Marine Patrol  
- Code Compliance Unit  
- Squad Room  
Investigative Section  
- General Investigations Unit  
- Crime Suppression Unit  
- Special Investigations Unit

# NORTH MIAMI POLICE DEPARTMENT MEMORANDUM



**To:** Officer Jonathan Aledda

**Date:** September 10, 2013

**From:** Marc Elias, Jr.  
Chief of Police

**Subject:** Officer of the Month

Congratulations on being selected as the "Officer of the Month" for August 2013. I join Sergeant Ernesto Reyes in recognizing your effort, determination and dedication to duty. Keep up the good work!

You will be honored at the Chamber of Commerce monthly luncheon to be held on Wednesday, September 25, 2013. Please call Karol Geimer at extension 24116 to advise whether or not you will be able to attend and if you will be bringing a guest.

Your attendance at the luncheon is voluntary and, therefore, you will not be eligible for overtime.

**Distribution:** Assistant Chief L. Juriga  
Assistant Chief L. Burgess  
Major R. Bage  
Major T. Shinn  
Major A. Cardona  
Major F. Brea-Burden  
Commander P. Fishel  
Commander S. Croye  
Commander P. Dominguez  
Commander T. Belcher  
Commander A. Rivera  
Police Administrator J. Manresa  
Exec. Assistant M. Nelson  
Sergeant E. Reyes

Human Resource & Career Development  
Accreditation  
Administrative Section  
- Property  
- Records  
Field Operations Division  
- Communications  
- Cops  
- Traffic/Marine Patrol  
- Code Compliance Unit  
- Squad Room  
Investigative Section  
- General Investigative Unit  
- Crime Suppression Team  
- Special Victims Unit

# NORTH MIAMI POLICE DEPARTMENT MEMORANDUM



To: Officer Jonathan Aledda

Date: November 21, 2014

From: Leonard Burgess  
Chief of Police

Subject: Officer of the Month

A handwritten signature in black ink, appearing to read "Leonard Burgess", with the initials "L.B." written below it.

Congratulations on being selected as the "Officer of the Month" for the month of October 2014. I join Sergeant Tory Holmes in recognizing your hard work and dedication to the North Miami Police Department. Keep up the good work!

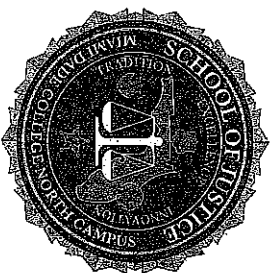
You will be honored at the Chamber of Commerce quarterly luncheon to be held Wednesday, October 22, 2014. Please call Briana Belcher at extension 24116 to advise whether or not you will be able to attend and if you will be bringing a guest.

Your attendance at the luncheon is voluntary and, therefore, you will not be eligible for overtime.

**Distribution:** Assistant Chief L. Juriga  
Chief Executive Assistant G. Eugene  
Major R. Bage  
Major T. Shinn  
Major N. Cuevas  
Major A. Cardona  
Major F. Brea-Burden  
Commander P. Fishel  
Commander S. Croye  
Commander T. Belcher  
Commander A. Rivera  
Commander W. Sidd  
Commander D. Blanchard  
Police Administrator J. Manresa

Human Resource & Career Development  
Accreditation  
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- COPS  
- Traffic/Marine Patrol  
- Code Compliance Unit  
- Squad Room  
Investigative Section  
- General Investigations Unit  
- Crime Suppression Unit  
- Special Investigations Unit

# Miami Dade College North Campus



## School of Justice

On recommendation of its faculty and by virtue of the authority vested in it by the Board of Trustees of the College, this certificate is awarded to

*Jonathan M. Alceda*

In evidence of satisfactory completion of a course of instruction in  
**Mandatory Retaining — 40Hours**

given in the County of Miami-Dade, in the State of Florida, on the 13th day of May 20 16

*Maclou Harrison*

Maclou Harrison  
President, Miami Dade College North Campus



Miami Dade  
College  
North Campus

*Raimundo J. Socorro, PhD*

Dr. Raimundo J. Socorro  
Director, School of Justice



## Miami Dade College Mandatory Training Schedule May 9-13, 2016

	Monday 9th	Tuesday 10th	Wednesday 11th	Thursday 12th	Friday 13th
8:00 a.m. - 10:00 a.m.	Discriminatory Profiling	Writing Refresher	Vehicle Ops. Refresher	Public Speaking for Law Enforcement Professionals	Use of Force Creating a Survival Mindset
10:00 a.m. - 12: p.m.	Juvenile Sex Offenders	←	Please report to the Driving Range for this session Robert Lynch, SOJ	←	←
12:00 p.m. - 1:00 p.m.	<b>L U N C H</b>				
1:00 p.m. - 5:00 p.m.	Domestic Violence Chief George Paulos SOJ Instructor	←	Procedural Justice & Legitimacy Margo D. Wright, SOJ	←	Comm. Richard Genry City of Miami P.D.

WYVILLOU DE  
PUBLIC SAFETY TRAINING INSTITUTE

On recommendation of its faculty and by vote of the Board of Trustees of the Institute, the Institute Board of Trustees of the State of Michigan has awarded

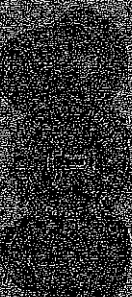
JONATHAN A. TORRES

this certificate as evidence of the satisfactory completion of the course

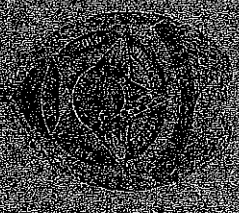
Special Investigation Training Program

at the Michigan State Training Institute, State of Michigan

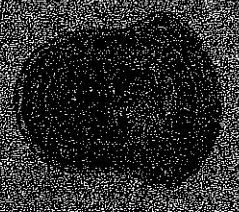
DATE: 11/11/11



INSTITUTE DIRECTOR  
WYVILLOU DE  
PUBLIC SAFETY TRAINING INSTITUTE



**MIAMI-DADE POLICE DEPARTMENT  
TACTICAL OPERATIONS SECTION  
SPECIAL RESPONSE TEAM**



HEREBY AWARDS, WITH GREAT DISTINCTION,  
THIS  
CERTIFICATE OF COMPLETION

**JONATHAN ALFONSO**

FOR COMPLETING THE

**SRT BASIC COURSE NO. 3**

**THIS SIXTH DAY OF NOVEMBER 2015**

Joel Bello, Lieutenant  
SRT Commander

Arling Loynaz, Major  
Special Patrol Bureau

Alexander Castellanos, Acting Captain  
Tactical Operations Section



RICK SCOTT  
GOVERNOR



GERALD M. BAILEY,  
COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

STATE OF FLORIDA

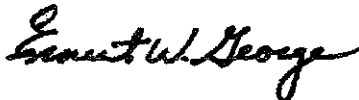
# THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

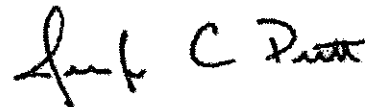
**Jonathon M Aledda**

**ADVANCED TRAINING CERTIFICATE**  
**Speed Measurement**  
**40 HOURS**

For having fulfilled the requirements for training  
as prescribed in Chapter 943  
of Florida Statutes



ERNEST W. GEORGE, CHAIRMAN  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING COMMISSION



JENNIFER C. PRITT, PROGRAM DIRECTOR  
CRIMINAL JUSTICE  
PROFESSIONALISM PROGRAM

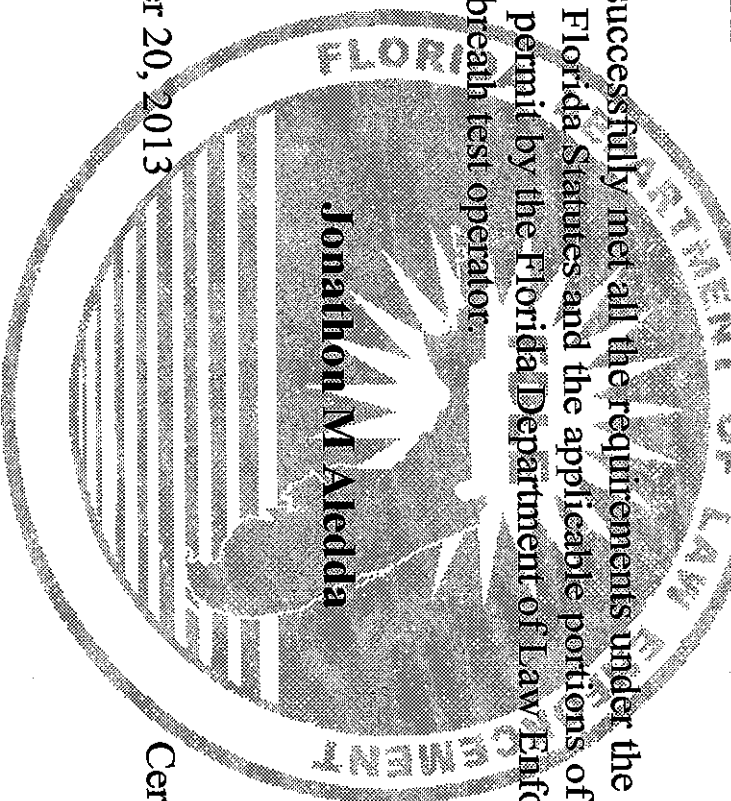
June 24, 2013

20-2013-1158-2

**STATE OF FLORIDA  
DEPARTMENT OF LAW ENFORCEMENT**

**ALCOHOL TESTING PROGRAM**


The person below having successfully met all the requirements under the applicable provisions of Chapter 316, 322 and 327, Florida Statutes and the applicable portions of the Florida Administrative Code, is hereby issued this permit by the Florida Department of Law Enforcement to conduct breath alcohol testing as a breath test operator.



**Jonathon M Aledda**

Certificate Date: September 20, 2013

Certificate Number: 311159

  
\_\_\_\_\_  
Program Administrator  
or Designee

# INSTITUTE OF PUBLIC SAFETY

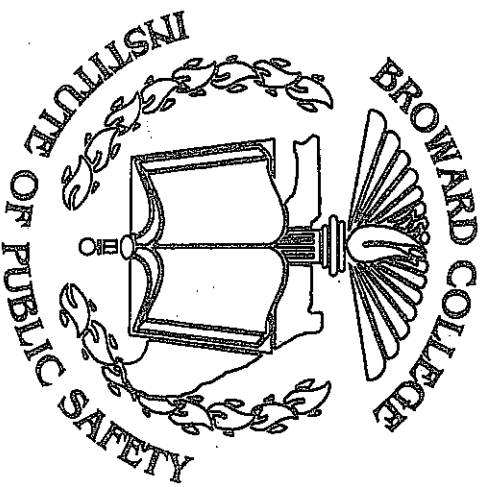
BROWARD COLLEGE

## CERTIFICATE OF ACHIEVEMENT

*Jonathon M. Alceda*

has successfully completed

Breath Test Operator - 851  
September 16 - 17, 2013  
16 Hours



Given this 17<sup>th</sup> day of September, 2013

*Michael A. ...*

Director



# Miami Police Training Center

Miami, Florida

## Certificate of Achievement

AWARDED TO

Johnathan Aledda

FOR SUCCESSFUL COMPLETION OF A 40 HOUR COURSE IN

Speed Measurement

THIS 28 DAY OF June, 2013

Juli Lamelas  
TRAINING OFFICER

TRAINING DIRECTOR

# Tallahassee Community College

Florida Public Safety Institute

Certifies That

## Jonathan Alceda

has satisfactorily completed a specialized Course in  
Standardized Field Sobriety Testing (24 hours)

from 4/17/2013 through 4/19/2013

Course completed this 19<sup>th</sup> day of April 2013

*James T. Mansford*



*E. E. Ramsey*



RICK SCOTT  
GOVERNOR



GERALD M. BAILEY,  
COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

STATE OF FLORIDA

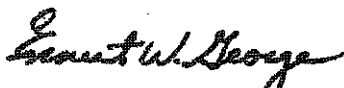
# THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

**Jonathon M Aledda**

**BASIC RECRUIT CERTIFICATE  
CERTIFICATE OF COMPLIANCE  
LAW ENFORCEMENT OFFICERS  
844 HOURS**

For having fulfilled the requirements for training  
as prescribed in Chapter 943  
of Florida Statutes



ERNEST W. GEORGE, CHAIRMAN  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING COMMISSION



JENNIFER C. PRITT, PROGRAM DIRECTOR  
CRIMINAL JUSTICE  
PROFESSIONALISM PROGRAM

June 7, 2012

303684

**NORTH MIAMI POLICE DEPARTMENT MEMORANDUM**



**To:** Officer Alens Bernadeau  
Uniform Patrol Section

**Date:** June 20<sup>th</sup>, 2014

**From:** Sergeant Rafael Estrugo  
Internal Affairs

**Subject:** Internal Affairs Case: 13-05  
Disposition Panel Findings

Complainant: Odilon Celestin

**SOP 300.16.** Officers are confronted with situations where control must be exercised to affect an arrest or ensure public safety. The degree of control used depends on what the officer perceives as reasonable and necessary under the circumstances. Control may be achieved through presence, dialogue, verbal direction, physical force, intermediate weapons, incapacitation, and deadly force. An officer may use that force which he or she reasonably believes necessary to defend himself or herself or others from bodily harm, or affect lawful objectives. A written report will be generated anytime an officer utilizes physical force where injury or complaint of injury occurs to either the officer or suspect, when an officer utilized an intermediate weapon e.g., ASP, OC Spray, or Taser, or when an officer uses deadly force.

