

**VOLUSIA COUNTY  
EMPLOYEE PERFORMANCE EVALUATION  
CUMULATIVE RATING FORM**

EMPLOYEE NAME: Raible, Todd (0175) JOB TITLE: Investigator / DS II TYPE OF EVALUATION:  
 END OF PROBATION  
 DEPARTMENT: Volusia County Sheriff's Office DIVISION: LES  ANNUAL  SPECIAL  
 OTHER

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SUPERVISORY ABILITY**

A- TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OVERALL EVALUATION (Please Check One)**

OUTSTANDING <input type="checkbox"/>	EXCEEDS STANDARDS <input checked="" type="checkbox"/>	MEETS STANDARDS <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNACCEPTABLE <input type="checkbox"/>
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement:  
(attach additional pages as necessary)

Investigator Raible is assigned to investigative services at District II. Investigator Raible currently investigates violent crimes involving juveniles and adults as well as property crimes. Investigator Raible successfully investigated numerous significant cases during the 2010 rating period, to include: an organized burglary ring, which included the arrest and prosecution of six (6) defendants, several armed home invasions and numerous property related crimes, which led to the arrest of numerous offenders and the recovery of stolen property. Investigator Raible also participated in a murder investigation and was instrumental in obtaining a crucial statement from the offender's mother, which led to the arrest of the offender. Investigator Raible consistently looks for ways to improve his investigative skills and often provides guidance to newer investigators. Investigator Raible is currently the senior investigator within the unit and consistently makes good decisions and can be counted on to accomplish complex tasks. Investigator Raible is dependable and is considered a valuable member of the District II team.

B. Goals and recommendations:

Attend an advanced interviews and interrogation class.

C. Comments: (Endorser) (if applicable)

*[Handwritten signature]*

Evaluator Name (please print) Brian Henderson	Title Sergeant	Signature <i>[Signature]</i>	Date 2/23/11
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Endorser Name (if applicable) (please print) Michelle Newman	Title Lieutenant	Signature <i>[Signature]</i>	Date 02/23/11
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EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.

*[Signature]* \_\_\_\_\_ Date 02/23/11

Department Head Name (please print) Sheriff <b>WILLIAM R. LEE</b>	Signature <i>William Lee</i>	Date 3/1/11
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*R2X*

**VOLUSIA COUNTY  
EMPLOYEE PERFORMANCE EVALUATION  
CUMULATIVE RATING FORM**

*merit April 08*

EMPLOYEE NAME: Raible, Todd

JOB TITLE: Deputy II

TYPE OF EVALUATION:

END OF PROBATION

ANNUAL     SPECIAL

OTHER

DEPARTMENT: Volusia County Sheriff's Office

DIVISION: LES

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SUPERVISORY ABILITY**

A- TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

 030700

OVERALL EVALUATION (Please Check One)

OUTSTANDING

EXCEEDS STANDARDS

MEETS STANDARDS

NEEDS IMPROVEMENT

UNACCEPTABLE

Comments and Goals: (Evaluator)


Comments on employee's performance, i.e. employee's strengths and areas for improvement:  
(attach additional pages as necessary)

See attachment.

Is and recommendations:

has shown interest in criminal investigations and has submitted a request for transfer. He should seek out specialized training relating to criminal investigations to prepare him for that assignment.

(Endorser) (if applicable)

Thank you! 

Evaluator

(print)

Endorser Name

(please print)

Title  
Sergeant

Signature

Date

3/04/08

Title

Signature

Date

3/4/08

Lieutenant

Signature of Employee

Signature

03/09/08

Date

Date

3/7/08

Department

(please print)

WILLIAM

EE



Attachment: Comments from merit evaluation

During the past year Deputy Raible has been assigned to the Criminal Investigations Unit in a uniform capacity as part of a unit dedicated to proactive enforcement and directed patrol. During this time Deputy Raible familiarized himself with the criminal element within Spring Hill and other areas of the district. Deputy Raible has proven to be a valuable asset, particularly in the Spring Hill area. Deputy Raible made proactive arrests on a continual basis in an effort to reduce the crime rate within the district.

Deputy Raible was called on to assist CID, Narcotics and Patrol quite often and did so without hesitation. Deputy Raible also maintained the statistical data for the unit and submitted a report each month.

Deputy Raible was asked to work with the X-Ray Unit to implement a plan to reduce the burglary and property crime rate within the District. The plan focused on persons on probation and others based on intelligence gathered from various sources. Deputy Raible maintained folders on each subject that contained criminal histories, pawn records, intelligence and other relevant information. Focusing on twenty top subjects, nearly half were found to be in violation of probation, have warrants or other law violation and were arrested.

Earlier in the year Deputy Raible located a suspect vehicle from an armed robbery being investigated by CID. He recognized the vehicle based on description given to him earlier in the day. Deputy Raible coordinated with members of the X-Ray Unit and affected a traffic stop. Four suspects were arrested on drug charges. An AR15 and a Mac10 type firearm were seized from the car. It was later determined (through diligent effort) that one of the suspects was a convicted felon and additional charges were added. It was also determined three of the subjects were suspected in a homicide in NC and they were later charged with that crime. This is only one case that highlights Deputy Raible's attention to detail and performance. As a result of his performance, Deputy Raible received a positive EPN.

While working on the X-Ray Unit, deputy Raible seized a Range Rover for forfeiture following an armed trafficking arrest he made. Deputy Raible seized drugs, guns and recovered stolen vehicles and other property throughout the year as well.

Later in the year, Deputy Raible assisted the Major Case Unit with a homicide investigation in the Spring Hill area. His knowledge of the people living in the area proved to be a valuable asset in solving the crime.

**VOLUSIA COUNTY  
EMPLOYEE PERFORMANCE EVALUATION  
CUMULATIVE RATING FORM**

EMPLOYEE NAME: Raible, Todd

JOB TITLE: Deputy II

TYPE OF EVALUATION:  
 END OF PROBATION  
 ANNUAL     SPECIAL  
 OTHER

DEPARTMENT: Volusia County Sheriff's Office

DIVISION: LES

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SUPERVISORY ABILITY**

A- TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OVERALL EVALUATION (Please Check One)**

<b>OUTSTANDING</b> <input type="checkbox"/>	<b>EXCEEDS STANDARDS</b> <input checked="" type="checkbox"/>	<b>MEETS STANDARDS</b> <input type="checkbox"/>	<b>NEEDS IMPROVEMENT</b> <input type="checkbox"/>	<b>UNACCEPTABLE</b> <input type="checkbox"/>
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

During most of the past year Dep. Raible was assigned to patrol working 21 and 24 zones. During that time he was looked at as one of the most proactive members of his shift. He took on responsibility as the shifts sex offender database manager. Due to his proactive nature Deputy Raible was assigned to the Criminal Investigations Unit in a uniform capacity. Deputy Raible is currently part of a two man unit dedicated to proactive enforcement and directed patrol. Deputy Raible also assists CID, Narcotics and Patrol when needed. During this rating period Deputy Raible recovered stolen vehicles, both occupied and unoccupied, and has made several arrests. Deputy Raible has also proven to be a valuable asset, particularly in the Spring Hill area. Deputy Raible continues to be proactive and is familiarizing himself with the criminal element within Spring Hill and other areas of the district. Deputy Raible has also made numerous warrant arrests and drug arrests during this rating period.

B. Goals and recommendations:


Seek out specialized training courses relating to criminal patrol, narcotics investigations, gangs and other developmental courses.

C. Comments: (Endorser) (if applicable)

*Add, Thank you for stepping up so early in your career and truly making a difference. We are all excited to see where your assignment develops, and I encourage you to develop your training and skills towards those goals. Keep up the good work! Capt. D. S. S.*

Evaluator Name (please print) P. Thoman	Title Sergeant	Signature <i>Sgt. P. Thoman</i>	Date 2-27-07
Endorser Name (if applicable) (please print) S. Summers	Title Lieutenant	Signature <i>S. Summers</i>	Date 2-27-07

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.


03.12.07  
 \_\_\_\_\_  
 Signature of Employee Date

Department Head Name (please print) WILLIAM R. LEE	Signature <i>William R. Lee</i>	Date 3/15/07
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*Add - Good job as always. O/S 031507*

**VOLUSIA COUNTY  
EMPLOYEE PERFORMANCE EVALUATION  
CUMULATIVE RATING FORM**

EMPLOYEE NAME: RAIBLE, TODD ~~460~~ JOB TITLE: Deputy Sheriff II TYPE OF EVALUATION:  
 END OF PROBATION  
 ANNUAL  SPECIAL  
 OTHER

DEPARTMENT: Sheriff's Office DIVISION: LES

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SUPERVISORY ABILITY**

A- TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**OVERALL EVALUATION (Please Check One)**

<b>OUTSTANDING</b> <input type="checkbox"/>	<b>EXCEEDS STANDARDS</b> <input checked="" type="checkbox"/>	<b>MEETS STANDARDS</b> <input type="checkbox"/>	<b>NEEDS IMPROVEMENT</b> <input type="checkbox"/>	<b>UNACCEPTABLE</b> <input type="checkbox"/>
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**Comments and Goals: (Evaluator)**

A. **Comments on employee's performance, i.e. employee's strengths and areas for improvement:**  
 (attach additional pages as necessary)

Deputy Raible has worked on patrol since early September 2005, originally tasked as 1C24 on the west side of Deland in a high activity zone. Recently, Deputy Raible was moved to 21 zone in the Pierson / Seville area of Volusia County due to personnel changes. He has readily accepted the new zone assignment, however, desires to work in a high activity area such as 24 zone. Deputy Raible is always on time and has not called in sick or otherwise has not had any absences. Additionally, Deputy Raible has taken on further responsibilities when requested and readily appears eager to help out other shift members being an excellent team member. Furthermore, Deputy Raible volunteered to be the "Sexual Offender Database" expert and actively follows up on all requests placed upon him from supervisory personnel. There has not been any significant deficiencies in the performance of Deputy Raible's actions while on patrol and he continues to gather valuable insight into the operations of a patrol deputy. Deputy Raible has successfully completed his one year of probation constantly improving his performance to an "Exceeds Standards" level.



B. **Goals and recommendations:**

Deputy Raible should seek out law enforcement training opportunities.

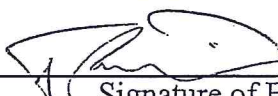
Additional review of Florida Statutes and legal bulletins in reference to search & seizure issues would increase Deputy Raible's confidence in applying these laws to scenarios encountered on patrol.

Deputy Raible should be moved to a higher activity zone when personnel becomes available to fill his present position.


C. **Comments: (Endorser) (if applicable)**

Evaluator Name (please print) Mark S. Mathieson	Title Sergeant	Signature 	Date 02-27-06
Endorser Name (if applicable) (please print) Eric Dietrich	Title Lieutenant	Signature 	Date 02-27-06

**EMPLOYEE CERTIFICATION:** This Evaluation has been explained. My signature does not mean I agree with this rating.

 \_\_\_\_\_  
 Signature of Employee

03-01-06  
 Date

Department Head Name (please print) WILLIAM R. LEE	Signature 	Date 3/6/06
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 030606

**VOLUSIA COUNTY  
EMPLOYEE PERFORMANCE EVALUATION  
CUMULATIVE RATING FORM**

EMPLOYEE NAME: RAIBLE, TODD #004 JOB TITLE: Deputy Sheriff II TYPE OF EVALUATION:  
 END OF PROBATION  
 ANNUAL  SPECIAL  
 OTHER

DEPARTMENT: Sheriff's Office DIVISION: LES

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SUPERVISORY ABILITY**

A- TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OVERALL EVALUATION (Please Check One)**

<b>OUTSTANDING</b> <input type="checkbox"/>	<b>EXCEEDS STANDARDS</b> <input checked="" type="checkbox"/>	<b>MEETS STANDARDS</b> <input type="checkbox"/>	<b>NEEDS IMPROVEMENT</b> <input type="checkbox"/>	<b>UNACCEPTABLE</b> <input type="checkbox"/>
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

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*DEPUTY RAIBLE HAS COMPLETED HIS PROBATIONARY PERIOD BY DEMONSTRATING SOUND JUDGMENT IN HIS REGULAR ACTIVITY.*

B. Goals and recommendations:

Deputy Raible should seek out law enforcement training opportunities.  
 Additional review of Florida Statutes and legal bulletins in reference to search & seizure issues would increase Deputy Raible's confidence in applying these laws to scenarios encountered on patrol.

Deputy Raible should be moved to a higher activity zone when personnel becomes available to fill his present position.

C. Comments: (Endorser) (if applicable)

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Evaluator Name (please print) Mark S. Mathieson	Title Sergeant	Signature 	Date..... 02-12-06
Endorser Name (if applicable) (please print) Eric Dietrich	Title Lieutenant	Signature 	Date 02-13-06 <i>JE</i>

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.

