

Employee's Name

Date of Employment

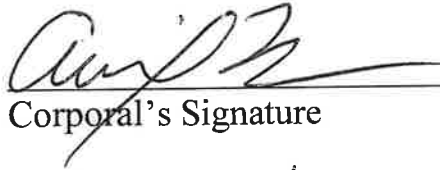
This personnel file was reviewed by the following individuals, on dates noted.

[illegible]

# **GAINESVILLE POLICE DEPARTMENT**

## **POLICE CORPORAL - OATH OF OFFICE**

I, Ariel Lugo swear that I will support, protect and defend the constitution and government of the United States, and of the State of Florida, against all enemies, domestic and foreign, and that I will bear true faith and loyalty and allegiance to the same; that I am entitled to hold office under the constitution, and that I will faithfully perform all the duties of Police Corporal of the City of Gainesville, so help me God.



Corporal's Signature

11-17-14

Date

Suoro 2-20-2009

Ariel Lubo

Checklist for Certification: CJSTC 59	Yes/No Date Received:
Applicant is 19 years of age	(✓) BC
U.S. Citizenship	(✓) BC
High School Graduate/Equivalent	(✓) High School Diploma
FBI Civil Applicant Response/Fingerprints CJSTC 62	(✓) FBI Remr
Background Investigation CJSTC 77	(✓) BG DV.
Physician's Assessment CJSTC 75	(✓) 75 B-
<del>7</del> Panel Drug Screening Results	(✓)
Signed Affidavit of Applicant CJSTC 68	(✓) APP
Completion of Basic Recruit Training/Review Course	(✓) ATMS Profile
Passing Score on State Exam	(✓) ATMS/FDLE EXAM
Military/Affidavit of Applicant/DD214	(✓) -N/A-
Other Forms (CJSTC 76, CJSTC 58, CJSTC 63)	(✓) 60-63 -
	( )

\* Pre-Lim Report  
\* TRANSCRIPTS ATTACHED

**FDLE**Florida Department of  
Law Enforcement**EMPLOYMENT BACKGROUND  
INVESTIGATIVE REPORT**

Incorporated by Reference in Rule 11B-27.0002(3)(a)2., F.A.C.

CJSTC  
77Please type or print in black or blue ink and use capital and small letters for names, titles, and addresses  
This form must be attached to the Registration of Employment, Affidavit of Compliance form CJSTC-60.

1. Name: **Lugo, Ariel A**
2. Social Security Number: [REDACTED]
3. Agency ORI: **FL0010100**
4. Agency Name: **Gainesville Police Department**
5. Disciplines: **Law Enforcement**
6. Results of Background Check

<u>Mandatory Checks</u>	<u>Satisfactory</u>	<u>Unsatisfactory</u>	<u>FDLE was contacted</u>
Neighborhood	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> VIA ATMS <input type="checkbox"/> Via Telephone  on _____ for information on the applicant's previous criminal justice employments or Commission action.
Previous Employment (see last box)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
FCIC Record	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
NCIC Record	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Local Law Enforcement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Military History	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Controlled Substances	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

<u>Recommended</u>	<u>Satisfactory</u>	<u>Unsatisfactory</u>	<u>Not Utilized</u>
Job Related Psychological Examination:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Polygraph Examination:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. **Applicant Admits To:** ☒ Having previously committed an act, which constitutes a felony or misdemeanor even if previously not detected, not arrested or not prosecuted including, but not limited to, theft, possession of illegal drugs, fraud, etc.

**Describe:** Shoplifting at age 16  
Theft/Theft from employer age 16  
Vandalism age 17

**No arrests/no charges**

8. **Current and Recent Illegal Use of Controlled Substance (indicate type and date last used)**

☒ Marijuana **1992**      ☐ Cocaine \_\_\_\_\_      ☐ Opiates \_\_\_\_\_  
☐ Designer Drugs \_\_\_\_\_      ☐ Other \_\_\_\_\_      ☐ None \_\_\_\_\_

9. **Investigative Findings.** Please describe below, any findings contrary to Section 943.13(4) and (7), F.S., admitted acts, and other drug use:

**Applicant used marijuana four times in 1992**

Rule 11B-27.0011, FAC, requires an applicant's moral character be carefully examined before hired by an agency. If the background investigation establishes that the applicant has a significant history of prior unlawful conduct, the Commission shall recommend that the agency does not hire the applicant, and that documentation of a background investigation is on file.


10. **Signature and Attestment of Background Investigator:** Justine Smith

Date: 022409

I hereby verify based on the above factors considered by this agency that the applicant is of good moral character as required by



Section 943.13(7), F.S.