Final Disposition: NOT SUSTAINED

Please contact me if you have any questions or concerns regarding this matter.

cc: File

# NORTH MIAMI POLICE DEPARTMENT MEMORANDUM



To: Sergeant Rafael Estrugo  
Internal Affairs

Date: May 18<sup>th</sup>, 2014

From: Major Neal Cuevas *NC*  
Administrative Section

Subject: Disposition Panel  
IA 2013-05

Disposition Panel comprised of the members listed below convened for the purpose of reviewing the facts surrounding the above listed case. The following represents the findings of the panel.

## Summary of Allegation

On October 30<sup>th</sup>, 2013, Mr. Odilon Celestin made allegations of police misconduct against Officer Jonathon Aledda. Mr. Odilon Celestin said he was pushed against a wall twice, before and after being handcuffed, causing injury to his right elbow. This incident occurred October 19, 2013 after North Miami Police Officers responded to an armed robbery in progress with the subject still on the scene. The subject was identified as Mr. Odilon Celestin by officers. After Mr. Celestin was taken into custody and transported to the police station, it was determined by officers that Mr. Celestin was the owner of the business (13695 W. Dixie Hwy) that the officers responded to and that Mr. Celestin was the victim of the incident. Mr. Celestin was immediately released from custody and transported back to his place of business by Sergeant James Mesidor.

## Disposition

- **SOP 300.16.** Officers are confronted with situations where control must be exercised to affect an arrest or ensure public safety. The degree of control used depends on what the officer perceives as reasonable and necessary under the circumstances. Control may be achieved through presence, dialogue, verbal direction, physical force, intermediate weapons, incapacitation, and deadly force. An officer may use that force which he or she reasonably believes necessary to defend him or herself or others from bodily harm, or affect lawful objectives. A written report will be generated anytime an officer utilizes physical force where injury or complaint of injury occurs to either the officer or suspect, when an officer utilized an intermediate weapon e.g., ASP, OC Spray, or Taser, or when an officer uses deadly force.

Due to the nature of the incident, weapon(s) involved, subject still on scene, description given over the police radio matching that of the subject on scene, the actions and demeanor of the subject (Mr. Odilon Celestin) while given verbal commands, the safety of the officers and others, it appeared Officer Aledda used the amount of force he reasonably believed necessary to control the subject without injury or harm to himself or others in order to affect the lawful objectives. The investigation revealed that Officer Alens Bernadeau was not the officer in question involved in the allegation of misconduct.

The following determination was based on preponderance of evidence.

In regard to the aforementioned allegation against **Officer Jonathon Aledda**, such allegation has been deemed: **EXONERATED.**

In regard to the aforementioned allegation against **Officer Alens Bernadeau**, such allegation has been deemed: **NOT SUSTAINED**

#### **Other Findings**

None

#### **Policy or Procedure changes or implementation needed**

None

**Disposition Panel Members**

**Major Neal Cuevas**

Administrative Section

Disposition Panel Chairperson

X *Neal Cuevas*

**Commander Timothy Belcher**

Uniform Patrol Section – Day Shift

Disposition Panel Member

X *Timothy Belcher*

**Sergeant Emile Hollant**

Uniform Patrol Section – Midnight Shift

Disposition Panel Member

X *Emile Hollant*

*12/9*

**NORTH MIAMI**

**POLICE**

**DEPARTMENT**

## **OFFICE OF PROFESSIONAL COMPLIANCE**

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### **North Miami Police Department Internal Affairs Case 2013-05**

#### **Internal Affairs Investigative Report**

On October 30<sup>th</sup>, 2013, Odilon Celestin responded to the Office of Professional Compliance regarding an allegation of misconduct against a North Miami Police Department police officer. He briefly stated that he was pushed against the wall twice, before and after being handcuffed, by the police officer. He stated that he sustained a scratch on his right elbow and left shoulder area. He also stated that the police officer was rude to him. Odilon Celestin stated that the police officer's name was "Officer Aledda." I authored the Allegation of Misconduct Form. Odilon Celestin signed the form. Odilon Celestin then agreed to respond to the North Miami Police Department's Office of Professional Compliance, on a later scheduled date and time, to provide a formal sworn taped statement.

On October 30<sup>th</sup>, 2013, Crime Scene Technician Ineirys Zapata was requested to respond to the Office of Professional Compliance. Crime Scene Photographs were taken of Odilon Celestin's injuries. The photographs were submitted to the Office of Professional Compliance as evidence. **\*All of the aforementioned items are available for review within the file.**

On November 8<sup>th</sup>, 2013, I was authorized by Chief of Police Marc Elias, Jr. to conduct an Internal Affairs Investigation into the aforementioned matter regarding Officer Jonathon Aledda. **\*All of the aforementioned items are available for review within the file.**

On November 25<sup>th</sup>, 2013, the Detail Call for Service Report was reviewed. The police officers who responded to the scene were identified as Officers Jean Pierre Calderon, Monique Bony-Sharry, Jonathon Aledda, Alens

Bernadeau, Brian Becker, Christopher Crespo, Otoniel Fernandez, as well as, Sergeants Walter Sidd and James Mesidor. All officers and sergeants will be interviewed during this Internal Affairs Investigation.

**On November 25<sup>th</sup>, 2013**, I reviewed the Municipal Frequency recording in reference to this investigation. On October 19<sup>th</sup>, 2013, at 3:40 PM, police units were dispatched to a bakery, located at 13695 West Dixie Highway, in reference to a "Signal 14" (Conduct Investigation). "The Complainant is advising of two (2) males that came into the business, they won't say anything to him, and he has no idea why they are there." Unit #211 (Aledda) was dispatched as the Primary Unit and Unit #267 (Bony-Sharry) was dispatched as the Back-Up Unit. On the same date, at 3:42 PM, a Signal "3-29" (Armed Robbery in Progress - With Injuries) was received at Northeast 139<sup>th</sup> Street and West Dixie Highway (approximately two blocks from the previous call). "...with a gun, cell phone taken, subject is a black male on scene..." Due to the possibility of both calls being related in nature, Unit #211 (Aledda) was redirected to respond as the Primary Unit and Unit #267 (Bony-Sharry) was redirected to respond as the Back-Up Unit. As the aforementioned units were enroute to the location, Unit #212 (Bernadeau) stated that he was "Arrival in the area." The Municipal Frequency Dispatcher then advised that the correct location was 13695 West Dixie Highway, the same location of the previous call. Unit #193 (Becker) stated that he was "Arrival on the scene." Unit #214 (Calderon) stated he was "Arrival." Units requested the description of the Armed Robbery Subject. The Municipal Frequency Dispatcher stated, "It's going to be a black male in the parking lot, wearing a blue shirt and black pants." Unit #110 (Sidd) stated he was enroute. Unit #142 (Crespo) stated he was enroute. Unit #211 (Aledda) then stated he was "Arrival." Unit #267 (Bony-Sharry) then stated she was "Arrival." At 3:48 PM, Unit #142 (Crespo) stated that the Armed Robbery Subject was "In-Custody." **\*All of the aforementioned items are available for review within the file.**

**On November 27<sup>th</sup>, 2013**, I reviewed the documents in reference to the allegation of misconduct, including the Arrest Forms (2), Offense Report and Property Receipt. **\*All of the aforementioned items are available for review within the file.**

**On November 27<sup>th</sup>, 2013**, Odilon Celestin responded to the Office of Professional Compliance regarding the aforementioned allegation of misconduct, against Officer Jonathon Aledda, to provide a formal sworn taped statement. Although the interview was conducted in English, Staff Coordinator & Reserve Major Gary Eugene was present to assist in translating. I interviewed Odilon Celestin as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that, on October 19<sup>th</sup>, 2013, between 3:00 PM and 3:30 PM, he was driving by 13695 West Dixie Highway, O' King Grill Restaurant, when he saw two white male subjects inside of his business. He was approximately one (1) block away. He stated that he noticed that the door was open, the locks were changed and the lights and television were turned on. He stated that he is the owner of the aforementioned business. He stated that he called 911 on his cellular phone. He then approached the subjects and stated, "What are you doing in my place?" One of the subjects replied, "No, I own it." Odilon Celestin stated that he replied, "You own it? Do you have papers for it?" Odilon Celestin stated that, without the subject asking him any questions, the subject slapped him. Odilon Celestin stated that he ran away towards his vehicle. He then stated that the subject had actually punched him, not slapped him, in the face with a closed fist. He stated that as he ran away, the subject followed him with a drill in his hand. The subject then struck Odilon Celestin with the drill on his back. He stated that he continued running towards his vehicle, he opened the door, and grabbed his gun. He stated that, as he was in the process of closing the vehicle's door, the other subject grabbed him. Odilon Celestin stated that he punched him with the gun to defend himself. When asked, Odilon Celestin stated that the subject saw the gun in his hand. Odilon Celestin stated that he stayed outside by his vehicle waiting for the police, while the two subjects waited by the door. Odilon Celestin stated that he placed the gun inside of his vehicle when he saw the police driving by. He stated that a lot of police officers responded. He described the first police officer as a white male, in uniform, driving a marked police vehicle. He stated that the police officer ordered him to get on the ground. When asked if he complied with the police officer's orders, he replied, "Yes." He stated that he placed his own hands behind his back, but that he didn't go all the way to the ground. He stated that he saw the two white male subjects standing and laughing at him. He stated that the police officer continued to order him to the ground and believes he was already handcuffed at this point.

Odilon Celestin stated that a police officer, described as a black female, approached him with the aforementioned police officer. The aforementioned police officer began to push him. Odilon Celestin asked the police officer, "Why do you do that? Why don't you ask me any questions?" He stated that the police officer then pushed him against a wall of the business with force, at which point, he began to scream. The police officer then searched him. When asked if he tried to explain to the police officers that the two (2) white male subjects had broken into his business, he stated that he didn't have a chance to explain anything to the police officers. He stated that, as the police officer attempted to place him in the backseat of the police vehicle, he attempted to explain the situation to him. He stated that the aforementioned police officer had help placing him in the backseat of the police vehicle by another police officer. He stated that the two (2) white male subjects were just standing outside of the business talking to the police officers while all of this was occurring. He stated that the police vehicle's windows were closed, so he could not hear the conversation between the police officers and the two (2) white male subjects. He stated that the police officers did not handcuff the other subjects. He stated that he sat in the backseat of the police vehicle for approximately an hour. He stated that he explained to the officer, once in the backseat of the police vehicle, that the officer spelled his name wrong, but he stated that the police officer didn't care about him. Odilon Celestin stated that the other police officer, described as a black female, just stood around making sure that everything was okay. When asked, Odilon Celestin stated that if he saw the two (2) aforementioned police officers, he would be able to identify them. When asked, Odilon Celestin stated that the subjects called the police also. He stated that he had seen one of the subjects on the phone before the police arrived. He stated that the police officers had asked him where his gun was located. He told the aforementioned police officer that the gun was inside of his vehicle. He stated that the police officer asked him about the location of the gun before he handcuffed him. Odilon Celestin stated that he has a concealed weapons permit for the gun. He described the gun to me during the interview as a black in color 9MM semi-automatic gun. He stated that the gun was loaded, with a chambered round, during the incident. He stated that the officers located the gun inside his vehicle and began to check it. He stated that another police officer found papers inside of his vehicle that proved he was the owner of the business. He stated that the police officer

found a North Miami Police Case Information Card from a previous incident, which was mailed to Odilon Celestin at the business. Odilon Celestin stated that the aforementioned police officer drove him to the police station. He stated that a police supervisor, described as a black male, opened the vehicle's back door and spoke to him. He stated that he complained to the supervisor. He asked the police supervisor to contact his attorney, partner, or girlfriend to explain the situation to them. He stated that the police officer removed the handcuffs and placed him inside of a holding cell. He stated that the officer asked him for his name and proof that he owned the business. He stated that he could not provide the proof because the proof was inside his vehicle, which was parked at his business. He stated that the police supervisor contacted his attorney via phone. He stated that the police supervisor verified, with his attorney, that he was the owner of the business. He stated that everything was returned back to him (phone, wallet, and gun). He stated that he then saw one of the white male subjects arrive at the Holding Cell in handcuffs. He stated that he knew the other subject had been transported to the hospital. He stated that the police supervisor drove him back to his business to contact a locksmith. He stated that he did not tell the police supervisor about his injuries because he didn't know that he was injured at the time. He stated that he arrived home at approximately 6:00 PM that evening. He stated that he took a shower but didn't see any injuries on his body. He stated that he was not in pain. He stated that, the next day, he was in pain. When asked if he felt that the force used by the police officer in question was excessive, he stated that the police officer treated him like an animal. I then referred Odilon Celestin to the Crime Scene Photographs of his injuries. He stated that he received his injuries when the aforementioned police officer pushed him, back first, against the wall and then turned him over. When asked, he stated that he did not feel any pain at that time. He was then requested to review photographs of North Miami Police Department police officers in an attempt to identify police officers at the scene and the police officer whom he was alleging misconduct against. He identified Photo13 as the police supervisor (Sergeant James Mesidor). He identified Photo6 as the police officer who searched his vehicle (Officer Otoniel Fernandez). He identified Photo1 as the police officer who allegedly used excessive force against him (Officer Alens Bernadeau). He did not recognize Photo20 (Officer Jonathan Aledda), who he advised that his allegation of misconduct was originally against. He was asked to review all of the photographs

numerous times. When asked, Odilon Celestin insisted that his injuries were not sustained by the two (2) white male subjects during the attack. When asked, he stated that Staff Coordinator Gary Eugene was helpful to him and met his expectations translating. Odilon Celestin is the President of C&M Sweet Bakery, located at 13804 NW 7<sup>th</sup> Avenue, and O'King Grill, located at 13695 West Dixie Highway, in North Miami. Odilon Celestin is the sole Complainant to this Internal Affairs Investigation. **\*All of the aforementioned items are available for review within the file.**

**On November 27<sup>th</sup>, 2013**, this Internal Affairs Investigation will be tolled until it is determined, during the course of this investigation, that no violation of Florida State Statute occurred and it is agreed upon, by the State Attorney's Office and the Office of Professional Compliance, that the allegations against Officer Jonathon Aledda and/or Officer Alens Bernadeau will be handled administratively by the North Miami Police Department.