\_\_\_\_\_  
 Signature of Employee
 
 02-19-06  
 \_\_\_\_\_  
 Date

Department Head Name (please print) <b>WILLIAM R. LEE</b>	Signature 	Date 2/24/06
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**VOLUSIA COUNTY  
EMPLOYEE PERFORMANCE EVALUATION  
CUMULATIVE RATING FORM**

EMPLOYEE NAME: Raible, Todd  JOB TITLE: Deputy II

TYPE OF EVALUATION:  
 END OF PROBATION  
 ANNUAL     SPECIAL  
 OTHER

DEPARTMENT: Volusia County Sheriff's Office DIVISION: LES

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SUPERVISORY ABILITY**

A- TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OVERALL EVALUATION (Please Check One)**

<b>OUTSTANDING</b> <input checked="" type="checkbox"/>	<b>EXCEEDS STANDARDS</b> <input type="checkbox"/>	<b>MEETS STANDARDS</b> <input type="checkbox"/>	<b>NEEDS IMPROVEMENT</b> <input type="checkbox"/>	<b>UNACCEPTABLE</b> <input type="checkbox"/>
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Comments and Goals: (Evaluator)

A. Comments on employee's performance, i.e. employee's strengths and areas for improvement:  
(attach additional pages as necessary)

See attachment.

B. Goals and recommendations:

Seek out specialized training courses relating to criminal investigations, such as sex crimes, fraud and property crimes.

C. Comments: (Endorser) (if applicable)

*[Handwritten signature]*

Evaluator Name (please print) P. Thoman	Title Sergeant	Signature <i>[Signature]</i>	Date 04-07-10
Endorser Name (if applicable) (please print) M. Chilcot	Title Lieutenant	Signature <i>[Signature]</i>	Date 4-7-10

EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.

*[Signature]* \_\_\_\_\_ Date 04/07/10  
Signature of Employee

Department Head Name (please print) WILLIAM R. LEE	Signature <i>[Signature]</i> <b>#14494</b>	Date 4/15/10
---	--	-----------------

*[Handwritten initials]*



# Sheriff's Office

## Volusia County

Ben F. Johnson, Sheriff

To: Lt. Michael Chilcot  
District Two Assistant District Commander

Date: 03/22/2010

From: Sgt. Patrick Thoman *PT*  
District Two CID Supervisor

File: 052M016.10

Subject: Todd Raible Evaluation

Initiative: During this rating period Investigator Raible has been assigned to the Criminal Investigations Unit. Investigator Raible actively seeks out learning opportunities to acquire new job knowledge and skills. Inv. Raible is a member to SWAT and often assist with search warrant entries for Narcotics. Investigator Raible also has assisted with the training and case work of a new investigator assigned to the unit.

Cooperativeness: Investigator Raible always cooperates with his supervisor and coworkers to get the job done. He often assists with interviews and background information. He actively promotes the department and unit by maintaining a professional demeanor among members of the department as well as outside agencies.

Investigator Raible assisted the Deland Police Department in locating and securing a bank robbery suspect minutes after the incident. He cooperated well with the outside agency and represented the department in a positive manner.

Investigator Raible was called out to a home invasion in District Three. He worked with District Three personnel to obtain arrest warrants and a search warrant. Sgt. Turner commended Investigator Raible on his performance.

Investigator Raible recently worked an aggravated/cyber stalking case involving a student at Deland High School. Investigator Raible kept his supervisor, the victim and school officials informed at each level of the investigation.

Performance Standards: Investigator Raible's work exceeds expectations for accuracy, completeness and neatness. He is very organized and his case files and notes reflect this. Investigator Raible investigated a strong armed robbery to a business. He was able to work with the media to identify the suspect and make an arrest in the case.

Continued:

*MBC*

BT

Investigator Raible worked an armed robbery where the victim provided contradictory statements. He believed her story was factitious and developed a theory of what actually happened. He located surveillance video that disproved part of the victim's story and when confronted with the evidence she confessed to making up the incident to cover a gambling loss.

Investigator Raible worked a case involving fraud and internal theft from a local car lot. He gathered documentation to include contracts and statements to develop probable cause for an arrest warrant while dealing with a difficult victim.

Investigator Raible worked an aggravated/cyber stalking case where a subject posed as an Army sniper and made threats to kill a student at Deland High School. The threats were made through the Myspace social network and it was determined there was no credibility to the threats. Charges were filed in the case.

**Dependability:** Investigator Raible has no unscheduled absences from duty during this rating period. Investigator Raible keeps his case files and notes up to date and submits his monthly stats in a timely manner. Inv. Raible is often called upon as a member of SWAT

8/2/08

MLC

**VOLUSIA COUNTY  
EMPLOYEE PERFORMANCE EVALUATION  
CUMULATIVE RATING FORM**

EMPLOYEE NAME: Raible, Todd

JOB TITLE: Deputy II

TYPE OF EVALUATION:

- END OF PROBATION  
 ANNUAL     SPECIAL  
 OTHER

DEPARTMENT: Volusia County Sheriff's Office

DIVISION: LES

JOB CATEGORY RATINGS	OUTSTANDING	EXCEEDS STANDARDS	MEETS STANDARDS	NEEDS IMPROVEMENT	UNACCEPTABLE
A- INITIATIVE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. COOPERATIVENESS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. PERFORMANCE STANDARDS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. DECISION MAKING	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. COMMUNICATION	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. CUSTOMER SERVICE / PUBLIC RELATIONS	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. DEPENDABILITY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SUPERVISORY ABILITY**

A- TRAINING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. PLANNING AND ASSIGNING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. DIRECTION AND LEADERSHIP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. FAIRNESS AND APPROACHABILITY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. DECISION MAKING	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. RESOURCE MANAGEMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

 033109



OVERALL EVALUATION (Please Check One)

OUTSTANDING 
 EXCEEDS STANDARDS 
 MEETS STANDARDS 
 NEEDS IMPROVEMENT 
 UNACCEPTABLE

Comments and Goals: (Evaluator)

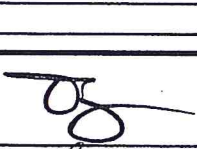
A. Comments on employee's performance, i.e. employee's strengths and areas for improvement: (attach additional pages as necessary)

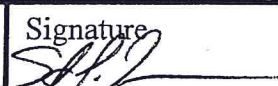
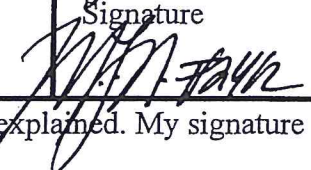
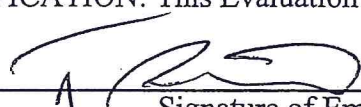

See attached.

B. Goals and recommendations:

Seek out specialized training courses relating to criminal investigations, such as sex crimes, fraud and property crimes.

C. Comments: (Endorser) (if applicable)

Todd - Always Good! 

Evaluator Name (please print) P. Thoman	Title Sergeant	Signature 	Date 3/17/09
Endorser Name (if applicable) (please print) M. Newman	Title Lieutenant	Signature 	Date 03/17/09
EMPLOYEE CERTIFICATION: This Evaluation has been explained. My signature does not mean I agree with this rating.			
		3.19.09	
Signature of Employee		Date	
Department Head Name (please print) WILLIAM R. LEE	Signature 	Date 3/31/09	



# Sheriff's Office

## Volusia County

Ben F. Johnson, Sheriff

To: Lt. Michelle Newman *MN*  
District Two Assistant District Commander

Date: 03/16/09

From: Sgt. Patrick Thoman  
District Two CID Supervisor

File: 052M024.09

Subject: Todd Raible Evaluation

Initiative: During this rating period Investigator Raible has been assigned to the Criminal Investigations Unit. Investigator Raible actively seeks out learning opportunities to acquire new job knowledge and skills. Inv. Raible is a member of SWAT and often assists with search warrant entries for Narcotics. Investigator Raible was assigned new duties as part of an initiative to combat burglaries within the district. Investigator Raible reviews all burglary reports in an effort to identify potential suspects or other leads that would assist in solving open cases. Investigator Raible disseminates information gleaned from reports and his investigations to Patrol and other members of the district.

Cooperativeness: Investigator Raible always cooperates with his supervisor and coworkers to get the job done. He often assists with interviews and background information. He actively promotes the department and unit by maintaining a professional demeanor among members of the department as well as outside agencies.

Investigator Raible received information from Deland Police CID about a vehicle that was towed to Dixon's after it had been involved in a crash. An employee advised a stereo was located inside that had been stolen from a vehicle on the lot a few days earlier. A search warrant was executed and numerous items were seized. Property was identified from five VCSO burglaries and ten DPD burglaries. Charges were completed by both agencies. This is a good example of how Investigator Raible works well with not only his department but outside agencies as well.

Performance Standards: Investigator Raible's work exceeds expectations for accuracy, completeness and neatness. He is very organized and his case files and notes reflect this. He is a good time manager and keeps his files and cases up to date. Inv. Raible investigated an aggravated assault where one subject was shot in the chest. He was able to identify the suspect and convince him to come to the District for an interview. During an interview the suspect confessed to the incident and was charged appropriately.

Investigator Raible assisted Patrol with a string of burglaries in the Phoenix Estates Mobile Home Park. During the investigation two suspects were identified and arrested. Investigator Raible received information that a gun used in a shooting back in April had been hidden in a wooded area near the location of incident. He searched the wooded area and located the gun.

*033109*

Investigator Raible worked an elderly exploitation case where caretakers/family members swindled an elderly woman out of nearly \$80,000. As a result of a diligent investigation two arrests were made.

Inv. Raible conducted an investigation into an auto theft. Suspects were identified with the assistance of the Lake County Sheriff's Office. CID responded to Lake County where the vehicle had been recovered. Latent prints were lifted and identified as the suspect's. Investigators worked closely with Lake County Deputies and were able to obtain two arrest warrants.

Investigator Raible received a positive employee performance notice for his part in an armed robbery to a pizza deliver driver.

**Dependability:** Investigator Raible is always at work on time and has had no unscheduled absences during this rating period. Investigator Raible keeps his case files and notes up to date and submits his monthly stats in a timely manner. Inv. Raible is often called upon as a member of SWAT to execute search warrants in the early morning hours. When his obligation with that unit is fulfilled he returned to his normal duties. This is often done several days in a row making his shifts long and exhausting.

 053109



# OCALA POLICE DEPARTMENT AWARDS PROGRAM NOMINATION FORM

Date Submitted January 31<sup>st</sup>, 2013

Name of Nominee: Lt. Sean Gowan  
Sgt. John Brown  
Inv. Craig Beers  
Inv. John McDonald  
Inv. William Maxwell  
Inv. Heather Welch  
Sgt. Roy Combs  
Inv. Joseph Riley  
Inv. James Moore  
Deputy Bryan Louma  
Sgt. Gary McDowell  
Deputy David McNamara  
Deputy Seth Amhrine  
Inv. Nick Mathis  
Inv. Jeremy Patterson  
Inv. Todd Raible  
Deputy Jan Jennings  
Deputy Greg Wiggins  
Deputy Justin Riley  
Deputy Brandon Coker  
Deputy Christy Bourke  
Deputy John Braman  
Deputy Katie Campbell  
Deputy Andrew Calkins

Position Volusia County Sheriff's Office

Division Investigations Section \_\_\_\_\_ Unit \_\_\_\_\_

- Recommended for:
- Distinguished Police Officer Award
  - Distinguished Service Award
  - Sustained Achievement Award
  - Individual Commendation Award
  - Distinguished Group Award
  - Technical Achievement Award
  - Distinguished Supervisor Award
  - Valor Award

Please see reverse side for Awards Criteria.

Note: This is a recommendation only, the Awards Committee will designate the appropriate awards category.

## BASIS FOR NOMINATION

Please describe in detail the achievement(s) of the nominee(s) which merits consideration for an award. Supporting documentations, letters, memoranda and specific statements which substantiate the achievement(s) of the nominee(s) must be included. Please attach additional pages as needed.

On 01/29/2013, Scott Homan, reported a burglary to his business located at 1603 NE 32<sup>nd</sup> Ave. This was an extensive burglary that included the loss of a 13ft aluminum GTO airboat valued at over \$11,000.00. The total loss of this burglary was valued at nearly \$19,000.00. After the initial report, Mr. Homan provided information to Detectives of the Ocala Police Department of a possible suspect by the name of Austin McCray. Mr. Homan advised that McCray came into town from the Deland area a couple of weeks ago and purchased a dune buggy from him. Mr. Homan advised that McCray was looking around his facility and asking odd questions. Outside of providing the name, this suspect information was merely a hunch. As the investigation continued, it was revealed that Austin McCray had listed an ad on craigslist shortly after buying the dune buggy looking for different wheels for it. In this listing he provided the same phone number as he provided in the original sale in Ocala. After several text messages back and forth to Austin, he revealed in his text that he had a new set of wheels and tires for sale. These wheels and tires he had for sale were the ones taken from this burglary. With this information, it was apparent that immediate assistance was needed in Volusia County. After a phone call, I was contacted by Det. Craig Beers. After a brief conversation, a plan was put into place. Det. Uptagraft and Det. M. Steckman immediately responded to Volusia County and met with not only Det. Beers, but a substantial greeting party ready to make this deal happen. These men and women of the Volusia County Sheriff's Office jumped into high gear and within an hour of Det. Uptagraft arriving on scene, they had a buy/bust operation in place to attempt to identify the wheels and tires and make the arrest of Austin McCray. Det. Uptagraft and Det. Steckman were just a small part of the several men and women who were involved.