  
11. Signature of Employing Agency Administrator or Designee (Required)

2/20/09  
(Date Signed)

Effective 1/1/1993

Revised 11/8/2007



Florida Department of  
Law Enforcement

# AFI AFFIDAVIT OF APPLICANT

Incorporated by Reference in Rule 11B-27.002(1)(f), F.A.C.



**CJSTC  
68**

Please type or print in black or blue ink and use capital and small letters for names, titles, and addresses

Social Security Number: [REDACTED]

Applicant's Legal Name: Lugo Ariel A

Employing agency: Gainesville Police Department Last First MI

Use this form to verify your compliance with the employment requirements of Section 943.13, F.S. I fully understand that to qualify for employment as a law enforcement, correctional, or correctional probation officer, I shall comply with the following provisions of Section 943.13, F.S.:

- Be at least 19 years of age.
- Be a citizen of the United States.
- Be a high school graduate or equivalent.
- Not have been convicted of any felony or of a misdemeanor involving perjury or false statement. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement
- shall not be eligible for employment or appointment as an officer, notwithstanding suspension of a sentence or withholding of adjudication.
- Have been fingerprinted by the employing agency.
- Have passed a physical examination by a licensed medical specialist approved in Rule 11B-27.002(1)(d), F.A.C..
- Be of good moral character.
- Have not received a dishonorable discharge from the U.S. Military.

True False NA In addition, I attest to the following statements: Each statement shall be checked "True" "False" or "NA"

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1. I completed my employment application and it is true and correct, and all other information I furnished in conjunction with my application is true and correct.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2. I provided documentation of proof of my qualifications to the above listed employing agency.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3. I meet the qualifications as specified above.
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	4. I had a criminal record sealed pursuant to Section 943.059(4)(a), F.S., or expunged pursuant to Section 943.0585(4)(a), F.S.
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. I am under investigation by a local, state, or federal agency or entity for any criminal, civil, or administrative wrongdoing to the best of my knowledge and belief.
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. I separated or resigned from a previous criminal justice employment while under investigation.
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	7. I am currently serving in good standing in the U.S. Military.
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	8. I previously served in the U.S. Military.
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	9. I received a dishonorable discharge from my previous U.S. Military service.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	10. I am currently certified as a Florida criminal justice officer in the following area(s): Please check the appropriate box(es). <input checked="" type="checkbox"/> Law Enforcement <input type="checkbox"/> Correctional <input type="checkbox"/> Correctional Probation
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	11. I authorize the employing agency listed above to apply for my certification. Please check the appropriate box(es). <input checked="" type="checkbox"/> Law Enforcement <input type="checkbox"/> Correctional <input type="checkbox"/> Correctional Probation

NOTICE: This document shall constitute as an official statement within the purview of Section 837.06, F.S., and is subject to verification by the employing agency and the Criminal Justice Standards and Training Commission. Any intentional omission when submitting this application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.

PLEASE READ CAREFULLY BEFORE SIGNING. You must complete the remainder of this affidavit in the presence of a notary public. Upon witnessing your signing of this affidavit, a notary public shall complete the notary block by entering the same date the affidavit is signed. I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.

Ariel Lugo Applicant's Signature 02-20-09 Date Signed

STATE OF FLORIDA, COUNTY OF Florida, The foregoing instrument was acknowledged before me this 20<sup>th</sup> day of

Month and Year February by Ariel Lugo who is personally known to me, or who has produced

Type of Identification as Identification Known and who DID ☐ DID NOT ☒ take an oath.

Notary's Name Rhonda L. Osborne Notary's Signature Rhonda L. Osborne

Notary's Title or Rank Executive Assistant Serial Number DD480532

\*NOTE: Private Correctional facilities must submit original and shall forward the completed affidavit stapled to the Registration of Employees, December 10, 2009 Compliance Form CJSTC-60 to FDLE, Criminal Justice Professionalism Program, Post Office Box 1489, Tallahassee, Florida 32302-1489, Attention: Records Section

**Basic Abilities & Basic Exam Results****Exam Type: Law Enforcement 5 Section**

Date	Form	1	2	3	4	5	Amended	Overall
10/15/1996	1	Pass	Pass	Pass	Pass	Pass		Pass

**Exam Type: Basic Abilities Law Enforcement**

Date	Amended	Overall
2/4/2002		Pass

**FDLE**Florida Department of  
Law Enforcement**REGISTRATION OF EMPLOYMENT  
AFFIDAVIT OF COMPLIANCE**

Incorporated by Reference in Rule 11B-27.002(2), F.A.C.