**On December 2<sup>nd</sup>, 2013**, I interviewed Officer Christopher Crespo as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that on October 19<sup>th</sup>, 2013, he responded to 13695 West Dixie Highway as a back-up unit. He stated that he did not recall if an arrest was made. He stated that the police units on the scene had a potential subject in custody. He described the subject as a black male. He stated that he did not remember the subject's name or the subject's actions on the scene. He stated that the subject may have been armed at the time, but he stated that he did not see the firearm because he arrived after the fact. He stated that he was told by other police officers on the scene that he was a potential subject and that he was armed. He stated that his definition of being in custody was a detention and does not remember if the subject was handcuffed. He stated that the subject was placed in the backseat of a marked police vehicle. He stated that he was made aware, by other police officers on the scene, that two (2) white male subjects were working on the business and the black male subject claimed to be the owner of the business. An altercation ensued. He stated that he did not notice any injuries on either party on the scene. He then remembered that he saw one of the white male subjects with an injury on his mouth and Miami-Dade Fire Rescue responded to treat his injuries. He stated that he did not transport anyone. When asked, he stated that he did not observe Officer Jonathon Aledda or Officer Alens Bernadeau use any

force nor take anyone into custody. He stated that it was later revealed to him by another police officer that the black male subject was indeed the owner of the business. He remained on the scene until the business was secured. Officer Christopher Crespo is assigned to the Uniform Patrol Section's Day Shift. He has one (1) year of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

**On December 2<sup>nd</sup>, 2013**, I interviewed Officer Brian Becker as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that on October 19<sup>th</sup>, 2013, he responded to 13695 West Dixie Highway as a back-up unit. He stated that Officer Jonathon Aleda was assigned to handle the call. He stated his role was to gather information and collect facts. He stated that he conducted a clearance check on a firearm at the scene. He stated that the black male subject told the police officers where the firearm was. He stated that he retrieved it from the vehicle. He stated that other police officers on the scene had detained the black male subject because he was described as the suspect of an Armed Robbery. He stated that the subject was already handcuffed when he arrived on the scene. He stated that he was sitting in the backseat of a police vehicle. He stated that he observed other police officers on the scene interviewing two (2) white male subjects. He stated that those subjects were not handcuffed when he cleared the scene. He stated that he was on the scene for thirty (30) to forty-five (45) before the<sup>d</sup> left the scene. He stated that he saw one of the white male subjects with a bloody lip. He stated that Miami-Dade Fire Rescue was treating the subject. When asked, he stated that he did not witness any police officer use force on the scene. Officer Brian Becker is assigned to the Uniform Patrol Section's Day Shift. He has seven (7) years of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

**On December 4<sup>th</sup>, 2013**, I interviewed Sergeant Walter Sidd as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that on October 19<sup>th</sup>, 2013, he responded to 13695 West Dixie Highway as a back-up unit. He stated that he arrived on the scene after the fact. He stated that he responded to ascertain whether the police officers needed assistance. He repeatedly left and came back. He

stated that it took a while to figure out what was going on. He stated that he observed a black male subject in handcuffs sitting in the backseat of a police vehicle. He stated that another subject was treated by Miami-Dade Fire Rescue for a mouth injury. He stated that there was discussion amongst police officers regarding the ownership of the property. He stated that the other two (2) subjects had stated that they were the property managers. The black male subject had stated that he was the owner. He stated that the white male subject was transported to the hospital from the scene. The other two subjects were transported to the North Miami Police Department. When asked, he stated that he did not observe any police officer use force. He stated that Sergeant James Mesidor took over the supervisory responsibilities on the scene. Sergeant Walter Sidd is assigned to the Uniform Patrol Section's Day Shift. He has twenty-eight (28) years of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

**On December 6<sup>th</sup>, 2013**, I interviewed Officer Jean Pierre Calderon as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that on October 19<sup>th</sup>, 2013, he responded to 13695 West Dixie Highway as a back-up unit. He stated that Officer Jonathon Aledda was assigned to handle the call. He stated that he remembered that two (2) white male subjects had been arrested. He stated that the victim was a black male. He stated that the black male subject was handcuffed first and was the only subject handcuffed. He stated that he placed the handcuffs on the black male subject. He stated that as soon as he arrived on the scene, he observed Officer Jonathan Aledda, Officer Brian Becker and another police officer (does not recall) on the scene. He stated that those three (3) police officers were attempting to apprehend the black male subject. He stated that he observed the black male subject resisting arrest. He stated that the police officers were attempting to handcuff him, but the black male subject was resisting and tensing his body. He stated that the police officers grabbed him and redirected him against the wall. He stated that, once those police officers were able to place the black male subject's hands behind his back, he handcuffed him. Before he was handcuffed, he stated that Officer Jonathan Aledda had given him orders to get on the ground because he was possibly armed. He stated that the black male subject refused to comply with those orders and became belligerent. He stated that the black male

subject had an empty holster on his waistband. He stated that he noticed a white male subject bleeding from his lip. The white male subject told police officers on the scene that the black male subject struck him on his mouth with the gun. He stated that the black male subject was escorted to a police vehicle by another police officer and placed in the backseat. He stated that he is not aware of the black male subject having any injuries. He stated that he was eventually told by another police officer, unknown whom, to detain and transport one of the white male subjects to the North Miami Police Department. He stated that, when he arrived at the station, he noticed that the black male subject was inside one of the Holding Cells. He stated that the black male subject was not handcuffed at the time. He stated that he remained at the Holding Cell Facility, assisting, for approximately thirty (30) to forty (40) minutes. He stated that he witnessed the black male subject as he was released and given all of his property back. He stated that he observed Sergeant James Mesidor explain to the black male subject the reason why he was placed into custody. He stated that the black male subject acknowledged that he understood the situation. It was explained that it was because of the subject's actions, coupled with the information available at the time, that he was restrained. He stated that Sergeant James Mesidor verified the subject's ownership of the business via telephone. He stated that he did not observe any police officer use any excessive force. When asked, he stated that he didn't even remember Officer Alens Bernadeau touch the black male subject during the incident. Officer Jean Pierre Calderon is assigned to the Uniform Patrol Section's Afternoon Shift. He has six (6) months of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

**On December 12<sup>th</sup>, 2013**, I interviewed Officer Monique Bony-Sharry as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, she stated that on October 19<sup>th</sup>, 2013, she responded to 13695 West Dixie Highway as a back-up unit. She stated that she remembers Officers Jonathon Aledda, Brian Becker and Jean-Pierre Calderon at the scene. He stated that a white male subject on the scene was transported to the hospital due to an injury sustained by a black male subject who shoved a gun into the subject's mouth. She stated that the white male subject had his teeth knocked out of his mouth. She stated that, while on the scene, it was unclear who the owner of the business was;

therefore, all of the individuals at the scene were considered suspects until ownership was verified. She stated that when she arrived at the scene, there were three (3) police officers with the subject while she went by the subject's vehicle to look for a gun. She does not remember who handcuffed the black male subject, or who placed the subject in the backseat of the police vehicle. She stated that she does not recall Officers Jonathon Aledda or Alens Bernadeau handcuff or transport anyone on the scene. When asked about the black male subject's demeanor on the scene, she stated, "He was very hostile. He was aggressive and eventually he calmed down. But, I know the entire time in the backseat of the patrol car he was yelling, he was upset. He was not explaining. He wasn't making clear of what happened of the situation initially. So eventually, sitting in the back of the car, he calmed down." Officer Monique Bony-Sharry is assigned to the Uniform Patrol Section's Afternoon Shift. She has seven (7) months of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

**On February 26<sup>th</sup>, 2014**, I interviewed Officer Otoniel Fernandez as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that on October 19<sup>th</sup>, 2013, he responded to 13695 West Dixie Highway as a back-up unit. He stated that he remembers Officer Jonathon Aledda and maybe Officers Brian Becker and Alens Bernadeau at the scene. He stated that he remembers an altercation between subjects on the scene regarding the ownership of the restaurant. He stated that he assisted other police officers in attempting to verify ownership of the restaurant but was unsuccessful. He stated that he left the scene shortly thereafter. He did not recall any other information. Officer Otoniel Fernandez is assigned to the Uniform Patrol Section's K-9 Unit on the Afternoon Shift. He has fourteen (7) years of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

**On March 5<sup>th</sup>, 2014**, I interviewed Sergeant James Mesidor as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that on October 19<sup>th</sup>, 2013, he became involved as the on-duty supervisor, after the fact. He was briefed by Sergeant Walter Sidd on the facts of the incident. He stated that the black male subject, which he described as "hyper" was brought to the Holding Cell Facility. He stated

that he verified the subject's ownership of the business by contacting the subject's closing attorney for the property. He stated that the subject had initially been handcuffed and asked to sit inside of the Holding Cell. He stated that the door to the Holding Cell was unlocked and he was immediately removed from the Holding Cell. The handcuffs were removed. He stated that the police officers had responded to the scene originally in reference to an Armed Robbery with a gun. He stated that he later learned that the black male subject produced his firearm as a response to the other subject producing a pocket knife. He stated that the black male subject used the firearm as an impact weapon, striking the other white male subject in the face. He stated that he does not remember the black male subject having any injuries, nor did he complain that he was in any pain. He stated that he personally transported the black male subject back to the scene. He stated that he explained why the police officers took the actions they did on the scene. He stated that the subject was very thankful and appreciative for the police doing their job. He stated that he did not make any allegations of misconduct. Sergeant James Mesidor is assigned to the Uniform Patrol Section's Afternoon Shift. He has twenty (20) years of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

On March 5<sup>th</sup>, 2013, I contacted Assistant State Attorney Johnette Hardiman, Public Corruption Prosecution Unit, regarding this Internal Affairs Investigation. Assistant State Attorney Johnette Hardiman and I discussed the allegations of police misconduct and the information revealed as part of my Internal Affairs Investigation. Based on the aforementioned information, it was agreed upon that no violation of Florida State Statute occurred. Therefore, it was mutually agreed upon to continue to handle this case administratively, not criminally, unless other facts or evidence were presented during the course of this Internal Affairs Investigation.

On March 13<sup>th</sup>, 2014, I interviewed Bernard Broussard as a Witness of this Internal Affairs Investigation. The interview was taped. During the interview, he stated that on October 19<sup>th</sup>, 2013, he had written a business plan for Odilon Celestin in relationship to a property he was purchasing at Northeast 138<sup>th</sup> Street and West Dixie Highway. He responded and immediately noticed Odilon Celestin talking to two (2) white male subjects.