Shortly after 3PM on January 30<sup>th</sup>, 2013, I received confirmation from Det. Uptagraft that the transaction was a success and Austin McCray was in custody for the sale of the stolen wheels. But this was only the beginning on this investigation. Volusia County Detectives continued their relentless pursuit in not only recovering all of the property, but making sure that every person that had their part in this case was held accountable for their actions. These men and women worked through the night, conducting several searches of residences and vehicles, tracked down individuals named as possible suspects and conducted thorough interviews. In return, almost every single piece of property taken from Mr. Homan was recovered, including his GTO airboat. A total of six arrests were made. Most of the arrests were for dealing in stolen property. There were a few warrants and one drug arrest. The victim in this case, Mr. Homan, was beside himself in the effort put forth by not only Det. Steckman and Det. Uptagraft, but by the extreme effort put forth by the men and women of the Volusia County Sheriff's Office. For this effort, all of the men and women listed in this award should be commended for their actions. There is no way that this case comes to this resolution, without the cooperation, dedication and hard work of men and women of the Volusia County Sheriff's Office. For this, we say thank you.

Recommended by:

*Sgt. Greg Martin*

Signature

Sgt. Greg Martin

Print or Type Name

Forward this nomination to the Chief of Police, Attention: Awards Committee

## OCALA POLICE DEPARTMENT AWARDS PROGRAM

The Ocala Police Department Awards Program is established to present deserving employees one of the following awards in recognition of exceptional performance.

There is no limit to the number of awards the Department may present during the calendar year as long as the candidates are deemed qualified according to the following award criteria.

Nominations may be made anytime during the year, however, they will be awarded at an Awards Ceremony as designated by the Chief of Police.

All nominations shall be made by submitting a nomination form to the Chief of Police.

## DEPARTMENT AWARDS AND CRITERIA

### 1. DISTINGUISHED POLICE OFFICER AWARD

The candidate must have made a significant contribution to the Ocala Police Department through performance which exceeds what is normally expected. This contribution may be in the form of commendable investigative activity resulting in the successful resolution of more than one case; outstanding performance in a number of cases; or other actions taken which result in increased efficiency and effectiveness. This award is limited to a sworn police officer below the rank of sergeant.

2. DISTINGUISHED SERVICE AWARD

The candidate must have made single significant contribution or a series of contributions in support of the goals of the Ocala Police Department. The contribution may be in the form of dedicated service, technical assistance, administrative assistance or clerical assistance which results in an increase in the effectiveness or efficiency of the Ocala Police Department.

3. SUSTAINED ACHIEVEMENT AWARD

The candidate must have performed, over a substantial period (minimum of one year), his/her duties in a manner which is clearly and demonstratively superior to what is expected. The individual must have proven through consistent, superior performance or series of incidents in which superior skills are evident, that his/her achievements and contributions have had a positive impact on the Department and the pursuit of its goals. Consideration should be given to significant contributions to effective, (a) work cohesiveness, pride, morale, enthusiasm, productivity, dedication; (b) interpersonal, interdepartment, or general human relations improvement; and/or (c) operational improvements.

4. INDIVIDUAL COMMENDATION AWARD

The candidate must have displayed an unusual and superior initiative that enhances the effectiveness and efficiency of the Department and/or the criminal justice community. This award will be presented to individuals who exhibit unusual initiative relating to their job, their professional preparation and may include community services.

5. DISTINGUISHED GROUP AWARD

The candidates must have performed in a manner which displays unity and teamwork and, when combined, produce a work product and/or service which exceeds what is normally expected. This award may be prompted by an isolated incident in which superior performance and unity are evident; and/or attainment of short range goals which exceed normal responsibilities and result in an increase in the Ocala Police Department's efficiency and effectiveness. A group is defined as at least two members who perform like duties or strive toward a common goal.

6. TECHNICAL ACHIEVEMENT AWARD

The candidate must be instrumental in making anew or improved technical contribution which enhances the effectiveness, efficiency or techniques of a process within the Ocala Police Department.

7. DISTINGUISHED SUPERVISOR AWARD

The candidate must have displayed exceptional and professional leadership abilities and exceed what is normally expected of a department supervisor. This supervisor maintains his role as a manager by setting high performance standards and encouraging and motivating his personnel. This supervisor promotes a team effort in order to attain established goals, enhance communication, or encourage individual creativity.

8. VALOR AWARD

The candidate must distinguish himself/herself by exceptional meritorious service. This service must be in instances where extraordinary hazardous duty is performed by a member who risks his or her life in doing so.

Sheriff



**Ben F. Johnson**

VOLUSIA COUNTY SHERIFF'S OFFICE

123 W. Indiana Avenue  
P.O. Box 569  
DeLand, FL 32721-0569

### CITATION

### UNIT COMMENDATION

The Volusia County Sheriff's Office is honored to award the *UNIT COMMENDATION BAR* to the following investigators from District Two, the State Fire Marshall's Office, and the Federal Bureau of Alcohol, Tobacco, Firearms and Explosives for their outstanding performance and dedication to duty while investigating a pipe bomb explosion that occurred on April 3, 2011.

Sergeant Brian Henderson  
Investigator Todd Raible

Investigator Glen Bennett  
Detective Murray McDonald

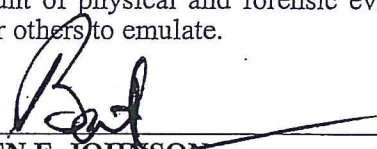
Investigator Joshua Mott  
Special Agent Reginald D. Young

On April 3, 2011 at approximately 0300 hours, a small apartment complex in the Brandywine neighborhood was rocked by an explosion. Within minutes of deputies arriving on scene, it was discovered that the explosion was caused by a pipe bomb detonated underneath a vehicle. Investigators for the Volusia County Sheriff's Office, the State Fire Marshall's Office, and the Federal Bureau of Alcohol, Tobacco, Firearms and Explosives converged on the scene and initiated a post blast investigation. Investigators determined that the pipe bomb appeared to be homemade and that it specifically targeted a Honda passenger car, which sustained serious damage. However, most disturbing was the shrapnel, composed of nut and bolts, scattered over the parking lot and within feet of bedroom windows and walls, and the resulting damage to other vehicles.

The Volusia County Sheriff's Office took the lead and assigned Investigator Glen Bennett as the case agent. The investigation quickly formed into an informal Task Force which also included Sergeant Brian Henderson, Investigator Joshua Mott, Investigator Todd Raible, Detective Murray McDonald, State Fire Marshall's Office, and Special Agent Reginald Young, Federal Bureau of Alcohol, Tobacco, Firearms and Explosives. Together, the Task Force quickly unraveled the motive and developed suspects. During interviews it was discovered that the vehicle was involved in a prescription narcotics purchase that resulted in the swindling of Lisa Milligan and Cassondra Rassi, who subsequently plotted the bombing for revenge. Milligan was already on probation for selling drugs. The Task Force began targeting known associates of Milligan and Rassi and cultivated several confidential sources who fueled the investigation.

Investigator Bennett, Detective McDonald, and Special Agent Young wrote numerous subpoenas and court orders for cell phones and business records. Investigator Raible, as surveillance team leader, organized and supervised several surveillance operations. Investigator Mott forensically evaluated the evidence collected from the scene. Sergeant Henderson supervised the day-to-day progress of the investigation and ensured that adequate resources were available to the investigators. Evidence was collected and processed and video surveillance from several stores was located that depicted the purchase of items used in the pipe bomb. Search warrants and arrest warrants were executed. Eight days after the incident, four suspects were arrested. Investigators subsequently obtained confessions from two of the defendants, executed eight search warrants, and additionally uncovered Milligan's original plan of strapping the bomb to the bottom of the car and affixing the fuse to the exhaust. Milligan believed the bomb would detonate when someone attempted to start the vehicle. A Federal Grand Jury indicted four suspects for their roles in the bombing.

Sergeant Brian Henderson, Investigator Glen Bennett, Investigator Joshua Mott, Investigator Todd Raible, Detective Murray McDonald, and Special Agent Reginald Young demonstrated exceptional skills and commitment to bring those involved to justice expeditiously, given an overwhelming amount of physical and forensic evidence and a complex case. Their commitment and dedication establish the standard for others to emulate.

  
BEN F. JOHNSON  
Sheriff, Volusia County

Awarded this 9th day of August 2011

Sheriff



**Ben F. Johnson**

VOLUSIA COUNTY SHERIFF'S OFFICE

123 W. Indiana Avenue  
P.O. Box 569  
DeLand, FL 32721-0569

February 26, 2010

Keri Burns, Executive Director  
WAM Events, Inc.  
P. O. Box 182103  
Casselberry, FL 32718-2103

Dear Ms. Burns:

Thank you for your letter expressing appreciation for the Volusia County Sheriff's Office personnel who contributed to the safety and success of your recent 3<sup>rd</sup> Annual Spring Fling of Cycling bicycle race. I am pleased that the support they provided before and during the event ensured that it went off without a hitch.

I will forward copies of your letter to each individual involved and will place a copy in their respective personnel files. I know they will appreciate your taking the time to share your complimentary remarks regarding their dedication and professionalism.

You may be assured of our continued cooperation in all matters of mutual concern. Please don't hesitate to call whenever we can be of assistance.

Sincerely,

A handwritten signature in black ink, appearing to read "Ben F. Johnson", with a long horizontal flourish extending to the right.

Ben F. Johnson  
Sheriff

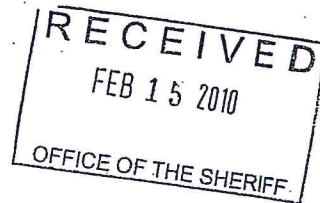
BFJ:sp/040L0066.10

cc: Chief W. R. Lee  
Major R. L. Jones  
Major V.V. Vecchi  
Capt. J. Bonnevier  
Capt. J. McDonald  
Capt. J. Melady  
Capt. R. Norris  
Capt. S. Summers  
Lt. W. Barrs  
Lt. G. Caruthers  
Lt. R. Kelley  
Lt. L. Nasser-Edwards  
Lt. T. Quigley  
Sgt. R. Brown  
Sgt. J. Bryant  
Sgt. H. Fish  
Sgt. R. Hansard  
Sgt. P. Thoman



**Distribution:**

Sergeant A. Combs  
Investigator T. Raible  
Deputy D. Clifton  
Deputy M. Lane  
Deputy B. Moraitis  
Deputy M. Stott  
Ms. L. McLaughlin Voss  
Personnel Files



February 12, 2010

Sheriff Ben Johnson  
Volusia County Sheriff's Department  
PO Box 569  
Deland, FL 32721-0569

Dear Mr. Johnson,

It was my honor to work with your deputies and staff of professionals during the 3rd Annual Spring Fling of Cycling bicycle race a few weeks ago.

I cannot say enough about Loretta McLaughlin Voss who continues to be supportive and flexible. As a professional event planner, I have yet to find someone who always makes me feel comfortable and assured that my event is being handled completely and correctly.

Although my "regular" deputies were not available to me this year, it was a privilege to work with a new group who absolutely ensured the safety of the event not only for participants but also for the neighbors surrounding Spring Garden Ranch.

Deputy Combs, as my lead deputy, was outstanding. He worked with me leading up to the event in order to provide the race with the best possible support. He also provided the leadership and partnership that I needed in order to guarantee a successful event.

Once again, I was provided with a great team of deputies who I would welcome the opportunity to work with again in the future. D. Clifton, B. Moraitis, M. Lane, M. Stott and T. Raible should be commended for their professionalism and courtesy. It is also my hope that they be recognized for their dedication and service.

Mr. Johnson, I have worked throughout Florida for more than a decade on similar events and Volusia County continues to perform above expectations. I appreciate your leadership and support and I look forward to a continued partnership in the years to come.