**CJSTC  
60**

Please type or print in black or blue ink and use capital and small letters for names, addresses, and titles

1. Social Security Number: [REDACTED]
2. Officer's Name: **Lugo, Ariel A**
3. Date of birth: [REDACTED]
4. Ethnic group or race: **Hispanic**
5. Sex: **Male**
6. Education: **Bachelor**

**Note:** To receive educational salary incentive, complete the Higher Education Report Form CJSTC-63.

7. Agency ORI: **FL0010100**
8. Agency Name: **Gainesville Police Department**
9. Employment Date: **2/20/2009**
10. Is this officer employed under a Temporary Employment Authorization? If yes, complete the Temporary Authorization form CJSTC-65.  
☐ Yes ☒ No

11. Employment Type & Class **Full-Time Law Enforcement**
12. If officer completed auxiliary training, does agency have proof of required high liability training on file?  
☐ Yes ☐ No Date: \_\_\_\_\_
13. Is this officer requesting an equivalency-of-training? If yes, maintain on file the following forms: Equivalency-of-Training form CJSTC-76 for out-of-state or Federal Officers and the Equivalency-of-Training Proficiency Demonstration form CJSTC-76A.  
☐ Yes ☒ No
14. Does your agency have the results of this officer's processed fingerprints on file? If yes, please indicate the date you received the fingerprint results from the Florida Department of Law Enforcement or the FBI.  
☒ Yes ☐ No Date: **11/5/2008**
15. Does the agency have on file the seven-panel controlled substance screening results as required in Rule 11B-27.00225?  
☒ Yes ☐ No
16. Has the agency completed a background investigation and have on file all documents required in Chapter 27, F.A.C.?  
☒ Yes ☐ No

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13(1)-(8) and 943.131, F.S., or any rule adopted pursuant thereto. I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06 F.S., is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

17. [Signature] 18. 2/20/09  
Agency Administrator or Designee's Signature Date
19. Allan Willis Personnel Division Commander  
Agency Administrator or Designee's Printed Name and Title

20. STATE OF FLORIDA, COUNTY OF Florida The foregoing instrument was acknowledged before me this dayBy: Allan Willis who is personally known  
personally knownor who has produced identification. Type of  
identification: \_\_\_\_\_[Signature]**Rhonda L. Osborne**Commission # **DD480532**Expires **December 16, 2009**

Notary Seal:

signing this affidavit, the notary public shall complete the notary block.

Bonded Troy Firm - Insurance, Inc. 800-385-7019

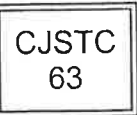
Rhonda L. Osborne  
Print, type, or stamp Commissioned Notary

Upon witnessing your agency administrator or

An officer shall not be employed in a sworn status until all requirements of Section 943.13, F.S. have been met.

Florida Department of  
Law Enforcement**HIGHER EDUCATION FOR  
SALARY INCENTIVE REPORT**

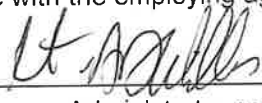
Incorporated by Reference in Rule 11B-14.002(6)(b), F.A.C.




Please type or print in black or blue ink and use capital and small letters for names, titles, and addresses

ATTACH A COPY OF THE OFFICIAL TRANSCRIPT TO THIS FORM

1. Social Security Number: [REDACTED]
2. Name: **Lugo, Ariel A**
3. Agency ORI: **FL0010100**
4. Agency Name: **Gainesville Police Department**
5. Employment Date: **2/20/2009**
6. Degree: **Bachelor**
7. Conferring Institution: **Inter American University of Puerto Rico**
8. Accrediting Association: **Middle States Association of Colleges and Schools**
9. Major: **Business Administration**
10. Date Degree Conferred: **December 1995**
11. If no degree conferred, indicate date associate degree requirements were met: \_\_\_\_\_
12. If no degree conferred, indicate number of hours earned: Semester hours \_\_\_\_\_ Quarter hours \_\_\_\_\_
13. I hereby affirm that the above information is true and can be verified by official transcripts and diplomas on file with the employing agency.