He stated that it seemed as if they were all having a regular conversation, until he saw one of the white male subjects punching Odilon Celestin. He then saw Odilon Celestin run around the property into the parking lot. The older white male subject was chasing Odilon Celestin. He stated that he put his arms between the white male subject and Odilon Celestin and asked, "What's going on?" They continued to argue with each other. He stated that Odilon Celestin then went to his vehicle and retrieved his firearm. Then they continued to argue, at which point, Odilon Celestin punched the white male subject in the mouth with the butt of the firearm. The white male subject then pulled out his cellular phone and called the police. He then suggested that Odilon Celestin should also call the police so he could explain his side of the story. He also suggested to Odilon Celestin to place his firearm in his vehicle. All waited for the police to arrive. He stated that the first (1<sup>st</sup>) police officer arrived on the scene, described as a young Hispanic male, in his twenties (20's), with short hair. The police officer asked the white male subject, who had been struck in the mouth, "Who has the weapon?" The white male subject pointed at Odilon Celestin. The police officer then asked him if he had a weapon. He told the police officer that Odilon Celestin placed the weapon inside his vehicle. The police officer ordered Odilon Celestin to get on his knees and then get on the ground. He stated that, as Odilon Celestin was doing as told, he told the police officers that he didn't have the weapon. He stated that the police officers kept their focus on Odilon Celestin. He stated that he noticed Odilon Celestin and the police officer exchanging words, at which point, he suggested to Odilon Celestin that he better just get on the ground. He observed Odilon Celestin getting on the ground, but then he got back up. That's when he observed the other police officers grab him and push him against the wall. He was then handcuffed. He was then asked by another police officer to move over, so he does not know the dynamics thereafter. When asked if the police officers used excessive force against Odilon Celestin, he stated, "I think so. Well, he didn't have the weapon and I was talking to the officer. The officer insisted that he needed to get on the ground and spread out." He stated that he did not see the police officers punch, kick or use any weapons against Odilon Celestin. He stated that he saw the police officers forcibly push Odilon Celestin against the wall. He did not observe the police officers being rude to Odilon Celestin, but he did say that they were "aggressive." He did not hear the police officers use any foul language. He stated that they used force to keep Odilon Celestin

under control. He was then requested to review photographs of North Miami Police Department police officers in an attempt to identify police officers at the scene and the police officers whom he was alleging used excessive force. He stated that he did not recognize any of the police officers. He stated that he saw Odilon Celestin in court regarding the arrest. He stated that Odilon Celestin did not complain of any pain or having any injuries after the incident. **\*All of the aforementioned items are available for review within the file.**

**On March 13<sup>th</sup>, 2014**, I obtained satellite photographs of 13695 West Dixie Highway, O'King Grill. The satellite photographs were obtained utilizing Google Maps. **\*All of the aforementioned items are available for review within the file.**

**On April 14<sup>th</sup>, 2014**, I interviewed Officer Alens Bernadeau as a Subject of this Internal Affairs Investigation. The interview was taped. During the interview, post Garrity Rights, he stated that on October 19<sup>th</sup>, 2013, he first responded to 139<sup>th</sup> Street and West Dixie Highway as a back-up unit to a Robbery In-Progress. He stated that once at the location, he was advised of a different location. He then responded to 13695 West Dixie Highway. When he arrived, he noticed a black male already, handcuffed, in custody. He stated that he was lying on the ground. There were four (4) or five (5) police officers already on the scene. He remembered Officers Jonathon Aledda, Monique Bony, Jean Pierre Calderon, and Brian Becker. He also noticed two (2) white males. One of the white male subjects had blood by his mouth. He stated that he then noticed a police officer place the black male subject inside of a police vehicle. He cannot remember who the officer was or who the vehicle belonged to. He stated that he was only at the scene for approximately fifteen (15) minutes. He stated that, while he was on the scene, he made contact with the white male subject bleeding from his mouth. He stated that the subject told him that the black male subject struck him in the mouth with a firearm. He stated that Miami-Dade Fire Rescue responded and treated the white male subject's injuries. He was then transported to the hospital. He accompanied the subject to Aventura Hospital with Officer Monique Bony. He stated that he did not respond to the North Miami Police Department's Holding Cell at any point during this incident. I explained to him that a police officer had been named regarding an allegation of police misconduct. I also explained that

he was later identified by the Complainant as the police officer in question, even though the name did not match the photo identification. When questioned, he stated that he did not put his hands on the black male on the scene, Odilon Celestin, at any point during the incident. He stated that he did not assist in taking him into custody. He stated that he did not assist in transporting him from one place to another. He stated that he did not assist in escorting him from one place to another. When asked about Odilon Celestin's demeanor on the scene, he stated that he was angry and loud. He did not see any injuries on Odilon Celestin's person, nor did he hear Odilon Celestin complain of any injuries or pain. He also did not hear him complain to anyone regarding the alleged use of excessive force against him or any other police officer on the scene. He stated that the two white male subjects were eventually arrested. Officer Alens Bernadeau is assigned to the Uniform Patrol Section's Afternoon Shift. He has two (2) years of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

**On April 14<sup>th</sup>, 2014**, I interviewed Officer Jonathon Aledda as a Subject of this Internal Affairs Investigation. The interview was taped. During the interview, post Garrity Rights, he stated that on October 19<sup>th</sup>, 2013, he responded to 13695 West Dixie Highway in reference to a Robbery In-Progress. He stated that he was the first (1<sup>st</sup>) police officer to arrive at the scene. He stated that he was the Primary Officer assigned to the call. He stated that the dispatcher described the subject as a black male with a handgun. When he arrived he saw a white male and a Hispanic male near the parking lot. He stated that the Hispanic male had blood coming out of his mouth. He stated that both of the subjects pointed at the black male and stated, "He has a gun on him. He has a gun." Officer Jonathon Aledda stated that he then ordered the black male subject to put his hands up to verify that he wasn't holding the gun. He then ordered him to get on the ground. He stated that the subject began to comply. As other police officers began to arrive, the subject, who was already three quarters (3/4) of the way down, suddenly got up and walked backwards. He stated that the subject's actions, coupled with the injuries on the other subject on the scene, alarmed him for his safety. He felt that the black male subject was possibly violent and possibly attempting to escape. He stated that he grabbed the black male subject and secured him against the wall until other police officers assisted him in taking him into custody. He then placed him

in the backseat of his marked police vehicle. He stated that the subject matched the description of the BOLO given by the dispatcher. He stated that he does not recall which police officer handcuffed him. He stated that the black male subject was yelling, "Kill me. Just kill me!" as police officers were attempting to secure him. He stated that the subject was tensing. He stated that the subject was uncooperative until he was placed in the backseat of the police vehicle and had time to cool down, at which point, he was able to calmly explain his side of the story. He stated that he transported the subject to the North Miami Police Department's Holding Cell Facility. He stated that he placed the subject inside of a Holding Cell and briefed Sergeant James Mesidor on the situation. He stated that he explained to the Sergeant that there was no proof on the scene as to who the owner of the business was. He stated that Sergeant James Mesidor was then helpful in contacting the subject's attorney, who verified that he was indeed the owner of the business. Sergeant James Mesidor then transported the subject back to the scene. He stated that he was in the subject's presence for approximately one hour and a half (1.5) and at no point did the subject complain of pain or injuries. He stated that all three subjects on the scene were, at some point, handcuffed because all of them were considered suspects in the investigation. When asked if all of the subjects were handcuffed upon arrival, he replied, "No, the focus was on Mr. Celestin because that's how the call was dispatched as the subject that was in possession of a firearm committing a Robbery. And, on the scene, his actions, did not comply lawful commands, raised awareness on my part that made me think he was the subject. And then his demeanor and yelling and stuff, they all lead to have us believe that he was the subject. That's why he was taken into custody originally." He stated that the other two (2) subjects were calm and cooperative. He stated that he saw Officer Alens Bernadeau on the scene but does not recall his involvement. He stated that he did not use force against the Complainant. He stated that he did not see any injuries on the subject at the scene. He stated that the black male subject was eventually released and that the other subjects were arrested regarding this incident. Officer Jonathon Aledda is assigned to the Uniform Patrol Section's Afternoon Shift. He has two (2) years of experience as a law enforcement officer. **\*All of the aforementioned items are available for review within the file.**

The City of North Miami Police Department's Rules & Regulations and Standard Operating Procedures that apply to this incident, as violations, are as follow:

- **SOP 300.16.** Officers are confronted with situations where control must be exercised to affect an arrest or ensure public safety. The degree of control used depends on what the officer perceives as reasonable and necessary under the circumstances. Control may be achieved through presence, dialogue, verbal direction, physical force, intermediate weapons, incapacitation, and deadly force. An officer may use that force which he or she reasonably believes necessary to defend himself or herself or others from bodily harm, or affect lawful objectives. A written report will be generated anytime an officer utilizes physical force where injury or complaint of injury occurs to either the officer or suspect, when an officer utilized an intermediate weapon e.g., ASP, OC Spray, or Taser, or when an officer uses deadly force.

I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in SS. 112.532 and 112.533, Florida State Statutes.



Rafael J. Estrugo  
Sergeant  
Internal Affairs & Accreditation  
Hostage Negotiator

A handwritten signature in black ink, appearing to read "Rafael J. Estrugo", is written over a horizontal line.

**NORTH MIAMI POLICE DEPARTMENT**  
**INITIAL REPORT – ALLEGATION OF EMPLOYEE MISCONDUCT**

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Date & Time Reported:	Received By:	(x) In Person
October 30 <sup>th</sup> , 2013	Sergeant R. Estrugo - IA	( ) Phone
		( ) Other _____

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Date & Time Occurred:	Location of Occurrence:
October 19 <sup>th</sup> , 2013	13695 West Dixie Highway // O' King Grill Restaurant, C&M Bakery

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Reporter:	Race/Sex:	DOB:	Address:	Telephone:
Celestin, Odilon	B/M	08/08/1975	13640 NW 2 <sup>nd</sup> Avenue	Res: Bus: Cell: 786-271-3210

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Specific Allegation (In brief): Excessive Use of Force & Discourtesy

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Employee(s) Named:  
(1) Officer Aledda (2)

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Witnesses:	Race/Sex	DOB:	Address:	Telephone:
(1) Unknown, Bernard	B/M			786-285-8104
(2)				
(3)				

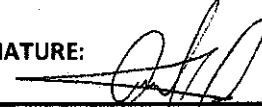
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**Details of Allegation:**

Mr. Celestin advised that he was pushed against the wall twice, before and after handcuffing. He advised that he sustained a scratch on his right elbow and left shoulder area. He also stated that the officer was rude to him. Photos Attached

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I hereby certify, under penalty of perjury, that the information furnished is true. I understand that I may incur civil liability if I file a false complaint.

SIGNATURE: 	DATE: 10 / 30 / 13
Report Taken By: Sergeant R. Estrugo - IA	Date: October 30 <sup>th</sup> , 2013

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**\*Forward Directly to Office of Professional Compliance within 24 Hours.\***

This is Sergeant Rafael Estrugo Internal Affairs. Today's date is December 12<sup>th</sup>, 2013. The time is now 3:15 P.M. This interview is being conducted at the North Miami Police Department, 700 N.E. 124<sup>th</sup> Street in the Office of Professional Compliance. Present in the room with me is Ms. Bony.

(Phonetic spelling of names is used unless proper spelling is known)

BY SERGEANT ESTRUGO:

Q Mr. Bony, you are being interview as the witness of an Internal Affairs Investigation that I'm investigating. This is a sworn statement in reference to Internal Affairs Case No. I.A. 2013-05. That's I. A. 2013-05. You are being interviewed as a witness to this Investigation. Since you are not the focus of this investigation, you do not need a union representative or an attorney present to represent you in this case. You are required to answer all of my questions pertaining to your actions or knowledge obtained while employed with the City of North Miami. Failure to answer any question may subject you to disciplinary action. If at any time during this interview you feel that your answers might result in disciplinary action against you, advise me and the interview will be stopped until you obtain union representation. This interview is being recorded. Ms. Bony, please raise your right hand. Do you solemnly swear or affirm that everything you say during this interview will be the truth, the whole truth and nothing but the truth?

A I do.

Q Ms. Bony, if it is determined that you have not spoken the truth, you may be charged with criminal perjury, do you understand this fact?

A Yes.

Q For the record, can you state your full name and job title?

A Monique Bony, Police Officer.

Q And what section do you work for?

A Patrol.

Q And what shift do you work for?

A Afternoons.

Q What are your responsibilities as a Police Officer on the afternoon shift on Patrol?

A To respond to the calls.

Q So you respond to calls for service?

A Correct.

Q How long have you been employed with the City of North Miami?

A Seven months.

Q And all of those seven months have been as a Law Enforcement Officer?

A Correct.

Q Where do you conduct your work, what is the address of the station?

A 700 N.E. 124 Street.

Q On October 19<sup>th</sup>, 2013, you responded to 13695 West Dixie Highway as a Back up Officer on in-progress call. Do you remember that?

A Yes.

Q According to the detail call for service log, which I have right here it appears you responded in reference to either a BURGLARY or a ROBBERY in progress. Do you remember who the Lead Officer was or were? Who the Officers were?

A No.

Q Do you remember who was there with you at the call?

A I remember a few Officers.

Q Okay and who were those Officers?

A Officer Aledda, Officer Becker, Bernadeau and Calderon.

Q So you remember Aledda, Becker, Bernadeau and Calderon?

A Yes.

Q Any other Officers that you remember?

A Those are the only ones that I remember.

Q Are there any Officers that were there but that you just cannot remember who they are?

A Yes.

Q According to the Police report, two subjects were arrested that day. Do you recall the arrests?

A Yes.

Q Do you recall who was arrested?

A Yes.

Q Who was arrested?

A The two white males that were on scene.

Q Now when you say two white males, are we comparing them to somebody else that was there that was not a white male?

A Correct. There were three total subjects, one black male and two white males.

Q Okay so three total and it was two white males...

A Correct.

Q And one black male.

A Correct.

Q And you're saying that the two white males were the ones that were arrested?

A Correct.

Q And how do you know they were arrested?

A Okay well I won't arrested. I know that they were detained. One white male I went with to the hospital. The other white male was transported to the station.

Q Okay well I'm telling you that they were arrested. Well my question is, how do you know that they were arrested? Did you make the arrest yourself?

A No. I don't know that they were arrested. I just know that one was transported to the station and the other one went to the hospital to be transported to TGK.