Sincerely,




Keri Burns  
Executive Director  
WAM Events, Inc

**Polk County Sheriff's Office**  
Proudly Presents to  
**Kurt Meyers**  
the  
**Outstanding Citizenship Award**

On September 24, 2009 the Florida Department of Children & Families reported to Investigator Mary Beth Fortin that Christina Brock and her three minor children were missing. DFC had obtained Orders to Take-into-Custody for the children after Brock's Port Orange home was raided in July 2008 and metamphetamine, log books for purchasing ingredients for metamphetamine, and paraphernalia for manufacturing metamphetamine were seized. Brock absconded with her children ages 4, 8, and 10 years and fled the state. The following day the Volusia County Sheriff's Office Intelligence Unit issued wanted bulletins to law enforcement agencies and to the Florida Organized Retail Crime Enforcement (FORCE). FORCE is a partnership and collaboration between law enforcement, private sector asset protection, and loss prevention professionals. FORCE members share real time information and intelligence with members throughout Florida. The bulletin stated that Christina Brock and Stephanie Newberry were wanted for questioning, and that they were driving a 1990's model Ford Explorer with an Illinois tag A22 3235. They were known to frequent Wal-Mart stores and motels where they used stolen checks and credit cards to make purchases and to rent motel rooms, and that Brock was in possession of her three children who were wanted and considered to be in danger due to their mother's involvement in criminal acts. Rob Koperski, Wal-Mart Field Investigator for the Florida Region, received the bulletin and forwarded it to all Wal-Mart Asset Protection Managers in his region. Manager Melanie Clemens forwarded the bulletin to all of her Asset Protection Associates including Kurt Meyers. On September 26, 2009 Mr. Meyers observed the suspects' vehicle behind the Wal-Mart in Ocala. Stephanie Newberry was spray painting the Explorer a different color. Mr. Meyers summoned local law enforcement. Investigator Fortin immediately responded to Ocala and coordinated her investigation with local authorities. Stephanie Newberry provided information about the location of the children and all three were found safe in a residence in Leesburg later that night. Christina Brock is still at large. Investigator Fortin, Melanie Clemens, and Kurt Meyers remained on the scene over seven hours assisting local law enforcement and the Florida Department of Law Enforcement during evidence collection and interviews. VCSO Investigators Mary Beth Fortin and Todd Rabble expressed high praise and appreciation for the assistance rendered by Melanie Clemens and Kurt Meyers.

Awarded this 2nd day of February 2010

  
Sheriff Ben F. Johnson

Sheriff



**Ben F. Johnson**  
VOLUSIA COUNTY SHERIFF'S OFFICE  
123 W. Indiana Avenue  
P.O. Box 569  
Deland, FL 32721-0569

April 7, 2009

Kevin Whit  
1433 N. Garfield Avenue  
Deland, FL 32724  
Dear Mr. Whit:

Thank you for your e-mail of appreciation for the assistance given to your father by Captain Shane Summers, Lieutenant Michelle Newman, Sergeant Pat Thoman and Investigator **Rodd Raible** when he was recently a victim of theft. I am pleased their diligent work resulted in the recovery of stolen property without physical harm to your father.

I will forward a copy of your e-mail to Captain Summers, Lieutenant Newman, Sergeant Thoman and Investigator Raible and place a copy in their respective personnel files. I am sure they will be pleased that you took the time to write and share your positive remarks regarding their job performance.

Sincerely,

Ben F. Johnson  
Sheriff

BFF:c/l/040L0131.09

cc; Chief Deputy W. R. Lee  
Major T. A. Sanders  
Capt. S. Summers  
Lt. M. Newman

Sgt. P. Thoman  
Inv. T. Raible  
Personnel Files

**Ben F. Johnson**  
VOLUSIA COUNTY SHERIFF'S OFFICE

123 W. Indiana Avenue  
P.O. Box 569  
DeLand, FL 32721-0569



February 17, 2009

**Sheriff**

Investigator Todd Raible  
Volusia County Sheriff's Office  
Law Enforcement Services/District 2  
DeLand, Florida  
Dear Investigator Raible:

I read with interest the Employee Performance Notice detailing your outstanding investigation into the armed robbery of a Papa John's Pizza delivery person on July 14, 2008. The victim provided a description of the suspects but they were not located during a search immediately following the robbery.

The next morning, while canvassing the neighborhood where the robbery occurred, you interviewed an uncooperative male matching the description of one of the suspects. The continuing investigation confirmed that this man lived with a female matching the description of the other robbery suspect. A photo lineup was compiled and the victim positively identified the subjects who had robbed him the previous night. A search warrant was served and several items were located linking these subjects to the robbery.

This investigation is an exceptional example of teamwork in action. Your professionalism, initiative and thoroughness ensured that this case was resolved quickly and undoubtedly prevented further crimes by this couple. I want to join with your supervisors in commending you for a job well done. Keep up the good work!

Sincerely,  


Ben F. Johnson  
Sheriff

BFJ:sp/040L0057.09

cc: Chief Deputy W. R. Lee  
Major T. A. Sanders  
Capt. M. S. Summers  
Lt. M. Newman  
Personnel File

Some key pieces of evidence that you and your Investigative team located within the home included:

- Leftover pizza and chicken wings that matched the exact type that had been stolen from Mr. Frederick
- A hole in the bedroom closet, which appeared fresh as pieces of drywall was still lying on the floor, providing access to the attic
- Papa John's pizza boxes that had been cut up into pieces and hidden in the attic
- A large steak knife, likely used to cut the pizza box into pieces
- US currency in denominations that had been stolen from Mr. Frederick

Based on the thorough and timely investigation conducted by you, Sgt. Thoman, Inv. Henderson, and Inv. McNamara, the suspects in this case were identified, arrested, and recently pled to robbery and will be sentenced in the upcoming months. Thankfully, due to your team's efforts other citizens were spared from being victimized by the rogue suspects that were captured. Keep up the great work!

**Sheriff's Office**  
**Volusia County**  
**Ben F. Johnson, Sheriff**



*RAF*

To: Major Robert Jones  
Commander of Support Services Division

From: Lt. Eric Dietrich  
SWAT Commander

File: 057M032.08

Date: 01-15-08

Subject: New SWAT Team Members

After conducting SWAT Team tryouts during the month of November 2007, the Volusia County SWAT Team has accepted three new Team Members.

Deputy Jai Hunter, DID 7044  
Deputy Todd Raible, DID 7046  
Deputy Justin Stewart, DID 6872

As of January 12, 2008, they are now required to respond to all SWAT related call outs, and are eligible for the 7% special assignment pay. Their acceptance on the SWAT Team is contingent on the successful completion of their Psychological evaluation and successful completion of Orange County Basic SWAT School, scheduled for March 10-21, 2008.

cc:  
Major T. Sanders  
Captain M. Coffin  
Captain M. Summers  
Dep. J. Hunter  
Dep. T. Raible  
Dep. J. Stewart

**EMPLOYEE PERFORMANCE NOTICE**

NAME: Raible, Todd ID: 7046 DEF. DIVISION: LESD DATE OF OCCURRENCE: 06/25/07 TIME: 2300 CASE NUMBER: 07-21011

AREA OF UNSATISFACTORY PERFORMANCE: EXCEPTIONAL

- |   |  |   |   |  |   |   |
|---|--|---|---|--|---|---|
| <p>1. <b>JOB ABILITY</b></p> <p><input checked="" type="checkbox"/> Knowledge of Rules</p> <p><input type="checkbox"/> Use of Equipment</p> <p><input type="checkbox"/> Technical Skills</p> <p><input checked="" type="checkbox"/> Oral/Written Communications</p> <p><input checked="" type="checkbox"/> Analytical Ability</p> | <p>2. <b>VOLUME OF WORK PRODUCED</b></p> <p><input checked="" type="checkbox"/> Amount of Work Produced</p> <p><input type="checkbox"/> Speed</p> <p><input checked="" type="checkbox"/> Meeting Schedules</p> <p><input checked="" type="checkbox"/> Able to Work Under Pressure</p> <p><input type="checkbox"/> Attendance</p> | <p>3. <b>QUALITY OF WORK PRODUCED</b></p> <p><input type="checkbox"/> Accuracy</p> <p><input type="checkbox"/> Neatness</p> <p><input checked="" type="checkbox"/> Thoroughness</p> <p><input type="checkbox"/> Organization</p> <p><input type="checkbox"/> Reports &amp; Correspondence</p> | <p>4. <b>DEPENDABILITY</b></p> <p><input checked="" type="checkbox"/> Completing Assignments</p> <p><input type="checkbox"/> Following Instructions</p> <p><input type="checkbox"/> Using Initiative</p> <p><input type="checkbox"/> Using Judgment</p> | <p>5. <b>INTER-PERSONAL RELATIONS</b></p> <p><input type="checkbox"/> Attitude Toward Co-Workers</p> <p><input type="checkbox"/> Attitude Toward Supervisor</p> <p><input type="checkbox"/> Attitude Toward Public</p> <p><input type="checkbox"/> Shown by Appearance/Words</p> | <p>6. <b>WORK ATTITUDE</b></p> <p><input type="checkbox"/> Following Rules</p> <p><input type="checkbox"/> Observing Work Hours</p> <p><input type="checkbox"/> Being Safety Minded</p> <p><input type="checkbox"/> Being Cost Conscious</p> <p><input type="checkbox"/> Caring for Equipment</p> | <p>7. <b>SUPERVISORY ABILITY</b></p> <p><input type="checkbox"/> Planning &amp; Scheduling</p> <p><input type="checkbox"/> Developing Employee Skills</p> <p><input type="checkbox"/> Encouraging Teamwork</p> <p><input type="checkbox"/> Evaluating Performance</p> <p><input type="checkbox"/> Discipline</p> <p><input type="checkbox"/> Getting the Job Done</p> |
|---|--|---|---|--|---|---|

**INSTRUCTIONS**

- Use this form to document all performance below or above accepted standards
- One or more areas of knowledge/performance may be covered on each form
- Use remarks sections to explain items checked
- Attach Documentation/Reports, if applicable.

Remarks: On 06/25/07 an armed robbery to a person was reported at 2496 International Speedway Blvd. A BOLO was broadcasted to area units containing the suspect and vehicle information. Deputy Raible, along with the other members of the X-Ray Unit were also given the information. Later that evening Deputy Raible observed the vehicle and coordinated with the members of the team as he made a traffic stop. Four suspects were detained and later arrested on drug charges. A search of the vehicle revealed two firearms, an AR 15 assault rifle and an Uzi type pistol.

After the arrests Deputy Raible continued to follow up leads on the suspects, which resulted in additional misdemeanor and felony charges stemming from false information given by three of the suspects and one being a convicted felon.

Although the victim of the robbery would not cooperate, four suspects were arrested due to diligent and thorough investigation.

CID worked with Salisbury Sheriff's Office in North Carolina and discovered two of the suspects were the focus of a robbery homicide investigation in their jurisdiction. Those two were later charged with the homicide.

Deputy Raible demonstrates keen observation skills and works well with members of the X-Ray Unit and CID on a continued basis. *Good work. Todd*

Counseling  Verbal Reprimand  Letter of Commendation

Employee's signature indicates only receipt of a copy of this notice, not an acknowledgement of guilt (if unsatisfactory notice)

Signature of Employee: [Signature] Date: 08/22/07

Signature of Supervisor Preparing Notice: [Signature] Date: 08/22/07

White Employee: [Signature] Date: 10/29/07

Capt. [Signature] Date: 10/30/07

Major [Signature] Date: 11/01/07

Sheriff [Signature] Date: 11/29/07

Pink-District or Section/Unit: Yellow-Division

Goldenrod-Sheriff/A: 103097.004

*THIS IS REAL GOOD WORK*



7040

# St. Petersburg College

Multijurisdictional Counterdrug Task Force Training  
A partnership between St. Petersburg College and the Florida National Guard

*This certifies that*

**Todd Raible**

*has successfully completed*

**Clandestine Laboratory Recertification**

**Eight online training hours**

**Completed this eighteenth day of September, two thousand fourteen**

**SPC St. Petersburg  
College**  
CENTER FOR PUBLIC SAFETY INNOVATION

*William D. Law Jr.*  
President, St. Petersburg College

*Eileen LaHare*  
Center for Public Safety Innovation

# Polk County Sheriff's Office

Proudly Awards to

Investigator Todd Raible

the  
**Unit Commendation Bar**

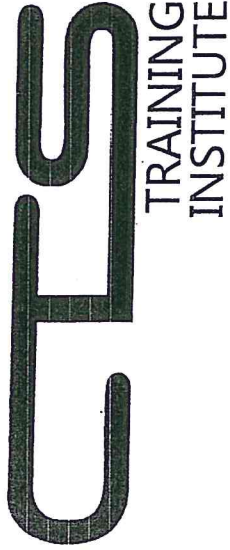
*For outstanding performance and dedication to duty  
while investigating a pipe bomb explosion that occurred on April 3, 2011.*

Awarded this 9th day of August 2011



Sheriff Ben F. Johnson

# CERTIFICATE OF TRAINING



This Is To Certify That

## Todd J. Raible

Has successfully completed training and is certified as a Less Lethal Instructor in the use of:  
**Chemical Munitions, Less-Lethal, Flash-Bang**