  
\_\_\_\_\_  
Agency Administrator or Designee's Signature

  
\_\_\_\_\_  
Date signed

2/20/2009

# Florida Department of Law Enforcement

## Criminal Justice Professionalism Program

### Global Profile Sheet

Name : Ariel A Lugo			
Race : His	Sex : M	Birthdate : [REDACTED]	Education : Bachelor

Employment							
Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0010100 Gainesville Police Department	LE	FT	10/21/1996	5/20/2000	Voluntary Separation (Not involving misconduct)	N	10/21/1996
FL0010000 Alachua County Sheriff's Office	LE	FT	5/22/2000	3/15/2002	Voluntary Separation (Not involving misconduct)	N	4/24/2000
FLTRN0028 Santa Fe Community College Institute Of Public Safety	Inst	FT	4/13/2001	11/14/2007	Voluntary Separation (Not involving misconduct)	N	
FL0010100 Gainesville Police Department	LE	FT	3/22/2002	11/2/2006	Transfer Within Agency (No break in service)	N	3/5/2002
FL0010100 Gainesville Police Department	LE	PT	11/2/2006	3/14/2007	Voluntary Separation (Not involving misconduct)	N	3/5/2002
FL0600200 Center Hill Police Department	LE	PT	3/15/2007	10/18/2007	Voluntary Separation (Not involving misconduct)	N	3/14/2007
FL0010100 Gainesville Police Department	LE	FT	2/20/2009			N	11/5/2008

Salary Incentive			
Basic LE	Career Dev.	Education	Maximum Eligible
\$0	\$20	\$80	\$100

Mandatory Firearms Qualification	
Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date	

Certification					
Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
Inst	219393	Inactive Employment	3/13/2001	3/31/2009	
LE	168511	Active	10/21/1996	6/30/2009	6/3/2005

Topics				
Topic	Topic Date	Recert Date	Status	Met Req
CMS Firearms Instructor Certification	2/5/2004		Emp	No
CMS General Instructor Certificate	2/5/2004		Emp	No
CMS Law Enforcement Vehicle Operations Instructor Certification	2/5/2004		Emp	No
Firearms Instructor Certification	3/13/2001		Emp	No
General Instructor Certificate	3/13/2001		Emp	No

Exam									
Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	10/15/1996	1	Pass	Pass	Pass	Pass	Pass	Pass	
Exam Type	Exam Date	Form	Vendor				Location		Overall
BATLE	2/4/2002	VERSION A	Morris & McDaniel, Inc.				Alachua		Pass

Equivalency							
Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training						
Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
5/20/1996	10/10/1996	28-1996-002-2	1996.03	Certificate Of Compliance-Law Enforcement	P	687
9/29/1997	10/3/1997	28-1997-055-3	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
8/9/1999	8/13/1999	28-1999-051-1	1987.01	Field Training Officer	P	40
1/30/2002	1/31/2002	28-2002-803-1	2000.10	Cms General Instructor Transition Course	P	12
2/5/2002	2/6/2002	28-2002-806-1	2002.01	Cms Firearms Instructor Transition Course	P	13
12/15/2003	12/19/2003	28-2003-800-1	2003.04	Cms Vehicle Operations Instructor Course	P	40
5/9/2005	5/20/2005	28-2005-802-1	2005.01	Cms Defensive Tactics Instructor Course	P	80

WMD/ICS Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	Not Completed
Incident Command System (ICS)	Not Completed

Ariel A Lugo

**EMPLOYEE SUMMARY INFORMATION**

GPD ID# 411 CITY ID # 10122

NAME: Ariel A. Lugo RACE/SEX: H/m

ADDRESS: [REDACTED]  
Street City State Zip

HOME TELEPHONE: [REDACTED] (LAND LINE OR CELL)

DOB: [REDACTED] SOCIAL SECURITY NUMBER: [REDACTED]

DRIVER LICENSE # \_\_\_\_\_ STATE: \_\_\_\_\_

DATE OF HIRE: 1/26/09 PAYROLL ALLOCATION # 8140

JOB TITLE AT TIME OF HIRE: Certified P.O.

TITLE CODE: 7321 POSITION ID# BCLOFF UNION or MAP: POP

SALARY \$ 22.3652 PAY GRADE: B2 HIRING MATRIX STEP: C-6

PROBATION PERIOD ENDING DATE: 1/25/10 (6 OR 12 MONTHS)