Q Why did the one go to the hospital?

A He sustained an injury to his mouth from the black male that was on the scene also.

Q So he sustained an injury to his mouth from the black male?

A Correct.

Q And what was the injury?

A I think the black male shoved the gun into his mouth.

Q The black male shoved a gun into his mouth?

A That was the story, correct.

Q That's the information that you gathered there?

A Correct.

Q And what was the injury? Do you remember what the injury was?

A He was missing teeth. That's the only thing I remember. He went with teeth in his hand.

Q He had teeth in his hands?

A Um-hm.

Q So he's missing teeth?

A Yes. They were knocked out.

Q Did you see it?

A Yes.

Q So you saw the injury, you're not basing it on something somebody told you. You saw the injury yourself?

A I saw the injury.

Q Okay. Was the black male injured in any way, shape or form?

A Not that I know.

Q Did he complain of any injuries to you or to anybody else?

A Not that I recall.

Q And the black male, was he then the victim?

A While on scene it was unclear of who was the victim at the time cause we could not establish that the black male had ownership at that bakery initially. So everyone was just subjects at the time.

Q Okay but after the fact the two white males were arrested and was determined that this black male was the owner and in fact the victim?

A Correct.

Q Do you recall how that was determined?

A I think they made entry into the business and found some type of documentations stating that he maybe was the owner, I'm not sure.

Q So you're not sure...

A I'm not sure.

Q ...how it was determined?

A No.

Q How long were you at the scene for?

A (Inaudible)

Q And did you arrive...were you dispatched as a Primary or as a Primary Back up? Were you dispatched as a Back up or did you take it upon yourself to respond there as a Backup?

A I believe I was dispatched as a Backup.

Q So when you were dispatched as a Backup, it's fair to say that you arrived with...you were one of the first Officers to arrive there?

A Yes.

Q Do you remember if any other Officers were already there when you got there?

A There were.

Q Do you remember who was there?

A No, I don't recall.

Q But you weren't the first one to respond? You weren't the first arriving Officer there?

A No.

Q Okay. When you got there, what did you see? Paint...paint a picture for me as a Responding Officer. I'm responding. You're the Officer, you're responding, what did you see?

A Well I saw all three subjects. I saw...

Q Where were they?

A I believe everyone was at the front of the business.

Q The front of business meaning towards the parking lot on the south side or the front meaning towards 137<sup>th</sup> on the north side? Where are we talking and if you don't remember its okay?

A I don't recall.

Q You don't remember. So you did see all three on the scene.

A Correct.

Q And what happened next?

A I don't recall. I remember when I arrived the other Officers were at the subjects. I was at the vehicle looking for a gun that was supposed to be involved.

Q Okay so you arrived and there's already Officers with the subject.

A Correct.

Q Now how did you know to go to a car for a gun? Did somebody tell you that there was a gun?

A Correct. Someone said that there was a gun. Check the car to see if it's over there and that's where I went.

Q Who told you there was a gun?

A I don't recall.

Q Did they tell you over the radio, did they tell you in person?

A On scene.

Q On the scene...

A On scene. They said we have a gun, check to see if it's over there.

Q Was anybody handcuffed at any point?

A Eventually the black male was handcuffed and placed in the back of the vehicle, which I don't recall.

Q Do you remember who handcuffed the black male?

A That I did not see.

Q Do you remember who placed him in the back of the Police car?

A No.

Q Do you remember whose Police car he was placed in the back of?

A No.

Q Do you remember if the two white males on the scene were handcuffed?

A I don't believe so.

Q They were not handcuffed?

A No cause one white male was transported to the hospital. The other white male was said to be transported to the station.

Q Was he handcuffed when he was transported to the station?

A I don't recall. I already left the scene before he was taken anywhere.

Q So you were not there when they took him?

A No.

Q Do you remember who transported anyone?

A No. I left the scene before anyone was transported.

Q Do you...did you respond to the station when...for the call for any reason whatsoever? Either to the holding cell or were you there at all?

A No.

Q So you did not respond back to the station...

A No I was responded to the hospital.

Q ...having to do with this call?

A No.

Q Do you recall Officer Aledda or Officer Bernadeau handcuffing, arresting or transporting anyone regarding this incident?

A No.

Q Do you recall Officer Calderon handcuffing anyone or transporting anyone regarding this incident?

A No.

Q Do you remember anyone using any type of force, whether excessive or not, any type of force to either restrain someone or handcuff someone or pat someone down or search someone or calm someone down for any reason whatsoever? Any type of force, whether excessive or not?

A No.

Q When you arrived and you were dispatched...you were dispatched, you arrived, you're a Backup, was there...did you or anyone else...do you recall you or anyone else asking for additional Backup for any reason?

A No.

Q Did you write any report having to do with this?

A No.

Q With this call?

A No.

Q Do you remember who the Lead Officer was?

A I do not recall. Two calls went out. We were unclear about the locations. So Officers responded to one location and I responded to the actual bakery. So there were two different calls going on at the same time which were all involving that one call.

Q So they gave two different addresses by mistake.

A Yes.

Q And it just happened to be all one incident.

A Right. So we all just arrived simultaneously at that call.

Q Did you transport anybody for any reason?

A TGK. I transported the male from the hospital to TGK.

Q So you transported the one white male from the hospital to TGK?

A Correct. I stopped at the station to pick up the A form.

Q And he was transported to the hospital how?

A Via Rescue.

Q Did you ride in the Rescue truck?

A No I followed.

Q You followed. And then once he was cleared at the hospital you transported him to TGK?

A Correct. At that time the determination was not made who the victim was in the situation. But I followed him as a precaution to the...

Q Just in case he had...just in case.

A Correct.

Q And it happened to be a good idea because he was eventually the subject and arrested.

A Yes.

Q Do you remember who the supervisor...do you remember if there were any supervisors on the scene?

A Yes, Sergeant Sidd.

Q And do you recall what his role was there? Did he do anything? Did he say anything?

A Several things because in trying to determine who the victim was in the situation, I know he was asking questions and delegating ways to go about figuring out who the actual owner of the business was. I know he also made reference to how the white male subject would be transported to the station. Cause at the time it was unclear of who the victim was. And he was saying it may not be necessary to handcuff at the time because it was unclear of who was who. That's all I recall.

Q But the black male...do you remember if the black male was handcuffed?

A The black male was handcuffed in the back of a Patrol car. I'm not sure whose car it was.

Q You just don't remember who handcuffed him?

A No.

Q Do you know why he was handcuffed?

A Because of the gun. I don't recall if the gun was on his person. But I can remember his demeanor at the time. He was very hostile. He was aggressive and eventually he calmed down. But I know the entire time in the back seat of the Patrol car he was yelling, he was upset. And then after a while they calmed him down and then he began to talk.

Q So his demeanor at the time was that he was hostile?

A He was uncooperative. I don't think he was...cause he was upset. He was not explaining...he wasn't making clear of what happened of the situation initially. So eventually sitting in the back of the car he calmed down. And then he was able to explain to the Officers what was going on.

Q You don't remember if he had a gun on his person but there was mention about him having a weapon.

A There was a weapon. I don't recall where the Officers located it. I know on the seat of the vehicle was a holster for a gun. There was no gun inside that holster of his vehicle. But they recovered a weapon. I'm not sure if it was on his person or if he put it down or what.

Q And the holster was on the seat of the car?

A It was on the seat of the car.

Q So the information that he may have a gun and the fact that he was hostile, he was uncooperative. That's the reason why he was handcuffed?

A He was handcuffed, yes.

Q And when you say hostile, what do you mean by hostile?

A He was yelling. He wasn't answering questions.

Q What was he yelling? Do you remember what he was yelling?

A I don't even know what he was yelling. I'm not even sure if he was speaking English at the time. I just know he was being asked questions and he wasn't answering the questions because he was upset.

Q Could there have been a language barrier perhaps? Did he speak...did you ever hear him speak English?

A I did hear him speak English, yes.

Q So he did speak English.

A Once he calmed down he was speaking English.

Q Were there instructions that were given to him that he did not cooperate with? Cause when we say that he was uncooperative, what do we mean by uncooperative?

A That I don't cause I didn't see him taken into custody. Once he was handcuffed what I observed was him yelling, screaming and not answering questions when they were asking him what happened. He was just screaming. He's protecting himself. He doesn't want to talk. He doesn't want to be bothered. I remember that much. But I don't know before prior if he was given commands that he did not follow, that I'm not sure of.

Q Okay Officer...Ms. Bony, is there any other information or evidence that you would like to add at this time?

A No.

Q Are there any questions I have failed to ask you that you would like to answer or add at this time?

A No.

Q Is there any other evidence that you would like to add?

A No.

Q Ms. Bony, is there anything that I have failed to ask you that you would like to add? I think I already asked you that. Ms. Bony, has everything you said been the truth to the best of your knowledge?

A Yes.

Q Ms. Bony, you are advised that under Chapter 112.533 Subsection 3, entitled disclosure of Internal Affairs Complaints, any person who is a participant in an Internal Affairs Investigation who willfully discloses any information obtained pursuant to the agencies investigation including but not limited to the identity of the Officers or Officer under investigation the nature of the questions asked, information revealed or documents furnished in connection with a confidential investigation of an agency before such complaint, document, action or proceeding becomes a public record as provided by this section is guilty of a misdemeanor of the first degree; punishable as provided in Section 775.082 Penalties and Section 77.083 Fines. Do you have any further information that you wish to add?

A No.

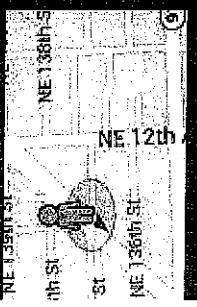
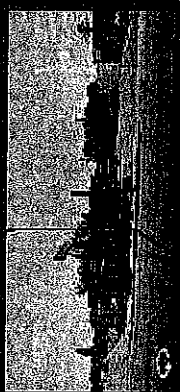
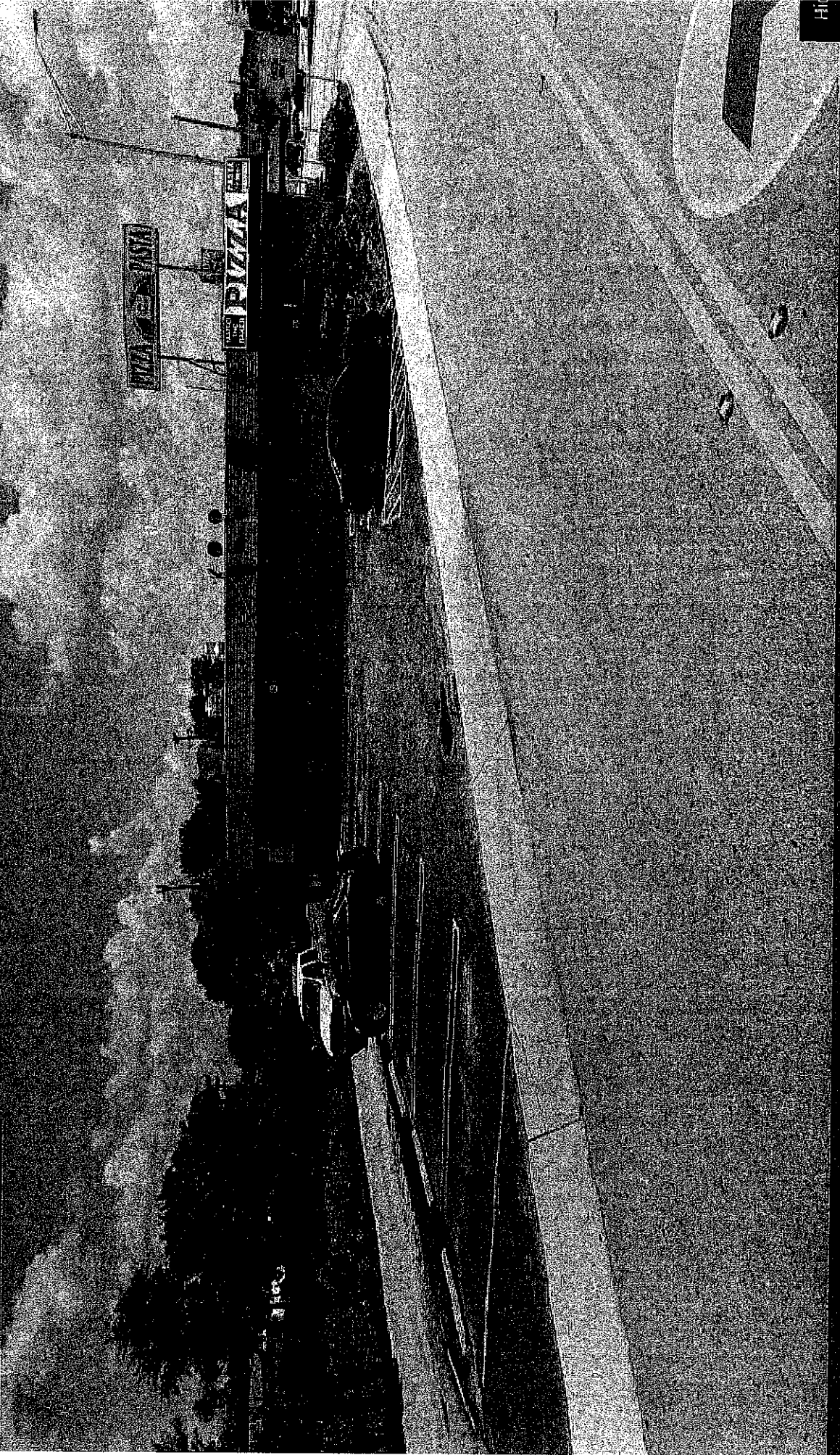
Q Since this investigation is continuing, you are hereby ordered not to discuss the details of this investigation except with legal counsel or your union representative if you see fit. Ms. Bony, this concludes the interview. The time is now 3:34 P.M. Thank you for cooperation in this matter.