*Ward Howley*  
INSTRUCTOR  
*Terris J. Palmer*  
DIRECTOR OF TRAINING

December 16, 2009

DATE COMPLETED  
(CERTIFICATE EXPIRES 4 YEARS  
FROM COMPLETION DATE)

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

TODD RAIBLE #7046

HAS COMPLETED THE FOLLOWING TRAINING COURSE

DIGNITARY PROTECTION

24 HOURS

DECEMBER 15-17, 2008

*Ch Habermehl*  
CHUCK HABERMEHL, Director

*Ben F. Johnson*  
BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

**VOLUSIA COUNTY SHERIFF'S OFFICE**

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

HAS COMPLETED THE FOLLOWING TRAINING COURSE

**M-113 & A-150 APC FAMILIARIZATION COURSE**

**8 HOURS**

**DECEMBER 3, 2008**

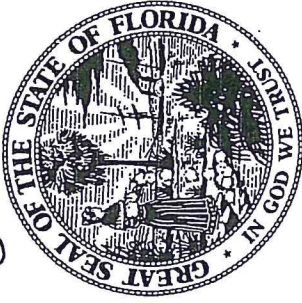
*Ch Habermehl*

CHUCK HABERMEHL, Director

BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

# Daytona State College



## Daytona Beach, Florida Certificate of Completion

*TODD J. RAIBLE*

has completed a course of study in

THE BULLET PROOF MIND = 6 Hrs.

and therefore is awarded this certificate of completion

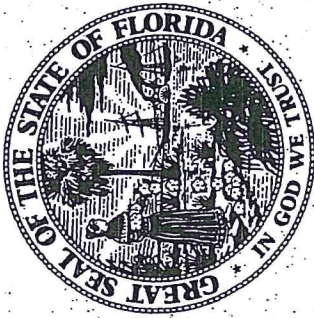
this 7<sup>th</sup> day of November, 2008

*[Signature]*  
President, Daytona State College

*[Signature]*  
Chair, Criminal Justice

*[Signature]*  
Chairman, Board of Trustees, Daytona State College

# Daytona Beach Community College



## Daytona Beach, Florida Certificate of Completion

*TODD J. RAIBLE*

has completed a course of study in

SURVEILLANCE TECHNIQUES-054 - 40 Hrs.

and therefore is awarded this  
certificate of completion

this 28th day of September, 2007

*Paul Mayala*

President

*Jumeru*

Criminal Justice Director

*Joe Petrock*

Chairman, Board of Trustees



# Multijurisdictional Counterdrug Task Force Training



This is to certify that

**Todd J. Raible**

Has satisfactorily completed the following 8 hour MCTFT training course held at

**DAYTONA BEACH, FL**

**Marijuana Grow Investigations Indoor**

Training held 6/18/2007

*Carl W. Wooten*  
President  
St. Petersburg College

*Eileen LaHaie*  
Eileen LaHaie  
MCTFT Director

A partnership between The Florida National Guard and St. Petersburg College



**VOLUSIA COUNTY SHERIFF'S OFFICE**

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

HAS COMPLETED THE FOLLOWING TRAINING COURSE

**PATROL LEVEL NARCOTICS**

**8 HOURS**

**APRIL 3, 2007**



CHUCK HABERMEHL, Director



BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

# Florida Gang Investigators Association

*hereby certifies that:*

## Todd Raible

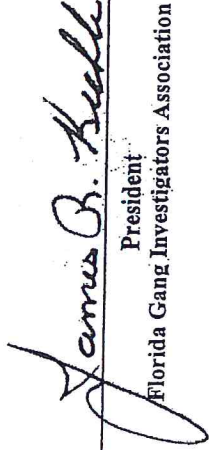
*has successfully completed the Association's Basic Gang Specialist Training  
Course and formally recognizes this individual as a*

### Basic Gang Specialist

*Awarded this 2nd day of April,  
in the year 2007*



Instructor  
Florida Gang Investigators Association



President  
Florida Gang Investigators Association



Instructor  
Florida Gang Investigators Association

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

*Deputy Todd Raible #7046*

HAS COMPLETED THE FOLLOWING TRAINING COURSE

*Introduction to Gangs #07-01*

*8 Hours*

*March 16, 2007*

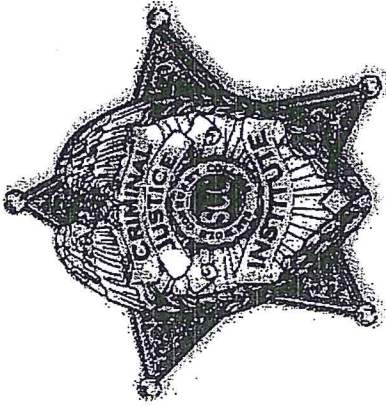
*Ch. Habermehl*

CHUCK HABERMEHL, Director

*Ben F. Johnson*

BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"



# CERTIFICATE OF ACHIEVEMENT

This is to certify that

*Todd Raible*

Has completed the course requirements for

**POLICE MOUNTAIN BIKE COURSE**

40 hours

In witness whereof, we affix our signatures on this 15<sup>th</sup> day of December, 2006.

Curtis J. Hague  
Training Center Director



SEMINOLE COMMUNITY COLLEGE  
**Be yourself. Only Better.<sup>SM</sup>**  
An Equal Access/Equal Opportunity Community College

Chad McDaniel  
Instructor

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

HAS COMPLETED THE FOLLOWING TRAINING COURSE

**PATROL RIFLE COURSE**

**16 HOURS**

**OCTOBER 19-20, 2006**

*Ch. Habermehl*

CHUCK HABERMEHL, Director

*Ben F. Johnson*

BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

June 17, 2005

600-68-3336

06-2005-055-3

DORRIS SEIBERT, CHAIRMAN  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING COMMISSION

MICHAEL D. CREWS, PROGRAM DIRECTOR  
CRIMINAL JUSTICE  
PROFESSIONALISM PROGRAM

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

ADVANCED TRAINING CERTIFICATE  
RADAR SPEED MEASUREMENT TRAINING COURSE FOR LAW  
ENFORCEMENT OFFICERS  
40 HOURS

TODD J RAIBLE

Hereby awards to

THE COMMISSION ON  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING

STATE OF FLORIDA

GUY M. TUNNELL,  
COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

JEB BUSH  
GOVERNOR

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

*Deputy Todd Raible #7046*

HAS COMPLETED THE FOLLOWING TRAINING COURSE

*Field Training Evaluation Program #05-01A02EA*

*418 hours*

*June 10, 2005*

*Ch Habermehl*

CHUCK HABERMEHL, Director

*Ben F. Johnson*  
BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

Volusia County Sheriff's Office

Field Training & Evaluation Program

Academic Phase

The following FTEP Trainee has completed the following classes with the Volusia County Sheriff's Office in the Field Training & Evaluation Academic Phase:

Trainee Name Todd Raible DID# 7046 # 05-01FTEP

FTEP Coordinator Signature: [Signature] Date: 06-10-05

CLASS	HOURS	DATE OF CLASS
* Active Shooter	16	05-23-05 - 05-24-05
* Defensive Tactics/ASP/Freeze+P/Hobble	38	04-07-05 - 04-14-05
* Domestic Violence	8	05-04-05
* EVOG	32	04-25-05 - 04-28-05
* 40 Cal Transition/Shotgun/	28	03-30-05 - 04-04-05
* Human Diversity	4	04-22-05
* Juvenile Sex Offender Investigation	2	04-18-05
* Lowlight Shooting	4	04-04-05
* MDC	4	05-25-05
* Professional Traffic Stops	4	04-22-05
* Taser M26-X26	4	04-13-05
Accreditation Overview/CD Directives	1	04-06-05
Administrative Time	18	04-29-05 - 06-10-05
Bloodborne Pathogens	4	06-02-05
Civil Process	4	06-01-05
Cooper Test	4	06-08-05
CPR (Refresher)	3.5	06-01-05
Crash Reports	16	04-20-05 - 04-21-05
Crime Scene Investigation	0	05-27-05
Death Notification	1	06-07-05
D.U.I.	4	05-06-05
Elderly Abuse Investigation	1	06-03-05
Ethics	4	04-07-05 - 05-31-05
FCIC	5.5	05-26-05
Fleet Management	2	06-09-05
Forfeitures	2	04-18-05
FTEP Overview	3	03-29-05
Gangs	1	06-08-05
Hazmat	4	06-07-05
Incident Command	4	05-25-05
Injunctions For Protection	5	05-05-05



04-05-05	2	Intelligence Overview
03-29-05	1	Internal Affairs Overview
05-31-05	4	Marchman/Baker Act
05-05-05	2	Narcotics ID
06-02-05	3	Narrative Writing
06-08-05	1	Nutrition
05-13-05 - 05-20-05	48	Officer Survival
04-01-05 - 06-06-05	17.5	Physical Training
04-05-05	2	Policies & Procedures
05-11-05	8	Preliminary Investigation
03-29-05	4	Radio Procedures
04-12-05 - 05-12-05	40	Report Writing
04-18-05	3	RMS
06-03-05 - 06-07-05	16	Scenario Training
04-05-05 - 04-06-05	4	Search & Seizure
04-05-05	2	Sex Offense Investigation
04-19-05	8	Stress Shoot
05-06-05	3.5	Traffic Citations
04-06-05	2	VCSSO Organ/BS Overview
05-02-05	8	Verbal Judo
05-03-05	8	Weapons of Mass Destruction

TOTAL HOURS

418.00



American Heart Association.

Learn and Live.

# Healthcare Provider

Todd Raible

This card certifies that the above individual has successfully completed the national cognitive and skills evaluations in accordance with the curriculum of the American Heart Association for the BLS for Healthcare Providers (CPR & AED) Program.

Issue 6/11/2005

Recommended Renewal Date 6/20/2007

AHA Region Florida

Community Training Center Daytona Beach Community College

Training Site

Instructor Scott Petersohn

Holder's Signature

©2000 American Heart Association Tampering with this card will alter its appearance. 70-2915

70-2915 R3/04

State of Florida

# Department of Law Enforcement

*Criminal Justice Information Services*

*Awards this certificate to*

**FOLE**

**TODD RAIBLE**



*As evidence of the successful completion of*

## *FCIC Certification*

Given this the **26** day of **May** **2005**

*This certificate expires two years from the date of issuance.*

Commissioner,  
Florida Department of Law Enforcement

TOTAL HOURS 4

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

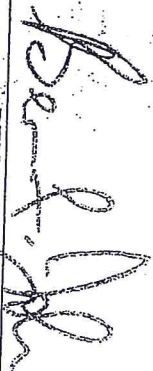
HAS COMPLETED THE FOLLOWING TRAINING COURSE

**ACTIVE SHOOTER #05-01FTEP**

**16 HOURS**

**MAY 24, 2005**

  
CHUCK HABERMEHL, Director

  
BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

**VOLUSIA COUNTY SHERIFF'S OFFICE**

*Certificate of Training*

THIS CERTIFIES THAT


**TODD RAIBLE #7046**

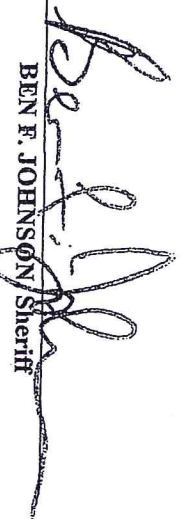
HAS COMPLETED THE FOLLOWING TRAINING COURSE

**DOMESTIC VIOLENCE #05-01FTEP**

**8 HOURS**

**MAY 4, 2005**

  
CHUCK HABERMEHL, Director

  
BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLIE #7046**

HAS COMPLETED THE FOLLOWING TRAINING COURSE

**EMERGENCY VEHICLE OPERATIONS COURSE #05-01FTEP**

**32 HOURS**

**APRIL 28, 2005**



CHUCK HABERMEHL, Director



BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

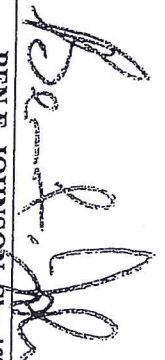
HAS COMPLETED THE FOLLOWING TRAINING COURSE

**JUVENILE SEX OFFENDER #05-01FTFP**

**2.5 HOURS**

**APRIL 18, 2005**

  
CHUCK HABERMEHL, Director

  
BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

**VOLUSIA COUNTY SHERIFF'S OFFICE**

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

HAS COMPLETED THE FOLLOWING TRAINING COURSE

**DEFENSIVE TACTICS/ASP/FREEZE+P #05-01FTFP**

**37 HOURS**

**APRIL 14, 2005**

*Ch Habermehl*

CHUCK HABERMEHL, Director

*Ben F. Johnson*

BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"



VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

HAS COMPLETED THE FOLLOWING TRAINING COURSE

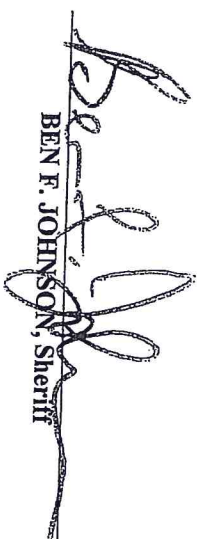
**M26-X26 TASER CERTIFICATION #05-01FTEP**

**4 HOURS**

**APRIL 13, 2005**



CHUCK HABERMEHL, Director



BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

VOLUSIA COUNTY SHERIFF'S OFFICE

*Certificate of Training*

THIS CERTIFIES THAT

**TODD RAIBLE #7046**

HAS COMPLETED THE FOLLOWING TRAINING COURSE

**FIREARMS 40 CAL/SHOTGUN**

**28 HOURS**

**APRIL 4, 2005**

  
CHUCK HABERMEHL, Director

  
BEN F. JOHNSON, Sheriff

"CONFIDENCE IN THE LINE OF FIRE"

### Mandatory Retraining Report

Cert Date	LName	FName	DID	Course	Cert Hours
05/28/2015	RAIBLE	TODD	7046	ONLINE DISCRIMINATORY PROFILING AND PROF TRAFFIC STOPS	2
05/28/2015	RAIBLE	TODD	7046	ONLINE JUVENILE SEXUAL OFFENDER	2
05/28/2015	RAIBLE	TODD	7046	ONLINE DOMESTIC VIOLENCE	2
01/30/2015	RAIBLE	TODD	7046	DEA ADVANCED NARCOTICS INVESTIGATOR SCHOOL	UNK
09/23/2014	RAIBLE	TODD	7046	CLANDESTINE LAB REFRESHER	4
09/18/2014	RAIBLE	TODD	7046	ONLINE CLANDESTINE LABORATORY RECERT	8
07/24/2014	RAIBLE	TODD	7046	FL GENERAL INSTRUCTOR TECHNIQUES	64
04/09/2014	RAIBLE	TODD	7046	2014 TASER RECERT	3
04/08/2014	RAIBLE	TODD	7046	2014 DEP REFRESHER DAY 2	12
04/07/2014	RAIBLE	TODD	7046	2014 LOW LIGHT/NO LIGHT TRAINING	1.5
04/07/2014	RAIBLE	TODD	7046	2014 STRESS SHOOT QUALIFICATION	1.5
04/07/2014	RAIBLE	TODD	7046	2014 FDLE FIREARMS QUALIFICATION	2.0
04/07/2014	RAIBLE	TODD	7046	2014 LEGAL BULLETIN TEST	0.5
04/07/2014	RAIBLE	TODD	7046	2014 USE OF FORCE/PHYSIOLOGICAL RESPONSE	3.5
04/07/2014	RAIBLE	TODD	7046	2014 REMINGTON 870 SHOTGUN TRAINING	1.0
12/11/2013	RAIBLE	TODD	7046	SWAT FSDD LESS LETHAL, GAS RECERT	3
11/21/2013	RAIBLE	TODD	7046	METH LAB FAMILIARIZATION	2
07/26/2013	RAIBLE	TODD	7046	ADVANCED SWAT COURSE	40
06/12/2013	RAIBLE	TODD	7046	2013 SWAT SUBMACHINE GUN QUALIFICATION	1
05/08/2013	RAIBLE	TODD	7046	2013 TASER RECERT	3
05/07/2013	RAIBLE	TODD	7046	2013 DEP REF TACTICAL SHOOTING	6
05/07/2013	RAIBLE	TODD	7046	2013 DEP REF EVOC	6
05/06/2013	RAIBLE	TODD	7046	2013 FDLE FIREARMS QUALIFICATION	2.0
05/06/2013	RAIBLE	TODD	7046	2013 USE OF FORCE/PHYSIOLOGICAL RESPONSE	3.5
05/06/2013	RAIBLE	TODD	7046	2013 LEGAL BULLETIN TEST	0.5
05/06/2013	RAIBLE	TODD	7046	2013 STRESS SHOOT QUALIFICATION	1.5
05/06/2013	RAIBLE	TODD	7046	2013 REMINGTON 870 SHOTGUN TRAINING	1.0
05/06/2013	RAIBLE	TODD	7046	2013 ACTIVE SHOOTER	1.0
03/01/2013	RAIBLE	TODD	7046	CJIS RECERT	1
02/21/2013	RAIBLE	TODD	7046	AUTHORIZED CENTRAL STORAGE PROGRAM	24
08/20/2012	RAIBLE	TODD	7046	ONLINE CLANDESTINE LABORATORY RECERT	8
05/11/2012	RAIBLE	TODD	7046	BASIC NARCOTICS AND DANGEROUS DRUGS LAW ENFORCEMENT SCHOOL	UNK
04/25/2012	RAIBLE	TODD	7046	2012 TASER RECERT	3
04/24/2012	RAIBLE	TODD	7046	2012 DEP REF COMBAT CASUALTY CARE	12

### Mandatory Retraining Report

Cert Date	LName	FName	DID	Course	Cert Hours
04/23/2012	RAIBLE	TODD	7046	2012 LEGAL BULLETIN TEST	0.5
04/23/2012	RAIBLE	TODD	7046	2012 USE OF FORCE/PHYSIOLOGICAL RESPONSE	3.5
04/23/2012	RAIBLE	TODD	7046	2012 P.I.T. OVERVIEW	1.0
04/23/2012	RAIBLE	TODD	7046	2012 STRESS SHOOT QUALIFICATION	1.5
04/23/2012	RAIBLE	TODD	7046	2012 REMINGTON 870 SHOTGUN TRAINING	1.0
04/23/2012	RAIBLE	TODD	7046	2012 LOW LIGHT/NO LIGHT TRAINING	1.5
04/23/2012	RAIBLE	TODD	7046	2012 FDLE FIREARMS QUALIFICATION	2.0
11/23/2011	RAIBLE	TODD	7046	RECERT SOUND DIVERSIONARY DEVICE, LESS LETHAL, CHEMICAL MUNITIONS	6
10/21/2011	RAIBLE	TODD	7046	CLANDESTINE LAB CERTIFICATION	40
07/29/2011	RAIBLE	TODD	7046	KNOCK AND TALK COURSE	8
05/23/2011	RAIBLE	TODD	7046	CONFIDENTIAL INFORMANT TRAINING	8
05/19/2011	RAIBLE	TODD	7046	ONLINE ELDER ABUSE INV	1
05/19/2011	RAIBLE	TODD	7046	ONLINE DOMESTIC VIOLENCE	2
03/08/2011	RAIBLE	TODD	7046	CJIS RECERT	1
02/11/2011	RAIBLE	TODD	7046	2011 DEP REFRESHER EVOC/FORCE ON FORCE	10
02/10/2011	RAIBLE	TODD	7046	2011 STRESS SHOOT QUALIFICATION	1.5
02/10/2011	RAIBLE	TODD	7046	2011 USE OF FORCE/PHYSIOLOGICAL RESPONSE	2.5
02/10/2011	RAIBLE	TODD	7046	2011 FDLE FIREARMS QUALIFICATION	3.0
02/10/2011	RAIBLE	TODD	7046	2011 LOW LIGHT/NO LIGHT TRAINING`	1.5
02/10/2011	RAIBLE	TODD	7046	2011 REMINGTON 870 SHOTGUN TRAINING	1.0
02/10/2011	RAIBLE	TODD	7046	2011 LEGAL BULLETIN TEST	0.5
02/09/2011	RAIBLE	TODD	7046	2011 M26-X26 TASER RECERT	3
10/27/2010	RAIBLE	TODD	7046	FLASHBANG GAS RECERT	4
06/16/2010	RAIBLE	TODD	7046	ONLINE DISC PROFILING & PROF TRAFFIC STOPS/HUMAN DIVERSITY	2
05/12/2010	RAIBLE	TODD	7046	CPR	3
04/22/2010	RAIBLE	TODD	7046	FN 303 LESS LETHAL LAUNCHER FOUNDATION TRNG PROGRAM	4
03/24/2010	RAIBLE	TODD	7046	SWAT SUBMACHINE GUN QUALIF	1
02/03/2010	RAIBLE	TODD	7046	2010 M26-X26 RECERT	4
02/02/2010	RAIBLE	TODD	7046	2010 DEP REFRESHER DAY 2	11
02/01/2010	RAIBLE	TODD	7046	2010 REMINGTON SHOTGUN TRAINING	1
02/01/2010	RAIBLE	TODD	7046	2010 USE OF FORCE/PHYSIOLOGICAL RESPONSE	2.5
02/01/2010	RAIBLE	TODD	7046	2010 FDLE FIREARMS QUALIFICATION	3
02/01/2010	RAIBLE	TODD	7046	2010 LEGAL BULLETIN TEST	.5
02/01/2010	RAIBLE	TODD	7046	2010 LOW LIGHT/NO LIGHT TRAINING	1.5

### Mandatory Retraining Report

Cert Date	LName	FName	DID	Course	Cert Hours
02/01/2010	RAIBLE	TODD	7046	2010 GANG REFRESHER	1
02/01/2010	RAIBLE	TODD	7046	2010 STRESS SHOOT QUALIFICATION	1.5
12/17/2009	RAIBLE	TODD	7046	ONLINE JUVENILE SEX OFFENDER	2
12/16/2009	RAIBLE	TODD	7046	LESS LETHAL INSTRUCTOR CHEMICAL MUNI, LESS-LETHAL, FLASH-BANG	8
11/18/2009	RAIBLE	TODD	7046	FBI-LEEDA/LIFELOCK IDENTITY THEFT SEMINAR	8
09/30/2009	RAIBLE	TODD	7046	R.A.I.D. VEHICLE DRIVERS TRAINING	8
08/18/2009	RAIBLE	TODD	7046	UNDERSTANDING/SURVIVING PSYCHOLOGICAL & PHYSIOLOGICAL IMPACT OF COMBAT	16
08/18/2009	RAIBLE	TODD	7046	WARRIOR MINDSET FOR LAW ENFORCEMENT	16
03/10/2009	RAIBLE	TODD	7046	CJIS CERTIFICATION/RECERT	1
01/07/2009	RAIBLE	TODD	7046	TASER RECERTIFICATION	4
01/06/2009	RAIBLE	TODD	7046	DEPUTY REFRESHER ACTIVE SHOOTER/BLDG SEARCHES	11
01/05/2009	RAIBLE	TODD	7046	2009 STRESS SHOOT/NIGHT SHOOT	2
01/05/2009	RAIBLE	TODD	7046	PPE REFRESHER	2
01/05/2009	RAIBLE	TODD	7046	2009 USE OF FORCE/PHYSIOLOGICAL RESPONSE TO USE OF FORCE	2
01/05/2009	RAIBLE	TODD	7046	2009 BACKUP GLOCK 27 FIREARM QUALIFICATION	1
01/05/2009	RAIBLE	TODD	7046	2009 REMINGTON SHOTGUN QUALIFICATION	1
01/05/2009	RAIBLE	TODD	7046	2009 ON DUTY GLOCK 35 FIREARM QUALIFICATION	1
12/17/2008	RAIBLE	TODD	7046	DIGNITARY PROTECTION	24
12/03/2008	RAIBLE	TODD	7046	M-113 FAMILIARIZATION COURSE A-150 APC	8
11/07/2008	RAIBLE	TODD	7046	THE BULLET PROOF MIND	6
10/01/2008	RAIBLE	TODD	7046	BASIC CRIME SCENE INVESTIGATION	8
09/10/2008	RAIBLE	TODD	7046	SWAT FLASH BANG CERT/RECERT COURSE	3.5
04/11/2008	RAIBLE	TODD	7046	RMS TRAINING FOR DEPUTIES	8
04/09/2008	RAIBLE	TODD	7046	2008 DEPUTY REFRESHER - TASER RECERTIFICATION	4
04/08/2008	RAIBLE	TODD	7046	2008 DEPUTY REFRESHER - EVOC	8
04/08/2008	RAIBLE	TODD	7046	2008 DEPUTY REFRESHER - FELONY STOPS	4
04/07/2008	RAIBLE	TODD	7046	2008 PHYSIOLOGICAL RESPONSE TO USE OF FORCE	N/A
04/07/2008	RAIBLE	TODD	7046	2008 PPC QUALIFICATION	4
04/07/2008	RAIBLE	TODD	7046	2008 REMINGTON SHOTGUN QUALIFICATION	N/A
04/07/2008	RAIBLE	TODD	7046	2008 LOW LIGHT/NO LIGHT NIGHT SHOOT	4
04/07/2008	RAIBLE	TODD	7046	2008 STRESS SHOOT	4
04/07/2008	RAIBLE	TODD	7046	2008 USE OF FORCE WRITTEN TEST	N/A
10/05/2007	RAIBLE	TODD	7046	STRESS SHOOT 2007	4