**EDUCATION AND TRAINING:**

TYPE OF DEGREE Bachelor's MAJOR: Business Adma

CONFERRING INSTITUTION: Inter-American University of Puerto Rico DATE: 12/31/95

TYPE OF DEGREE \_\_\_\_\_ MAJOR: \_\_\_\_\_

CONFERRING INSTITUTION: \_\_\_\_\_ DATE: \_\_\_\_\_

CJST APPROVED ADV TRAINING: FTO 40 hrs

BASIC RECRUIT COURSE ACADEMY: \_\_\_\_\_

PREVIOUS LAW ENFORCEMENT: \_\_\_\_\_

Include in personnel file:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Application             | <input type="checkbox"/> Birth Certificate            | <input type="checkbox"/> Name Change (if applicable)           |
| <input type="checkbox"/> Military DD214          | <input type="checkbox"/> High School Diploma          | <input type="checkbox"/> Naturalization Papers (if applicable) |
| <input type="checkbox"/> Fingerprints and Report | <input type="checkbox"/> Original College Transcripts | <input type="checkbox"/> ALL CJST FORMS                        |
| <input type="checkbox"/> Driver's License        | <input type="checkbox"/> Training Certificates        |  |
| <input type="checkbox"/> Social Security Card    | <input type="checkbox"/> Job Offer                    |  |



EMPLOYEE NAME: Ariel Luso

C

**EMERGENCY CONTACT:**

NAME: Shannon Luso RELATION: Wife

HOME TELEPHONE: [REDACTED]

WORK PX: [REDACTED] CELL PX: [REDACTED]

ADDRESS: [REDACTED] STATE: FL ZIP 34470

NAME: \_\_\_\_\_ RELATION: \_\_\_\_\_

HOME TELEPHONE: \_\_\_\_\_

WORK PX: \_\_\_\_\_ CELL PX: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP \_\_\_\_\_

# Gainesville Police Department

## Inter-Office Communication

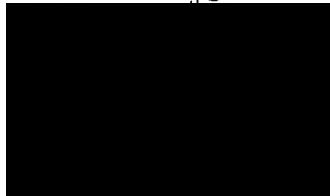
Chief Norman B. Botsford

JO 12/9  
starts 1/24/09

To: Aften Detwiler  
From: Lt. Allan D. Willis  
Subject: Conditional Job Offer

Date: 12-03-08

Candidate: Ariel Alexi Lugo



**Mr. Lugo** successfully completed the preliminary background investigation process and may be conditionally job offered for the position of **Certified Police Officer – exam plan # 02579**.

**Mr. Lugo** is/has:

- Certified as a Police Officer in Florida
- Worked as an officer for Gainesville Police for 9 years
- Worked as a deputy for Alachua County Sheriff's Office for 2 years
- Has attended Instructor Techniques, is a Field Training Officer
- Has a Bachelors Degree in Business Administration from Universidad Interamericana de Puerto Rico

**Mr. Lugo** is considered for hire at the following pay rate.

C-6	Pay step
<del>\$21,926.7</del>	Hourly \$ 22.3652
\$45,607.54	Annually

afb 1/2/09

\*\*\*This conditional job offer is contingent on successful completion of a psychological examination, polygraph examination, medical evaluation and a satisfactory completed final background report. \*\*\*

Please call me at 393-7595 if you have any questions.

# NEW EMPLOYEE CHECKLIST -- START DATE:

1/24/09

NAME: Ariel A. Lugo City ID # 10122

✓ Assign GPD ID# 411 (old #)

✓ Notify applicable areas: Timekeeper, Court Liaison, Information Technology (Melyssa), District Executive Assistants, Property, Linda McMillan (for mail), Training, etc.

1/16

- Name and ID#
- Position and where assigned
- Hire Date
- Salary

Jara  
ASO - Jennifer  
Altenburger

✓ Received copy of job offer from HR 1/27

1/29

✓ Received notification from GPD IT of new employee's Username and Password

✓ Give employee copy of the GPD Mission Statement with ~~Username and Password~~

✓ Give employee a copy of current FOP or CWA Contract (if applicable)

✓ Enter new employee into HTE-A already in

✓ Enter new employee information into PistolRMS

- Remember:
- Emergency Contact ✓
  - Social Security Number ✓
  - Foreign Language ✓
  - Evaluation Dates ✓
  - Education ✓
  - E-mail Address ✓

✓ Create ID(s) and picture card for the Photo Display Case

✓ Import Employee's Photo into PistolRMS

N/A For MAP employees - Create evaluation form and forward to Supervisor to set initial goals and objectives

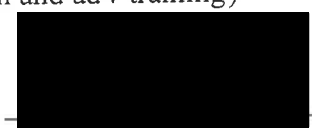
✓ Begin Accreditation Checklist and add to shared Field Training Folder

✓ Create new folder in Employees Folder / Shared Personnel Folder

✓ Complete ESMT for salary incentive if applicable (higher education and adv training) (or calendar for future date when sworn-in)

Bachelor's

✓ If Sworn - does employee want cell phone stipend? Yes - Cell PX



✓ Complete ESMT for cell phone stipend if requested / authorized

✓ Add name to Salary Incentive list and Specialty Pay list (if sworn)

Set Task Reminder to send out New Employee Survey in 30 days



Florida Department of  
Law Enforcement

# AFFIDAVIT OF SEPARATION

Incorporated by Reference in Rule 11B-27.002(3)(a)15, F.A.C.