TRANSCRIBED BY:

  
FELICIA LAJUNE BELLAMY

VIEW

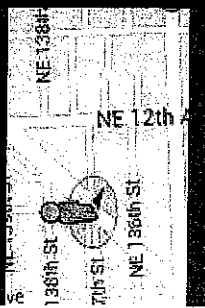
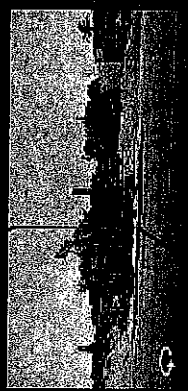
111 NE 137th St  
Miami, FL 33151 - approximate address



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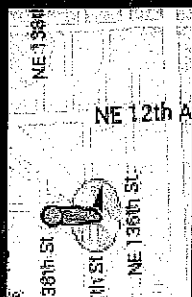
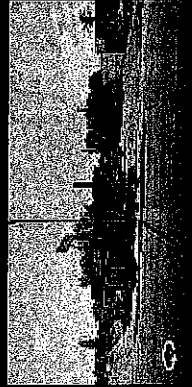
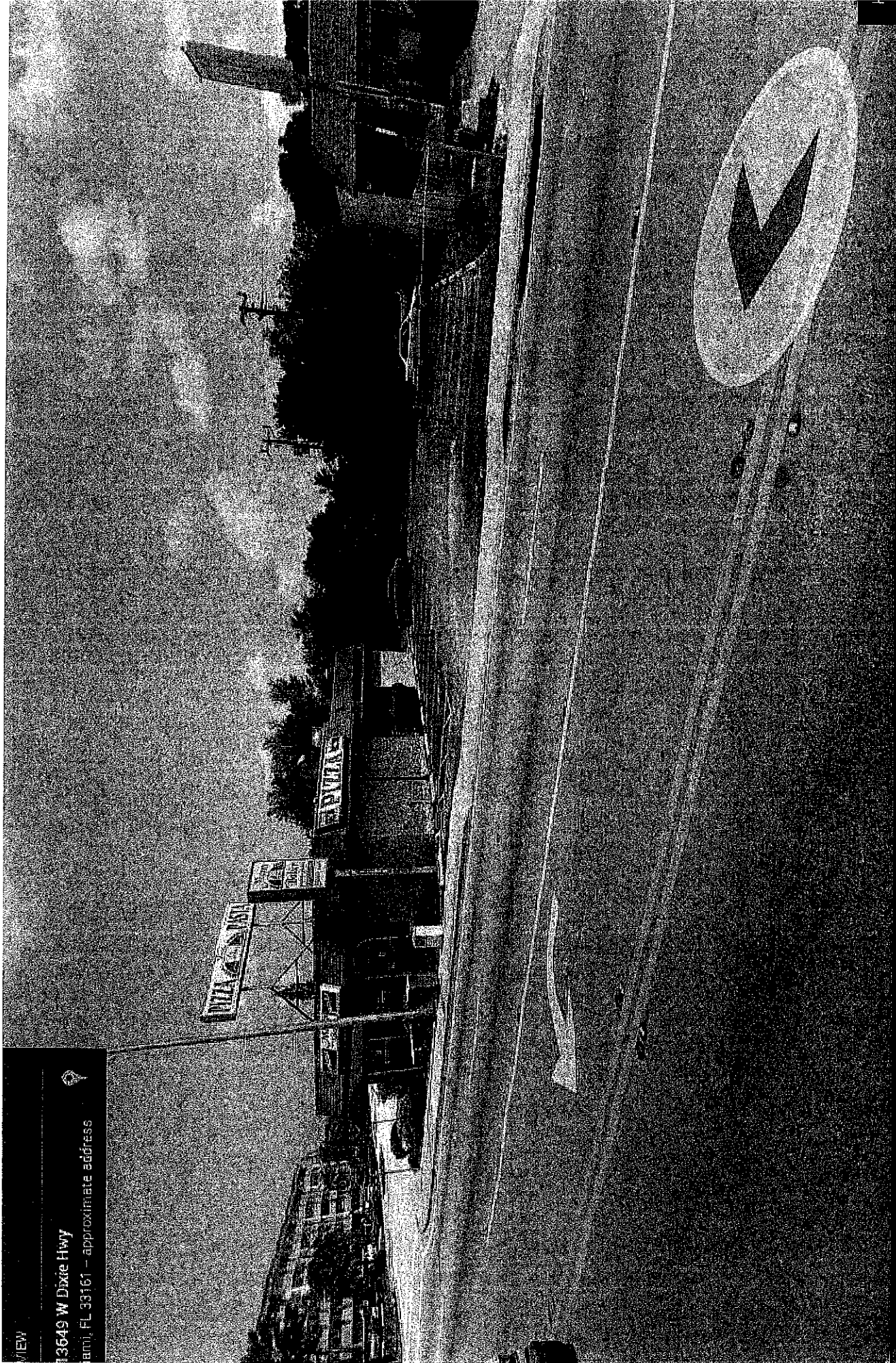
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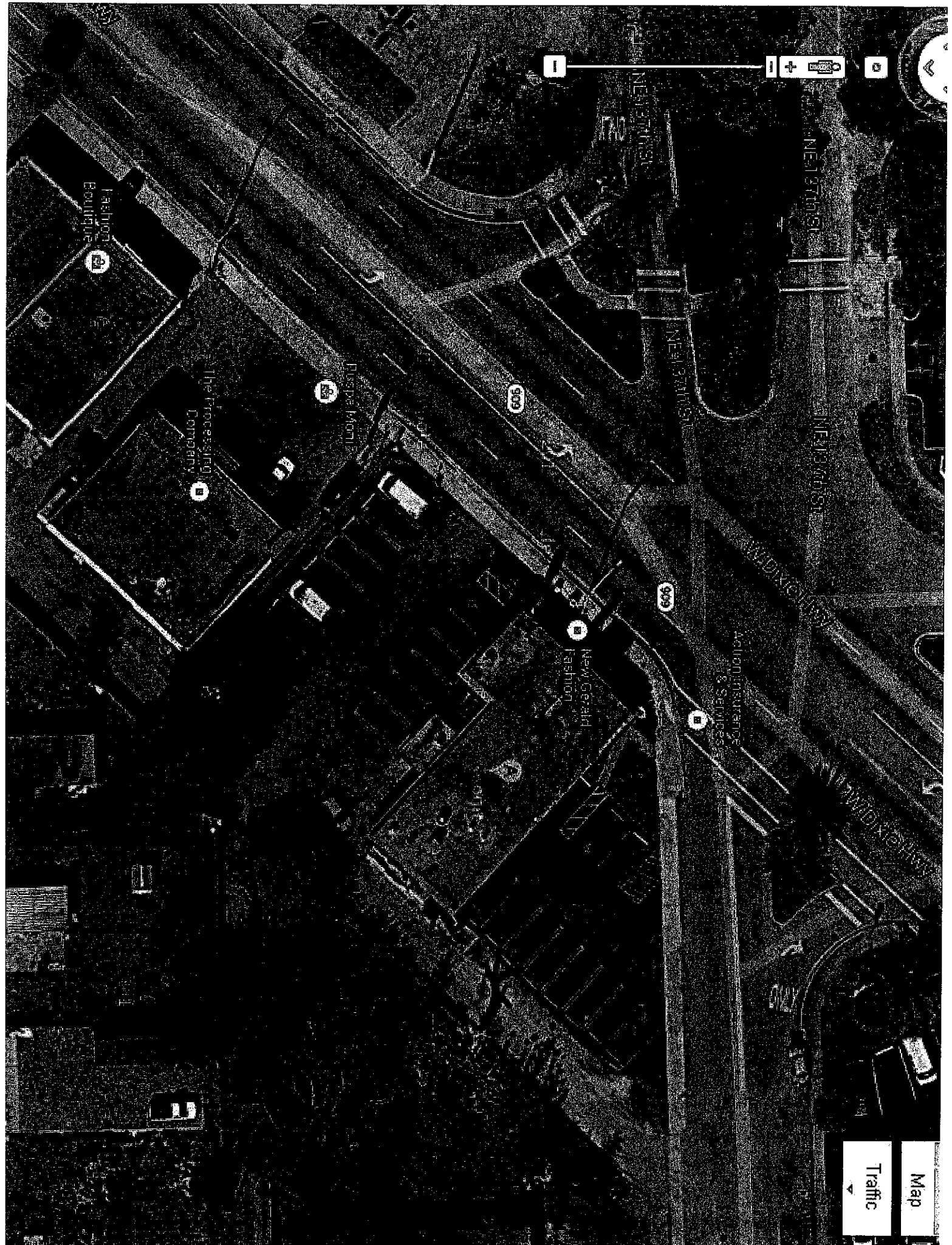


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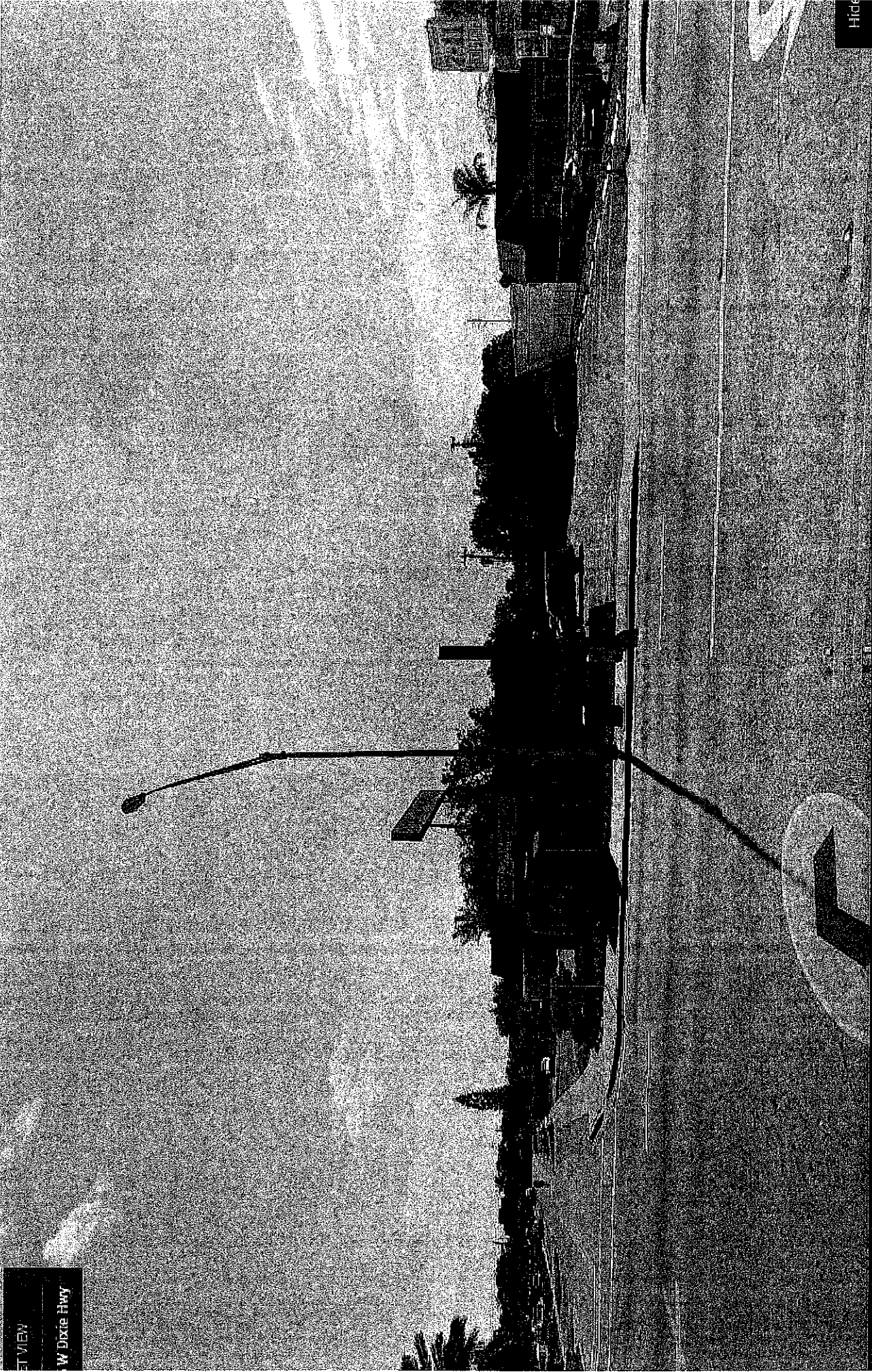
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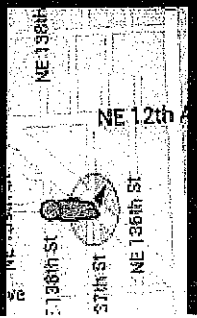
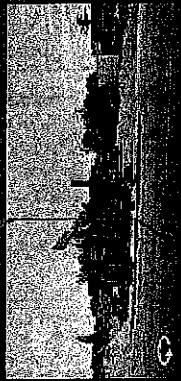
Traffic

Map

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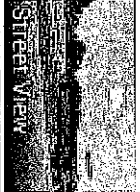


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This is Sergeant Rafael Estrugo Internal Affairs. Today's date is March 13<sup>th</sup>, 2014. The time is now 1:05 P.M. This interview is being conducted at the North Miami Police Department, 700 N.E. 124<sup>th</sup> Street in the Office of Professional Compliance. Present with me in the room is Mr. Broussard.