### Mandatory Retraining Report

Cert Date	LName	FName	DID	Course	Cert Hours
09/28/2007	RAIBLE	TODD	7046	SURVEILLANCE TECHNIQUES	40
06/18/2007	RAIBLE	TODD	7046	MARIJUANA GROW INVESTIGATIONS INDOOR	8
05/29/2007	RAIBLE	TODD	7046	DEPUTY REFRESHER 2007 ACTIVE SHOOTER	12
04/03/2007	RAIBLE	TODD	7046	PATROL LEVEL NARCOTICS	8
04/02/2007	RAIBLE	TODD	7046	BASIC GANG SPECIALIST	UNK
03/27/2007	RAIBLE	TODD	7046	PATROL RIFLE REQUALIFICATION	2
03/16/2007	RAIBLE	TODD	7046	INTRODUCTION TO GANGS	8
03/07/2007	RAIBLE	TODD	7046	TASER RECERTIFICATION	4
02/06/2007	RAIBLE	TODD	7046	PPC 2007	4
12/15/2006	RAIBLE	TODD	7046	POLICE MOUNTAIN BIKE COURSE	40
11/08/2006	RAIBLE	TODD	7046	LOW LIGHT FIREARMS TRAINING	4
10/24/2006	RAIBLE	TODD	7046	DEPUTY REFRESHER EVOC	6
10/24/2006	RAIBLE	TODD	7046	DEPUTY REFRESHER DT	6
10/20/2006	RAIBLE	TODD	7046	PATROL RIFLE COURSE	16
10/12/2006	RAIBLE	TODD	7046	STRESS SHOOT 2006	4
02/02/2006	RAIBLE	TODD	7046	PPC 2006	4
12/02/2005	RAIBLE	TODD	7046	LOW LIGHT FIREARMS TRAINING	4
09/03/2005	RAIBLE	TODD	7046	FTEP ROAD PHASE TRAINING	432
08/01/2005	RAIBLE	TODD	7046	NIMS IS 700	3
06/17/2005	RAIBLE	TODD	7046	RADAR SPEED MEASUREMENT	40
06/01/2005	RAIBLE	TODD	7046	CPR/AED	UNK
05/25/2005	RAIBLE	TODD	7046	INCIDENT COMMAND 100E 200E	4
05/23/2005	RAIBLE	TODD	7046	ACTIVE SHOOTER RESPONSE	16
05/04/2005	RAIBLE	TODD	7046	DOMESTIC VIOLENCE	8
04/28/2005	RAIBLE	TODD	7046	EMERGENCY VEHICLE OPERATIONS COURSE	32
04/22/2005	RAIBLE	TODD	7046	HUMAN DIVERSITY	8
04/18/2005	RAIBLE	TODD	7046	JUVENILE SEX OFFENDER	2
04/14/2005	RAIBLE	TODD	7046	DEFENSIVE TACTICS/ASP/FREEZE+P	37
04/13/2005	RAIBLE	TODD	7046	M26-X26 TASER CERTIFICATION	4
04/04/2005	RAIBLE	TODD	7046	FIREARMS 40 CAL/SHOTGUN	28

## Discipline History

### **SD-07-155 / Counseling**

8-30-2007

26.02.098 Careless handling of Equipment and Vehicle

**Synopsis:** Deputy Raible struck a pole with the passenger side of patrol vehicle when leaving the sally port at Deland Police Department.

### **SD-12-030/Verbal Reprimand**

1-23-2012

26.02.098 Careless handling of Equipment and Vehicle

**Synopsis:** Deputy Raible, while operating his department issued vehicle, collided with his personal vehicle when backing out of his residential driveway.

## Use of Force Incidents

### **06-25107 Use of Stop Sticks**

Date: 7-28-06

- Related case number (DBPD 06-72573-Vehicle Pursuit)
- Defendant: Jerome Horton

#### **Synopsis:**

VCSO deputies assisted Daytona Beach Police Department during a motor vehicle pursuit. Deputy Raible deployed stop sticks and struck the fleeing vehicle enabling the defendant's capture. **Copy of Auto Incident report has been purged per State Statute Requirements**

### **06-035808 Use of Force: Taser/Hobble**

Date: 10-23-2006

Defendant: Nathaniel Harris

#### **Synopsis:**

Deputy Raible made contact with Nathaniel Harris after observing him walking down the street. Deputy Raible was aware Harris had an open felony warrant and commanded Harris to stop as he began to walk away from Deputy Raible. Harris began to take flight on foot at which time Deputy Raible gave chase. Deputy Raible deployed his taser, and was able to stop Harris. Deputy Raible attempted to secure Harris who began to physically resist and fight Deputy Raible. Deputy Raible used the taser a second time to subdue Harris. Harris after the second taser hit fled on foot again. Harris was later secured after he was struck with a third taser deployment by a backup deputy responding to assist Deputy Raible, after Harris began to charge toward the assisting deputy. **Copy of Auto Incident report has been purged per State Statute Requirements**

## **07-22998 Use of Force/Taser**

Date: 7-5-2007

Defendant: Brian Balsley

Related Case # 07-023003

### **Synopsis:**

The defendant was stopped during a consensual encounter. The defendant was determined to an open warrant for "purchase of cocaine". The taser was utilized to apprehend the subject after he fled from deputies on foot. **Copy of Auto Incident report has been purged per State Statute Requirements**



# Volusia County Sheriff's Office

## Discipline History

Incident Date	Case #	Investigation Case Type Allegation	Violation	Finding	Action
Raible, Todd J					
7046					
08/30/2007	SD-07-155	Supervisor Discipline 26.2.098 Careless Handling Equip & Veh	Traffic Accident	Sustained	Counseling
02/23/2012	SD-12-030	Supervisor Discipline 26.2.098 Careless Handling Equip & Veh		Sustained	Verbal Reprimand
-00:00					
Totals:					2

INTERNAL AFFAIRS

INTERNAL AFFAIRS

SEP 10 2012

SEP 10 2012

EMPLOYEE PERFORMANCE NOTICE RECEIVED

SD-12-030  
INCIDENT NUMBER

NAME	ID	DEP. DIVISION	DATE OF OCCURRENCE	TIME	CASE NUMBER
Raible, Todd	7046	VCSSO / LES	01/23/2012	0725	12-1268

AREA OF UNSATISFACTORY PERFORMANCE

EXCEPTIONAL PERFORMANCE

1. JOB ABILITY

- Knowledge of Rules
- Use of Equipment
- Technical Skills
- Oral/Written Communications
- Analytical Ability

2. VOLUME OF WORK PRODUCED

- Amount of Work Produced
- Speed
- Meeting Schedules
- Able to Work Under Pressure
- Attendance

3. QUALITY OF WORK PRODUCED

- Accuracy
- Neatness
- Thoroughness
- Organization
- Reports & Correspondence

4. DEPENDABILITY

- Completing Assignments
- Following Instructions
- Using Initiative
- Using Judgment

5. INTER-PERSONAL RELATIONS

- Attitude Toward Co-Workers
- Attitude Toward Supervisor
- Attitude Toward Public
- Shown by Appearance/Words

6. WORK ATTITUDE

- Following Rules
- Observing Work Hours
- Being Safety Minded
- Being Cost Conscious
- Caring for Equipment

7. SUPERVISORY ABILITY

- Planning & Scheduling
- Developing Employee Skills
- Encouraging Teamwork
- Evaluating Performance
- Discipline
- Getting the Job Done

Instructions

- Use this form to document all performance below or above accepted standards
- One or more areas of knowledge/performance may be covered on each form
- Use remarks sections to explain items checked
- Attach Documentation/Reports, if applicable.

Remarks: On 01-23-12 you were backing your issued MEARS vehicle out of your driveway, when you struck your parked personal vehicle, scratching the right rear bumper of your issued vehicle.

The Volusia County Sheriff's Office Accident Committee reviewed your accident and found you at fault for the accident and in violation of policy 26.2.98 which states Careless Handling of Equipment and Vehicles - Resulting in Damage/Loss - Employees shall utilize Department or County equipment for its intended purpose in accordance with established procedures, and shall not subject such equipment to loss or damage through careless handling.

(Violation subject up to a 5 day suspension and/or loss or suspension of the equipment use privileges.)

If there is any problem or condition that is troubling you which we are not aware of, please advise so that this office will have the opportunity to assist you in correcting the problem. Any subsequent violations of department policy will result in progressive disciplinary action. Take notice and govern yourself accordingly.

Counseling

Verbal Reprimand

Letter of Commendation

Employee's signature indicates only receipt of a copy of this notice, not an acknowledgement of guilt (if unsatisfactory notice)

Signature of Employee <i>Todd Raible</i>	Date 03-09-12	Signature of Supervisor Preparing Notice <i>Carlisle</i>	Date 12-13-12
Reviewing Supervisor's initials <i>TR</i>	Raible # 7046	Carlisle	

Lt. <i>RL</i>	Date 08-29-12	Capt. <i>RL</i>	Date 08/29/12	Major <i>RL</i>	Date 090512	Sheriff <i>RL</i>	Date 9/12/12
White-Employee	Pink-District or Section/Unit	Yellow-Division	Goldenrod-Sheriff/IA	<i>MC</i>			

*PS-0148-0395*  
*Jaw / RB / Mion*

EMPLOYEE PERFORMANCE NOTICE

SD# 07-155  
INCIDENT NUMBER

NAME	ID	DEP. DIVISION	DATE OF OCCURRENCE	TIME	CASE NUMBER
Raible, Todd	7046	VCSO/LES	08/30/2007	2200	07-29918

AREA OF UNSATISFACTORY   X   EXCEPTIONAL \_\_\_\_\_ PERFORMANCE \_\_\_\_\_

- |  |  |  |
|--|--|--|
| <p><b>1. JOB ABILITY</b></p> <p><input type="checkbox"/> Knowledge of Rules</p> <p><input checked="" type="checkbox"/> Use of Equipment</p> <p><input type="checkbox"/> Technical Skills</p> <p><input type="checkbox"/> Oral/Written Communications</p> <p><input type="checkbox"/> Analytical Ability</p> <p><b>4. DEPENDABILITY</b></p> <p><input type="checkbox"/> Completing Assignments</p> <p><input type="checkbox"/> Following Instructions</p> <p><input type="checkbox"/> Using Initiative</p> <p><input type="checkbox"/> Using Judgment</p> <p><b>7. SUPERVISORY ABILITY</b></p> <p><input type="checkbox"/> Planning &amp; Scheduling</p> <p><input type="checkbox"/> Developing Employee Skills</p> <p><input type="checkbox"/> Encouraging Teamwork</p> <p><input type="checkbox"/> Evaluating Performance</p> <p><input type="checkbox"/> Discipline</p> <p><input type="checkbox"/> Getting the Job Done</p> | <p><b>2. VOLUME OF WORK PRODUCED</b></p> <p><input type="checkbox"/> Amount of Work Produced</p> <p><input type="checkbox"/> Speed</p> <p><input type="checkbox"/> Meeting Schedules</p> <p><input type="checkbox"/> Able to Work Under Pressure</p> <p><input type="checkbox"/> Attendance</p> <p><b>5. INTER-PERSONAL RELATIONS</b></p> <p><input type="checkbox"/> Attitude Toward Co-Workers</p> <p><input type="checkbox"/> Attitude Toward Supervisor</p> <p><input type="checkbox"/> Attitude Toward Public</p> <p><input type="checkbox"/> Shown by Appearance/Words</p> | <p><b>3. QUALITY OF WORK PRODUCED</b></p> <p><input type="checkbox"/> Accuracy</p> <p><input type="checkbox"/> Neatness</p> <p><input type="checkbox"/> Thoroughness</p> <p><input type="checkbox"/> Organization</p> <p><input type="checkbox"/> Reports &amp; Correspondence</p> <p><b>WORK ATTITUDE</b></p> <p><input type="checkbox"/> Following Rules</p> <p><input type="checkbox"/> Observing Work Hours</p> <p><input type="checkbox"/> Being Safety Minded</p> <p><input type="checkbox"/> Being Cost Conscious</p> <p><input checked="" type="checkbox"/> Caring for Equipment</p> |
|--|--|--|

INTERNAL FILES  
OCT 28 2007  
RECEIVED

**Instructions**

- Use this form to document all performance below or above accepted standards
- One or more areas of knowledge/performance may be covered on each form
- Use remarks sections to explain items checked
- Attach Documentation/Reports, if applicable.

Remarks: On 08/30/2007 you dropped off a prisoner at the Deland Police Department. While leaving the sally port you struck a pole with the passenger side of your issued patrol vehicle causing minor damage. After a review of the crash by the Accident Review Committee, it was found you were at fault.

I would like to direct your attention to Volusia County Sheriff's Office directive 26.2.96 titled Careless Handling of Equipment and Vehicles-Resulting in Damage/Loss, which states the following: Employees shall utilize department or county equipment for its intended purpose in accordance with established procedures, and shall not subject such equipment to loss or damage through careless handling.