CJSTC  
61

Please type or print in black or blue ink and use capital and small letters  
for names, titles, and addresses

Social Security Number: [REDACTED]

Name: **Lugo, Ariel A**

Agency name: **Gainesville Police Department** Agency ORI: **FL0010100**

Date employed: **11/2/06** Separation date: **3/14/07**

## Employment Type

Law Enforcement ☒ Correctional ☐  
Correctional Probation ☐ Concurrent ☐  
Special Elected or Appointed ☐  
Full time ☐ Part time ☒ Auxiliary ☐

## SEPARATION REASONS

ADMINISTRATIVE - ROUTINE	ADMINISTRATIVE - NON-ROUTINE	UNFAVORABLE - MISCONDUCT
<input checked="" type="checkbox"/> Voluntary separation not involving misconduct <input type="checkbox"/> Transfer within agency. No break in service <input type="checkbox"/> Retired. Not involving misconduct <input type="checkbox"/> Deceased <input type="checkbox"/> Budgetary Constraints. Local and Federal grants not renewed. <input type="checkbox"/> Extended leave of absence or Suspension Type: _____ Periods of Time: _____ <input type="checkbox"/> Administrative termination not involving misconduct. <input type="checkbox"/> Special elected or appointed Position: _____ Anticipated term: _____	<input type="checkbox"/> Failure to complete basic recruit training <input type="checkbox"/> Failure to pass the State Officer Certification Examination  <b>ADMINISTRATIVE - SUBSTANDARD PERFORMANCE</b> <input type="checkbox"/> Failure to satisfactorily complete agency field training program (training performance issues) <input type="checkbox"/> Failure to perform assigned tasks satisfactorily  <b>OTHER - EXAMPLE</b> <input type="checkbox"/> Excessive absenteeism; failure to report for duty and sleeping on duty, etc.	<input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of agency policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Terminated for violation of agency policy (Not involving a moral character violation defined in Rule 11B-27.0011, F.A.C.)  <b>Form CJSTC-61A must be completed and submitted with form CJSTC-61 for either of the following:</b> <input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of Section 943.13(4), F.S., or violation of moral character standards defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Terminated for violation of Section 943.13(4), F.S., or violation of moral character standards as defined by Rule 11B-27.0011, F.A.C.

**NOTICE:** Section 943.139(2), F.S., requires the execution of an Affidavit of Separation by the employing agency in a case of officer separation. If the officer is separated, whether voluntary or involuntarily, for failure to comply with provisions of Section 943.13, F.S., you are required to so specify when completing the Affidavit of Separation Supplement form CJSTC-61A. **WARNING:** Intentional false execution of this Affidavit of Separation constitutes a misdemeanor of the second degree.

In the State of Florida, County of Alachua, before me this day personally appeared Allen Willis, who being duly sworn, deposes and says: I hereby certify that to the best of my knowledge and belief, the reason for the separation of the officer named on this affidavit, and the detailed facts and reasons reported on the Form 61A (if applicable) are true and correct.

[Signature]

Agency administrator's signature

3/14/07

Date signed

Allen Willis Personnel Commander

Agency administrator's name and title

STATE OF FLORIDA, COUNTY OF Alachua, the foregoing instrument was acknowledged before me this 14<sup>th</sup> day of 03/2007 (month/year) by Allen Willis, who is personally known to me or who has produced \_\_\_\_\_ (type of identification) as identification and who did (did not) take an oath.

Notary's name Holly Harder

Notary's title/rank Notary Public



Effective 10/16/1997

Revised 2/7/2002

**Harden, Holly B.**

---

**From:** Harden, Holly B.  
**Sent:** Wednesday, March 14, 2007 2:04 PM  
**To:** DG\_GPD; GGHelpDesk  
**Subject:** Notice of Separation

## **Gainesville Police Department Separation from Employment**

---

To: All Personnel

Date: March 14, 2007

From: Lt. Allan Willis

Subject: Notice of Separation

Employee's Name: Officer Ariel Lugo #411

Duty Assignment: Operations Bureau - Reserve Program

Effective Date of Separation: March 14, 2007

Type of Separation:

Resignation from Reserve Program

Note: Former employees requesting to enter this facility, or any other department facility, should be governed accordingly as outlined in the Department Manual.