(Phonetic spelling of names is used unless proper spelling is known)

BY SERGEANT ESTRUGO:

Q Mr. Broussard, you are being interview as a witness of the Internal Affairs Investigation that I'm investigating. This is a sworn statement in reference to Internal Affairs Case No. I.A. 2013-05. You are being interviewed as a witness to this Internal Affairs Investigation. Since you are not the focus of this investigation, you do not need an attorney present to represent you in this case. This interview is being record. Mr. Broussard, please raise your right hand. Do you solemnly swear or affirm that everything you say during this interview will be the truth, the whole truth and nothing but the truth?

A I do.

Q Mr. Broussard, if it is determined that you have not spoken the truth, you may be charged with criminal perjury, do you understand this fact?

A Yes.

Q Mr. Broussard, for the record can you state your first name, last name and spell both please?

A First name is Bernard, last name is Broussard. First name is spelled B-E-R-N-A-R-D. Last name is spelled B-R-O-U-S-S-A-R-D.

Q Mr. Broussard, you were named as a witness by Odilon Celestin. Do you know who Odilon Celestin is?

A Yes.

Q Mr. Celestin has named you as a witness in regards to an incident which occurred at O'King Grill Restaurant. Do you remember the incident?

A Yes.

Q Mr. Celestin, can you tell me what happened from beginning to end in your own words?

A I'm Mr. Broussard.

Q I'm sorry Mr. Broussard.

A I had written a business plan for Mr. Celestin in relationship to a property that he was purchasing in that area. That particular day I was coming over to give him the business plan. As I approached the property after getting out of the car...

Q And what property are we talking about?

A This is the restaurant...I believe it's on 125<sup>th</sup>, somewhere in that area.

Q Oh 138<sup>th</sup> and West Dixie?

A Right that property, yes. And so as I got out of the car and I was approaching the entrance I saw Mr. Celestin was talking to a couple of men.

Q Now can you describe Mr. Celestin for me?

A He's Haitian. He's a little shorter than I am.

Q Is he a black male, white male?

A Black male, yes.

Q He's a black Haitian and what are the descriptions of the two gentlemen he's speaking to?

A One was...they both were...at that time they both were white males. I didn't know their nationality at the time cause I saw them as I was approaching the property from the driveway. It seemed they were just having a regular conversation. And then the larger male began to punch Mr. Celestin. Mr. Celestin ran around in the front of the property into the parking lot. And the older...the larger male was chasing him. I stepped in between the larger male and Mr. Celestin. I put my arm between the two and I said, what's going on. And they just got to arguing with each other. He said something to me and the other guy, it was a shorter guy, was just standing there. Mr. Celestin continued to...went to his car, got his weapon, pistol. And they exchanged some words and Celestin punched the guy in the mouth.

Q With the pistol?

A With the pistol, the butt of the pistol. And then the guy went to his pocket. I was concerned because I didn't know what he was getting out of his pocket and he pulled out his phone and he called the Police.

Q And we're talking about the white male, correct?

A The white male.

Q The one that got punched in the mouth?

A The one that got punched in the mouth. And so then I told Celestin to take his weapon and put it in the car. I also suggested to him that he should call the Police at this point and time so he could explain his side of the story. He said he had called the Police earlier prior to the time that I got there. And I suggested that he should call them again but make sure that the weapon was in the car. My understanding he did call the Police. And so we waited and the Police came. When the Police there was some questions. He asked...at that same time I was talking to the other guy, the shorter guy. And I says, who are you and he says, I'm the owner. And I said, well my understanding is, is that this property has just been purchased from you by Mr. Celestin. So what's going on here? And he didn't say anything to me. I call him the zombie cause he didn't say anything. And so I made a comment, I said well whatever the conflict is here, this shouldn't have happened because you're the owner and you know who he is. So this shouldn't have happened. Cause I didn't know all the details of what was going on. So when the Police came, if I can remember. I know one of the younger Police Officers, he asked the guy, the guy that got hit in the mouth. He says, something like who has the weapon or something. Who had the weapon or something like that. And he says, he's the guy so he pointed at Celestin. And something the Officer says, does he have a weapon. And I said, no he doesn't have the weapon, he put it in the car. So that's when the Police Officer told him to get on his knees and spread out on the ground. And so Celestin was going to the ground. And I said to the Police, I said well he doesn't have the weapon and he's the owner of the property or at least he's buying the property. I said it like that. And he didn't respond to me. He just kept his eye focused on Celestin. And Celestin was going down to the ground and they exchanged a few words. And that's when I told Celestin, I think you need to hit the ground.

Q When you say that they exchanged a few words, you're talking about the Officer and Celestin?

A And Celestin.

Q And what was the...what were the words that were exchanged? Do you know what it was about?

A I don't remember exactly but the Police Officer insisted.

Q Insisted that he get on the ground?

A Get on the ground and spread out.

Q Did it seem that Celestin didn't want to get on the ground?

A He didn't want to.

Q Okay.

A And so I kept saying he doesn't have a weapon. So then Celestin was going down and then he kind of got up. Like I don't need to be going on the ground, this is the guy that's...he was explaining to him. And so that's when the other Officers got involved and they got in and pushed him up against the wall.

Q So instead of bringing him to the ground completely they just grabbed him and they pushed...

A And took him to the wall.

Q And once at the wall what happened?

A Well you know once he was at the wall they had him. And they just you know handcuffed him. And I don't know quite what was happening there. Because one of the Officers told me to come over. I can't remember all of the stuff but I know at one point I was told to go to the entrance, to the front of the building. So I didn't see all of the dynamics at that point.

Q And do you feel that there was excessive force used against Mr. Celestin?

A I think so.

Q Can you explain why?

A Well when he didn't have the weapon and I was talking to the Officer, the Officer was insistent that he needed to hit the ground and spread out. In one sense I kind of understood not knowing me looking at the other guy who had gotten hit because there was blood coming out of the ground. I don't know.

Q Did you see the Officers kick Mr. Celestin?

A I didn't see that.

Q Did you see the Officers punch Mr. Celestin?

A I didn't see them punch. I did see...as I said I saw them forcibly push him up against the wall. I want to say slam but they forcibly.

Q And I'm just asking just to ask to make sure that...

A Sure cause there's a lot going on because I'm looking at this and you know it was just a lot going on.

Q So you didn't see none of the Officers kick, punch...

A I didn't see a kick.

Q Did you see a punch?

A I don't remember a punch.

Q Did you see them use any type of weapons against Mr. Celestin?

A No.

Q Did you see them being rude or discourteous towards Mr. Celestin?

A Very aggressive.

Q Aggressive?

A Yeah. When I meant that they were insistent that he either lay on the ground or you know...

Q But no foul language or...

A I didn't hear that time.

Q You're talking about aggressive meaning they were very persistent in what...they were giving him directions in what they needed him to do.

A But only giving him but they were forcibly...

Q Forcibly what putting him against...

A Keeping him under control.

Q So using force to keep him under control and giving him directions?

A Yes.

Q And when you were...you said an Officer called you over?

A Yes he called me over to...he pulled me away from the activity that was going on. Because at that time, if I remember clearly, they had him up against the wall and then another Officer came and told me to go over to the front of the building because they had him on the side. They told me to go to the front and they would communicate with me. It was a couple of Officers.

Q And is that the last that you saw of any interaction between the Police and Mr. Celestin?

A Yeah I didn't see anything...I didn't see them put him in the car. I just saw them that they had handcuffed him. And then when they were in the parking lot, I said, did you need me for anything else. I left.

Q Can you describe the Officer for me? The first one that arrived that you said was telling Celestin to get on the ground.

A He looked like he was a Hispanic male. I don't know if he was short but he was a young guy. I guess he probably might have been in his early 20's, fit. His hair was short. Again it was so...but that was the first one. That was the first one. That was the first one that I remember encounter is him.

Q If you saw him again would you recognize him?

A Probably. But again you know, visualization...I mean you see someone then there's all that activities and you...so.

Q What about the other two Officers?

A You know one was larger than he was. And then I think it was a female. I do believe there was a female involved. She was on the outside of it when they got him up against the wall. So I would say probably at least, if I remember correctly, it was at least three Officers and one was a female. And you know Celestin was saying, I'm not the guy. These guys are breaking into my unit and...

Q I'm going to show you pictures of Officers.

A Okay. Let me see if I can remember.

Q I'm going to try to put them in...

A Yeah go ahead, whatever way.

Q ...in order because they were taken out of order.

A Cause this incident happened a couple of months ago. What it is was, last month because time is moving so fast.

Q Tell me if you recognize any of those Officers.

A I don't recognize any of them. But I'm not sure...

Q If you're not sure, then you're not sure. I need you to be 100%.

A Yeah I know. I'm not sure.

Q Do you need to look through them again or you're okay?

A No I'm okay.

Q For the record Mr. Broussard was viewing the photographs used for identification, number one through 20. So we have a Hispanic Officer and we have one larger Officer, also Hispanic or black?

A I can't remember.

Q And there was a female. Was it a black female, white female, Hispanic female?

A I believe she was black. I'm not 100%.

Q You're not 100%?

A Yeah I can't tell you that because again, if you had told me this shortly after it would have been clear in my brain.

Q Not Mr. Broussard, did you speak to Mr. Celestin after the incident?

A We were...I talked to him at court. We had to go to court.

Q For this...for a case, for a criminal case?

A For a case yeah because he's got a case against...I guess the State has a case against Torres.

Q Torres, who's Torres?

A Torres is the guy. I only know that name because he's the guy that was...that got hit in the mouth. And he was the one that was entering.

Q So he was the subject that was claiming property and got hit in the mouth and attacked Mr. Celestin.

A Right, he was the one that was doing the work. From my understanding is, from the way they explained it to me, that the shorter guy, the Russian guy...I found out later he was Russian; was the one that owned the property or said he owned the property. And he disappeared. So Torres, I'm assuming that's what his name is, was acting on his orders to change the locks. This is the way I understood that.

Q And when you spoke to Mr. Celestin about this case, about this incident...

A I didn't really...I didn't really want to know a lot about this. All I know is that I knew he was filing a complaint against the department. He did mention to me that while he was in the car...and this is what he had mentioned...I'm sorry. That he had mentioned to me while he was in the car, that they didn't read him his rights. This is something that he had told me. But I again, I don't know. And then later on they released him. But that's about all that I know from my conversation.

Q Did Mr. Celestin at any point tell you that he was injured by the Police Department?

A No.

Q Did he have any injuries on his face that you could see or on his arms or his neck or any area?

A The last time I saw him in the court house?

Q At any point after the incident?

A No.

Q Did he show you any injuries? Did he complain of any pain?

A No.

Q Did he tell you whether he was taken to jail or not?

A He mentioned that he was taken in. I don't remember if he told me that he actually was put in a cell or was actually confined in the...I know he said that they took him, handcuffed him. But I don't know if he was confined into a jail setting.

Q Okay Mr. Broussard, is there anything that you would like to add to this statement?

A All I want to say is that, when I told him to put that weapon, after the guy had called and to put the weapon, his pistol in the car, I had anticipated that when the Police came that it would be more problematic if he had the weapon in his hand. And I only said that because he was black and the other guys were white. I mean that's the only reason why I did that. And I also told him to call the Police so at least they can hear your side of the story.

Q But he told you he had already called the Police, right?

A He said he had called them before based on the incident. And I told him to call them a second time.

Q Based on...

A Based on that particular incident. So that when they did come, that he wouldn't be looked at as the aggressor. Cause that was really my...you know I just want to reiterate that was my concern. Because I felt that if he did have that, that immediately it would have been probably more problematic than just the fact that he was thrown on the...you know told to hit the wall.

Q Other than that statement, is there anything else that I have failed to ask you that you would like to add?

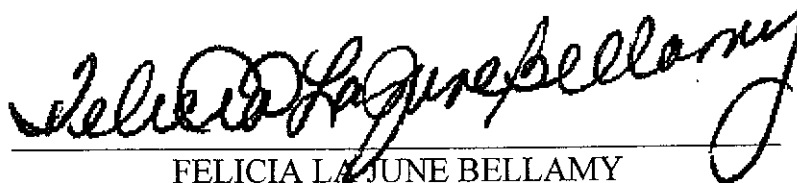
A Uh-uh.