Due to the aforementioned violation and at the recommendation of the Accident Review Committee, I am documenting this incident with this Employee Performance Notice. Any subsequent violations of department standards will result in progressive disciplinary action. Take notice and govern yourself accordingly.

Counseling       Verbal Reprimand       Letter of Commendation

Employee's signature indicates only receipt of a copy of this notice, not an acknowledgement of guilt (if unsatisfactory notice)

Signature of Employee <i>[Signature]</i> # 7046	Date 10.18.07	Signature of Supervisor Preparing Notice <i>[Signature]</i>
--	------------------	--

Reviewing Supervisor's initials			
Lt. <i>[Signature]</i> Date 10/23/07	Capt. <i>[Signature]</i> Date 10/23/07	Major <i>[Signature]</i> Date 10/24/07	Sheriff <i>[Signature]</i> Date 10/25/07
White-Employee PS-0148-0395	Pink-District or Section/Unit	Yellow-Division	Goldenrod-Sheriff/IA WAP 103097.004



**VOLUSIA COUNTY SHERIFF'S OFFICE**  
Sheriff Ben F. Johnson

**Departmental Standards Directive**

**TITLE: SEARCH WARRANT EXECUTION**  
**CODIFIED: 43.5**  
**EFFECTIVE: 09-2010**  
**RESCINDS/AMENDS: 43.5/10-2001**  
**ATTACHMENTS: 1**

**PURPOSE**

The purpose of this Directive is to provide guidelines for serving search warrants and to provide reference to the Department's confidential plan for conducting vice raids, decoy/undercover operations, and organized crime raids.

**DISCUSSION**

There are several techniques Investigators may employ to accomplish their goals, these include reverse operations, raids, search warrants, undercover and surveillance operations. These operations are described in the Department's confidential plan for conducting vice raids, decoy/undercover operations, and organized crime raids. Florida Statutes, Chapter 933 governs the issuance and execution of search warrants.

**POLICY AND PROCEDURE**

**43. 5.1** To ensure the safe, efficient and effective use of surveillance, raid and undercover operations, the following procedures apply.

**SEARCH WARRANTS**

**43. 5.2** The execution of a search warrant is most often a high profile operation that is an efficient means of eliminating distribution points and/or storage locations for contraband. Search warrants shall be obtained and executed pursuant to Chapter 933, Florida Statutes.

**43. 5.3** Search warrants will be reviewed, approved and authorized by a supervisor prior to execution.

**43. 5.4** A supervisor will be present to coordinate the execution of the search warrant.

**43. 5.5** If the location of the search warrant falls within the jurisdiction of another agency, that agency will be notified prior to the execution of the warrant. Consideration should also be given to including personnel from that agency in the operation.

**43. 5.6** Notification of the location of the warrant shall be given to Central Communication prior to or at the time of execution of the warrant.

**43. 5.7** Department personnel involved in the execution of a search warrant made by an outside agency shall not deviate from Department policy.

**43. 5.8** Non-sworn personnel shall not physically participate in the execution of a search warrant without the expressed approval of a supervisor.

**43. 5.9** Prior to the execution of a search warrant all personnel will be briefed on the objectives, tactics and operational plan.

**43. 5.10** The disruption caused by the service of a warrant will be kept to a minimum.

43. 5.11 Property damage incurred will be documented and photos taken.

43. 5.12 The affiant, or his designee, will be responsible for the reading of and copies of the warrant and its return to the court.

#### OPERATIONS

43. 5.13 Vice raids, decoy/undercover operations and organized crime raids shall be conducted in accordance with Department plans for conducting such operations.

43. 5.14 If intelligence information indicates any special hazards such as heavily armed or especially dangerous persons the entrance and securing of the area shall be done by the SWAT Team.

43. 5.15 When serving search warrants the attached Warrants Service Matrix will be utilized.

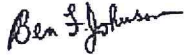
#### ATTACHMENTS

**ATTACHMENT A:** SWAT Warrant Service Risk Assessment Matrix

Revised by: 6760/2364

Revised on: 08-23-2010

Approved:



**Ben F. Johnson**  
Sheriff, Volusia County

### Warrant Service Risk Assessment Matrix

Risk assessment is based on facts and circumstances stated in the affidavit for the arrest or search warrant and the criminal history of the suspect(s). Select only one fact from each section. If two conditions exist within a single section, choose the more severe selection.

Points	Facts concerning search warrant execution	X	Score
1	Search warrant is for evidence of property		
3	Search warrant is for evidence of a crime against a person		
4	Search warrant is for narcotics		
3	Arrest warrant is for property crimes		
3	Arrest warrant is for drug possession and/or distribution		
4	Arrest warrant is for crimes against a person		
2	Subject of warrant has property crime history only		
4	Subject of warrant has narcotics history		
5	Subject of warrant has history of crimes against a person		
7	Subject of warrant has made statements regarding resisting, Apprehension and/or search		
8	Subject of warrant has violent criminal history and/or escape history		
10	Subject of warrant has used firearms during commission of crimes		
2	Service of warrant requires minimal forced entry		
3	Service of warrant requires use of ram or other breaching tools		
10	Location is fortified, requiring specialty breaching or guard dog present		
5	Firearms readily available to suspects at location		
9	Subject of warrant known to carry firearms on person or arrested for Carrying Concealed Firearm		
10	Subject of warrant is always armed		
10	Subject of warrant has history of assault or resisting arrest offense against L.E.O.		
	<b>TOTAL POINTS</b>		

The SWAT Commander, Assistant Commander, and/or Team Leaders will review the score of the warrant matrix, criminal histories, the size of the residence, number of occupants, and geographical location of the target area to determine if the warrant will be executed by the Investigative Unit, a SWAT Search Warrant Team, or the full SWAT Team.



**VOLUSIA COUNTY SHERIFF'S OFFICE**  
Sheriff Ben F. Johnson

**Departmental Standards Directive**

**TITLE:** NARCOTIC, VICE AND ORGANIZED CRIME INVESTIGATIONS

**CODIFIED:** 43.1

**EFFECTIVE:** 02-2009

**RESCINDS/AMENDS:** 43.1/10-2001

**ATTACHMENTS:** 0

**PURPOSE**

The purpose of this Directive is to delineate the responsibility for the Department's narcotic, vice, and organized crime investigations.

**DISCUSSION**

The Department is committed to the identification, apprehension and prosecution of persons and organizations involved in the offenses related to organized criminal enterprises, narcotics, and vice.

**POLICY**

It shall be the policy of the Department to vigorously investigate, record and seek prosecution in all cases involving organized criminal activity, narcotics, vice and major firearms violations.

**PROCEDURE**

**GENERAL RESPONSIBILITIES**

**43.1.1** It is the duty and responsibility of all Deputies to be constantly alert for, seek out and identify organized criminal activity, narcotics, vice, and major firearms violation activities and to take appropriate action.

**43.1.2** Narcotics, vice and firearms violations shall be dealt with by all Deputies. However, offenses of great magnitude and/or involving alleged organized criminal activity require investigation by specifically trained and specialized units. Therefore, cases of this nature shall be referred to and investigated by the Narcotics Investigative Units (Volusia Bureau of Investigation, West Volusia Narcotics Task Force and Eastside Narcotics Task Force). All such activities will be conducted in accordance with the guidelines established in the VCSO Confidential Plan for Conducting Operations.

**43.1.3** The Law Enforcement Services Division Commander shall be responsible for the Department's efforts to control vice, organized crime and narcotics.

**ADMINISTRATION**

**43.1.4** The Law Enforcement Services Division has the primary responsibility of investigating organized criminal activity, narcotics, vice and major firearms violations and for gathering criminal intelligence. (CALEA 43.1.2)

**43.1.5** The Division Commander or designee is responsible for the overall administration and operational assignments within the Division and shall report directly to the Sheriff. The responsibilities include, but are not limited to: (CALEA 43.1.2, 43.1.1d)

- Ensuring all cases/reports pertaining to narcotics, vice, intelligence, major firearm violations and organized criminal activity are reviewed and assigned to the appropriate unit for investigation.
- Maintaining control and security over the confidential informant files. (CALEA 43.1.2)
- Maintaining control of and updating records of all funds.
- Reviewing and forwarding required reports. In addition to the required monthly reports, the Law Enforcement Services Division Commander shall, on a daily basis as incidents occur, report to the Sheriff information pertaining to the County's vice, organized crime problems and the actions taken to control the County's problems. (CALEA 43.1.6,43.1.1d)
- Monitoring and evaluating allocation and distribution of manpower, budgetary needs and ensuring the goals and objectives are met. Adjustments will be made as necessary.
- Preparing the annual budget detailing the division's needs. This will be completed and submitted in accordance with Department procedures.
- Reviewing and approving all surveillance, sting operations, reverse operations and undercover operations to include raids and the execution of search warrants by the Division.
- Maintaining control and coordinating the use and maintenance of all vehicles and equipment used within the Division.
- Establishing and maintaining liaison with other local, state and federal agencies responsible for the investigation of criminal activity in order to ensure effective communication, cooperation and coordination of effort.
- Establishing and maintaining communication, coordination and cooperation with other Divisions within the Department.
- Coordinating training needs with the Training Section.
- Complying with Department policy and lawful orders given by competent higher authority.

## **SUPERVISORS**

43.1.6 Supervisors shall be responsible for first line administration and operational functions of personnel assigned to the unit. In addition to general supervisor's responsibilities, supervisors shall:

- Review, evaluate and assign incoming cases to Unit Investigators.
- Review and approve written documentation to ensure punctuality, accuracy, completeness.
- Supervise surveillance activities to ensure efficient manpower utilization, deployment of equipment, proper documentation and Deputy safety.
- Supervise the issuing and expenditure of case funds to ensure accuracy, accountability and replenishment as necessary.
- Oversee the use and maintenance of specialized equipment assigned to include cameras, transmitting, listening devices, night vision equipment and communications equipment. A sign out log shall be maintained for all equipment utilized by the Division. Missing, damaged or worn out pieces of equipment shall be promptly reported to the Division Commander.
- Oversee the use and maintenance of all units leased and assigned vehicles.
- Maintain the issuance, security and control of Confidential Informant files.
- Supervise all stings, reverse, undercover operations, raids and the execution of search warrants to ensure safety, completeness and accuracy.
- Provide active and close supervision of personnel in the preparation and execution of all operations and make the appropriate notification to the affected districts or jurisdictions.
- Identify and assist with the training and use of specialized equipment.

## **INVESTIGATORS**

43.1.7 Investigators report directly to their unit supervisor. The duties and responsibilities of Unit Investigators include, but are not limited to:

- Being familiar with and adhering to all Departmental directives, particularly those dealing with funds, documentation, equipment and vehicle use, undercover operations and the use of confidential informants.
- Vigorously investigating, documenting and seeking prosecution for all violators of offenses listed in this Directive.
- At all times conducting themselves in a safe and professional manner.
- Writing complete, accurate and timely reports on investigations conducted.
- Comply with all Directives and lawful orders given by higher competent authority.



**ORGANIZED CRIME (CALEA 43.1.2)**

43.1.8 The Volusia Bureau of Investigation Unit is primarily responsible for actively investigating and enforcing local, state and federal laws relating to, drug trafficking organizations, major firearms violations and organized criminal activity.

43.1.9 The Unit shall also be responsible for supporting and coordinating with other law enforcement agencies in their efforts to combat these activities.

43.1.10 The responsibilities for investigation of organized crime include:

- Cases of long term, protracted nature or involving multi-persons and jurisdictions.
- Vice cases of a more complex nature than street level.
- Major firearms violations, i.e., Dealers in large quantities of firearm and explosive materials.
- Organized criminal activity including cases of an historical nature to include O.C.D.E.T.F., R.I.C.O., and C.C.E. cases.
- Cases involving oral and wire intercepts.

**STREET LEVEL NARCOTICS/VICE**

43.1.11 Generally, the Narcotics Task Force Investigators shall be responsible for the following types of activities occurring within the county and contract cities:

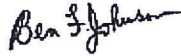
- Narcotic investigations of less than long term, complex or protracted nature.
- Specific targets such as street dealers, dealers in or around public establishments, private dwellings, schools and areas frequented by juveniles.
- Street level vice, i.e., non-organized prostitution, gambling, alcoholic beverage, tobacco and firearm violations.
- Response to specific citizens' complaints regarding narcotic investigations.

43.1.12 All narcotics/vice enforcement and undercover operations will be approved by the unit supervisor prior to such operations being conducted. The unit supervisor shall ensure that the appropriate notifications to the affected districts or jurisdictions are made; in situations involving imminent danger and/or specific urgency, prior notification is not required.

Revised by: 6760

Revised on: 02-17-2009

Approved:



**Ben F. Johnson  
Sheriff, Volusia County**