*Holly Harden  
Personnel Services Division  
Gainesville Police Department  
P.O. Box 1250  
Gainesville, Florida 32602  
(352) 334-2494 office  
(352) 334-2302 fax*

Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.

3/14/2007

3/14/07

# Florida Department of Law Enforcement

## Criminal Justice Professionalism Program

### Global Profile Sheet

Name : Ariel A Lugo			SSN: [REDACTED]
Race : His	Sex : M	Birthdate : [REDACTED]	Education : Bachelor

Employment							
Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0010100 Gainesville Police Department	LE	FT	10/21/96	5/20/00	Voluntary Separation (Not involving misconduct)	N	10/21/96
FL0010000 Alachua County Sheriff's Office	LE	FT	5/22/00	3/15/02	Voluntary Separation (Not involving misconduct)	N	4/24/00
FLTRN0028 Santa Fe Community College Institute Of Public Safety	Inst	FT	4/13/01				
FL0010100 Gainesville Police Department	LE	FT	3/22/02	11/2/06	Transfer Within Agency (No break in service)	N	3/5/02
FL0010100 Gainesville Police Department	LE	PT	11/2/06	3/14/07	Voluntary Separation (Not involving misconduct)	N	3/5/02

Salary Incentive			
Basic LE	Career Dev.	Education	Maximum Eligible
\$0	\$0	\$0	\$0

Certification					
Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
Inst	219393	Active	3/13/01	3/31/09	12/17/04
LE	168511	Inactive Employment	10/21/96	6/30/09	6/3/05

Topics				
Topic	Topic Date	Recert Date	Status	Met Req
CMS Firearms Instructor Certification	2/5/04		Act	No
CMS General Instructor Certificate	2/5/04		Act	No
CMS Law Enforcement Vehicle Operations Instructor Certification	2/5/04		Act	No
Firearms Instructor Certification	3/13/01		Act	No
General Instructor Certificate	3/13/01		Act	No

Exam									
Exam Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	10/15/96	1	Pass	Pass	Pass	Pass	Pass	Pass	
Exam Type	Exam Date	Form	Vendor					Location	Overall
BATLE	2/4/02	VERSION A	Morris & McDaniel, Inc.					Alachua	Pass

Equivalency							
Agency	Discipline	Date Of Application	Decision Date	Approval Authority	Date Applicant Advised	App Status	Exp Date
This Person has no Equivalency records entered.							

Training									

Start Date	End Date	Sequence	Version	Title	Grade	Hours Taught
5/20/96	10/10/96	28-1996-002-2	1996.03	Certificate Of Compliance-Law Enforcement	P	687
9/29/97	10/3/97	28-1997-055-3	1995.07	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
8/9/99	8/13/99	28-1999-051-1	1987.01	Field Training Officer	P	40
1/30/02	1/31/02	28-2002-803-1	2000.10	Cms General Instructor Transition Course	P	12
2/5/02	2/6/02	28-2002-806-1	2002.01	Cms Criminal Justice Firearms Instructor Transition Course	P	13
12/15/03	12/19/03	28-2003-800-1	2003.04	Cms Law Enforcement Vehicle Operations Instructor Course	P	40
5/9/05	5/20/05	28-2005-802-1	2005.01	Cms Defensive Tactics Instructor Course	P	80

Mandatory One-time Training for Certified Law Enforcement Officers	
Training Name	Completion Date
Weapons of Mass Destruction(WMD)	Not Completed
Incident Command System (ICS)	Not Completed

Ariel A Lugo

**FDLE**Florida Department of  
Law Enforcement**AFFIDAVIT OF SEPARATION**

Incorporated by Reference in Rule 11B-27.002(3)(a)15, F.A.C.

**CJSTC**  
61Please type or print in black or blue ink and use capital and small letters  
for names, titles, and addresses

Social Security Number: [REDACTED]

Name: **Lugo, Ariel A**Agency name: **Gainesville Police Department** Agency ORI: **FL0010100**Date employed: **10/21/96** Separation date: **5/20/00****Employment Type**

Law Enforcement ☒ Correctional ☐  
 Correctional Probation ☐ Concurrent ☐  
 Special Elected or Appointed ☐  
 Full time ☒ Part time ☐ Auxiliary ☐