Q Mr. Broussard, has everything you said been the truth to the best of your knowledge?

A Yes, the truth to the best of my knowledge.

Q Mr. Broussard, this concludes the interview. The time is now 1:27 P.M. Thank you for your cooperation. Since this investigation is continuing, you are requested not to discuss the details of this investigation except with legal counsel if you see fit. Thank you sir.

TRANSCRIBED BY:

  
FELICIA LAJUNE BELLAMY

This is Sergeant Rafael Estrugo Internal Affairs. Today's date is March 5<sup>th</sup>, 2014. The time is now 12:26 P.M. This interview is being conducted at the North Miami Police Department, 700 N.E. 124<sup>th</sup> Street in the Office of Professional Compliance. Present with me in the room is Mr. Mesidor.

(Phonetic spelling of names is used unless proper spelling is known)

BY SERGEANT ESTRUGO:

Q Mr. Mesidor, you are being interview as a witness of the Internal Affairs Investigation that I'm investigating. This is a sworn statement in reference to Internal Affairs Case No. I.A. 2013-05. You are being interviewed as a witness to this Internal Affairs Investigation. Since you are not the focus of this investigation, you do not need a union representative or an attorney present to represent you in this case. You are required to answer all of my questions pertaining to your actions or knowledge obtained while employed with the City of North Miami. Failure to answer any question may subject you to disciplinary action. If at any time during this interview you feel that your answers might result in disciplinary action against you, advise me and the interview will be stopped until you obtain union representation. This interview is being recorded. Mr. Mesidor, please raise your right hand. Do you solemnly swear or affirm that everything you say during this interview will be the truth, the whole truth and nothing but the truth?

A Yes.

Q Mr. Mesidor, if it is determined that you have not spoken the truth, you may be charged with criminal perjury, do you understand this fact?

A Yes.

Q For the record what is your first name, last name and job title? Can you spell your name please?

A First name is James J-A-M-E-S. Last name is Mesidor M-E-S-I-D-O-R. I'm a Sergeant currently assigned to the Uniform Patrol Section.

Q And what shift do you work on?

A Currently on the C shift, afternoon.

Q What are your responsibilities?

A Responsibility is pretty much overseeing day to day operations on the Uniform Patrol Section.

Q How long have you been employed with the City of North Miami?

A Almost 20 years.

Q And all approximately 20 years have been as a Law Enforcement Officer?

A Yes.

Q Where do you conduct your work? What is the address to the station?

A 700 N.E. 124 Street.

Q On October 19<sup>th</sup>, 2013, you responded to 13695 West Dixie Highway. Do you recall?

A Yes.

Q According to the detail call for service log, it appears you responded in reference to a ROBBERY or a BURGLARY in-progress. Do you remember responding?

A No I did not respond to the initial call.

Q So you did not respond to the scene at all?

A No, later on I did.

Q But you did respond to 13695 West Dixie Highway?

A Yes.

Q And the initial call went out as a BURGLARY or ROBBERY in-progress, correct?

A Correct.

Q You got to the scene after?

A No. I would have no involvement only response. It was another Sergeant from the day shift that responded, Sergeant Sidd was on the scene I believe. And I came in a little later in the afternoon. And when I arrived at the station he was briefing me as to what was going on in regards to the BURGLARY at this location. And that units were currently in route to the station with prisoners.

Q Did you respond to the scene at all, 13695 West Dixie?

A Yes later.

Q Okay and what was the purpose of you responding?

A Pretty much at that point when we made a determination after the victim was brought to the station we made the determination that he was in fact the victim. And the property was recently acquired from him. We made that determination at the station. We made him hold. He got in my car and I took him back to the scene.

Q And how did you make that determination? Who made the determination?

A I made that determination once I gathered all of the facts once at the station.

Q What facts did you gather? Do you remember?

A Pretty much when I...I was at the station. I responded back to the holding cell area per Walter Sidd to try to make a determination of what was going on. I got with the Officers, got their knowledge of what happened on the scene. They were bringing in a gentleman later identified as the victim. At that point we decided to go ahead and we thought it was feasible at that point to obtain statements from everyone.

Q Who transported him to the station?

A The victim? I don't recall.

Q Can you describe the victim for me?

A It was a Haitian male, slim, real nice guy. Kind of...his demeanor was very you know...very hyper at the time. You know of course obviously circumstances what's going on. But just brown skin...

Q Black Haitian male or white Haitian male?

A Black Haitian male.

Q And when you say that he was hyper, can you describe what that means.

A Yeah he was a little bit hyper. You know just wanting to get his point across as to what was going on. And real adamant that he owned...that he just recently acquired the business. So then we afforded him the opportunity to give his statement.

Q Do you remember if anybody was contacted to prove or to validate his allegations of being the owner of the property?

A Yes I personally reached out to Frank Wolland. He's was the closing attorney on his deal. And he did in fact confirm that this gentleman did just recently acquire this property.

Q So of all the facts that you gathered and the phone calls that were made, what was the main thing that validated that he was the owner of the business?

A The conversation with the closing attorney, a reputable attorney whose our former Mayor as well.

Q And do you know...do you remember who transported him from the scene to the station?

A No I don't. By the time I got back to the holding cell they were already being brought in.

Q Was he placed in a holding cell?

A Initially just to unsecure him and then he was brought immediately out. I didn't even think he spent an extended period of time. The door wasn't even locked.

Q So he was just placed in there to sit down. He was not secured in a holding cell. The door was unlocked?

A Correct. He was immediately uncuffed and brought to the counter next to me.

Q Why was he cuffed initially?

A And that's when I asked the Officer. That's the question I posed to the Officer. Is basically given the circumstances they took an arrival on a possible ARMED ROBBERY where a gun was involved. They didn't know anything that was going on. And I explained to the gentleman on the scene, put yourself in the Officers shoes. You have a gun, you have a bleeding subject. There was pretty much no control. So for the safety of everyone including him and the Officers involved, everyone had to be secured until it was sorted out.

Q Now you mentioned there was a bleeding subject. Who was that?

A I guess one of the other parties involved in the investigation.

Q Do you remember why he was bleeding?

A I later determined that there was some sort of physical altercation between the victim and himself.

Q Do you know what transpired between the physical altercation?

A Yes, to my knowledge and just by my recollection from the report, the victim arrived at his business and encountered these guys inside of the business with tools. It appeared that they just gained entry utilizing these tools and a fight ensued between one of the parties, which ended up being one of the defendants and the victim.

Q And when you said it was an ARMED ROBBERY, why was it an ARMED ROBBERY? Was anybody armed?

A The victim. The victim was in fact armed. I believe he somehow produced his weapon when the altercation led outside by the vehicle. And when the subject or the defendant produced a knife, a pocket knife or something like that.

Q How did the other subject get injured?

A According to the report, the victim in defending...in fear for his personal safety utilized his weapon as his impact weapon and struck the defendant in the face or the face area or something.

Q So you're saying that the victim struck the other subject with the gun?

A Yes.

Q And where was the other subject injured at? What area of his body?

A You know I don't recall. I believe the face.

Q And did you get to see the other two subjects at any point?

A Briefly.

Q And did you see any injuries on the other two subjects?

A I didn't really pay attention to it. My concern was the victim at that point. You know in getting...just confirming the fact that he was in fact the victim.

Q And did the victim have any injuries?

A From my recollection, I don't recall.

Q Did the victim complain to you about any injuries?

A No.

Q Did the victim complain to you that he was in pain?

A No.

Q Did the victim ask for Rescue at any point?

A Not with me, no.

Q Did the victim have any injuries that you noticed, that you remember?

A No obvious injuries.

Q When you said that the victim was made whole again, did any transport him back to 13695 West Dixie Highway?

A I personally transported him back. I put him in the front seat of my car uncuffed and you know reiterated to him, the manner in which the Officers you know, in which the Officers handled the situation. He was very thankful, appreciative for us doing our job. Took him back to the business. I believe I even gave him my business card. Told him if he needed anything or whatever, if he had any further problems to give me a call.

Q And in your interaction with him in the car on the way back to 13695 West Dixie Highway, did he complain of any pain?

A No.

Q Did he complain of any injuries?

A No.

Q Did he state to you...did he make any allegations to you about any Officers have...doing any wrongdoing at all?

A No. Like I said, he was more appreciative you know for us getting down to the bottom of what happened. And like I said, I was trying to get him to understand that there was nothing inappropriate that the Officers did. They were just ensuring, overall ensuring the safety of everybody. They don't know who...when they arrive on the scene they don't know anybody is.

Q Did he make any comments to you about any Officers using force to initially take him into custody?

A No.

Q Did he make any allegations of excessive use of force or discourtesy against any Officer?

A No.

Q In the conversation that you had with Sergeant Sidd, did Sergeant Sidd make any comments to you regarding any force being used to take the victim into custody?

A No.

Q Did Sergeant Sidd make any comments to you about any concerns about force or discourtesy or any allegation of misconduct against any of the Officers?

A No.

Q How long was your interaction with the victim?

A The victim from the holding cell area back to the...I would say probably 20 to 25 minutes, pretty an extended period of time.

Q And in the 25...20 to 25 minutes which is a pretty extensive period of time, he did not make any allegations to you whatsoever?

A No.

Q Do you recall who the Lead Officer was?

A I know one of the involved Officers was Aledda. I'm not sure whether he was the lead or not.

Q And he was one of the involved Officers?

A Yes.

Q And do you remember what his involvement was?

A No.

Q And do you know who handcuffed the victim?

A No.

Q Do you know who transported the victim to the station?

A I don't recall, no.

Q Do you recall if Officer Bernadeau was on the scene?

A I was not on the scene, so I don't recall.

Q Do you recall if he had any involvement with the case?

A No, I don't recall.

Q And you're saying that you became involved not because...did you become involved because the victim requested you specifically or requested a supervisor specifically? Or was it because you just happened to be coming onto the shift and the Sergeant was briefing on what had occurred?

A Exactly.

Q Exactly to which one to the latter?

A To the latter one. He did not request for a supervisor. I was just briefed by Sergeant Sidd because it was involving I believe one of my afternoon shift guys. So I just wanted to you know assist if anyway possible with the guys to get down to the bottom of what happened.

Q Do you know if Fire Rescue treated anyone on the scene?

A No I don't know.

Q Do you know if Fire Rescue treated the victim in the holding cell?

A No I don't know.

Q And you're saying that he never requested Fire Rescue, correct?

A No. Not in my presence, no.

Q Did you sign any paperwork having to do with this case?

A I looked at a report. I found my sign...not my signature however...

Q Just for the record, Sergeant Mesidor was giving the copies of all the reports that were generated and authored regarding this case.

A Where I see my handwriting is on here, on the property receipt page 1 of 1 of the Smith and Wesson that was returned back to the victim. That's my handwriting right there and it was returned back to him at 1745.

Q So the weapon, the firearm that the victim had at the time was impounded and later released to him?

A Yes.

Q Other than that property receipt, did you author or did approve of any reports having to do with this case?

A I did not approve the A form and no.

Q Did you document anything having to do with this case at all?

A No.

Q Did you witness any Officer use any type of force whether excessive or not regarding this case?

A No.

Q Against anybody?

A No.

Q Were you made aware by anyone whether it was an Officer, any citizen, civilian, any supervisor, anyone; were you made aware of anyone using any type of force or any allegation of misconduct or force whether excessive or not?

A No.

Q Mr. Mesidor, is there any other information or evidence that you would like to add at this time?

A No.

Q Mr. Mesidor, is there anything that I have failed to ask you that you would like to add to your statement?

A No.

Q Mr. Mesidor, has everything you said been the truth to the best of your knowledge?

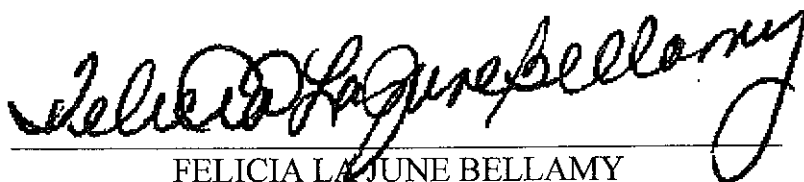
A Yes.

Q Mr. Mesidor, you are advised that under Chapter 112.533 Subsection 3, entitled disclosure of Internal Affairs Complaints, any person who is a participant in an Internal Affairs Investigation who willfully discloses any information obtained pursuant to the agencies investigation including but not limited to the identity of the Officer or Officers under investigation, the nature of the questions asked, information revealed or documents furnished in connection with a confidential investigation of an agency before such complaint, document, action or proceeding becomes a public record as provided by this section is guilty of a misdemeanor of the first degree; punishable as provided in Section 775.082 Penalties and Section 77.083 Fines. Do you have any further information you wish to add at this point?

A No.

Q Mr. Mesidor, this concludes the interview. The time is now 12:42 P.M. Thank you for your cooperation. Since this investigation is continuing, you are hereby ordered not to discuss the details of this investigation except with legal counsel or a union representative if you see fit. Thank you sir.

TRANSCRIBED BY:

  
FELICIA LAJUNE BELLAMY