**SEPARATION REASONS**

ADMINISTRATIVE - ROUTINE	ADMINISTRATIVE - NON-ROUTINE	UNFAVORABLE - MISCONDUCT
<input checked="" type="checkbox"/> Voluntary separation not involving misconduct <input type="checkbox"/> Transfer within agency. No break in service <input type="checkbox"/> Retired. Not involving misconduct <input type="checkbox"/> Deceased <input type="checkbox"/> Budgetary Constraints. Local and Federal grants not renewed. <input type="checkbox"/> Extended leave of absence or Suspension Type: _____ Periods of Time: _____ <input type="checkbox"/> Administrative termination not involving misconduct. <input type="checkbox"/> Special elected or appointed Position: _____ Anticipated term: _____	<input type="checkbox"/> Failure to complete basic recruit training <input type="checkbox"/> Failure to pass the State Officer Certification Examination  <b>ADMINISTRATIVE - SUBSTANDARD PERFORMANCE</b> <input type="checkbox"/> Failure to satisfactorily complete agency field training program (training performance issues) <input type="checkbox"/> Failure to perform assigned tasks satisfactorily  <b>OTHER - EXAMPLE</b> <input type="checkbox"/> Excessive absenteeism; failure to report for duty and sleeping on duty, etc.	<input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of agency policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Terminated for violation of agency policy (Not involving a moral character violation defined in Rule 11B-27.0011, F.A.C.)  <b>Form CJSTC-61A must be completed and submitted with form CJSTC-61 for either of the following:</b> <input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of Section 943.13(4), F.S., or violation of moral character standards defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Terminated for violation of Section 943.13(4), F.S., or violation of moral character standards as defined by Rule 11B-27.0011, F.A.C.

**NOTICE:** Section 943.139(2), F.S., requires the execution of an Affidavit of Separation by the employing agency in a case of officer separation. If the officer is separated, whether voluntary or involuntarily, for failure to comply with provisions of Section 943.13, F.S., you are required to so specify when completing the Affidavit of Separation Supplement form CJSTC-61A. **WARNING:** Intentional false execution of this Affidavit of Separation constitutes a misdemeanor of the second degree.

In the State of Florida, County of Alachua, before me this day personally appeared Allan Willis, who being duly sworn, deposes and says: I hereby certify that to the best of my knowledge and belief, the reason for the separation of the officer named on this affidavit, and the detailed facts and reasons reported on the Form 61A (if applicable) are true and correct.

H. Adkins  
Agency administrator's signature11/03/06  
Date signedAllan Willis Personnel Commander  
Agency administrator's name and title

STATE OF FLORIDA, COUNTY OF Alachua The foregoing instrument was acknowledged before me this 3rd day of Nov, 2006 (month/year) by Allan Willis, who is personally known to me or who has produced \_\_\_\_\_ (type of identification) as identification and who did (did not) take an oath.

Notary's name

Holly Harden

Notary's title/rank

Notary Public

Effective 10/16/1997

Revised 2/7/2002





Florida Department of  
Law Enforcement

## REGISTRATION OF EMPLOYMENT AFFIDAVIT OF COMPLIANCE

Incorporated by Reference in Rule 11B-27.002(2), F.A.C.



CJSTC  
60

Please type or print in black or blue ink and use capital and small letters for names, titles, and addresses

1. Social Security Number: [REDACTED]

2. NAME: **Lugo, Ariel A**

3. DATE OF BIRTH: [REDACTED]

4. ETHNIC GROUP OR RACE: **Hispanic**

5. SEX: **Male**

6. EDUCATION: **Bachelor**

**Note:** To receive educational salary incentive, complete the Higher Education Report Form CJSTC-63.

7. AGENCY ORI: **FL0010100**

8. AGENCY NAME: **Gainesville Police Department**

9. EMPLOYMENT DATE: **11/2/06**

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13(1)-(8) and 943.131, F.S., or any rule adopted pursuant thereto. I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06 F.S., is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

16. [Signature]  
Agency Administrator's Signature

17. 11/03/06  
Date signed

18. [Signature]  
Agency Administrator's Title

19. STATE OF FLORIDA, COUNTY OF Alachua, The foregoing instrument was acknowledged before me this date 11/3/06

20. By Allan Willis, who is personally known ☒ or who has produced identification

Type of identification: \_\_\_\_\_

Notary's Signature [Signature]  
(Upon witnessing your agency administrator or designee signing this affidavit, the notary public shall complete the notary block)

[Signature]  
Print, type, or stamp Commissioned Name of Notary

Notary Seal



Effective 11/1/1995

Revised 2/7/2002

**South, E. Wayne**

**From:** Harden, Holly B.  
**Sent:** Thursday, November 02, 2006 8:01 AM  
**To:** DG\_GPD  
**Subject:** Separation from Employment Notice

**Gainesville Police Department  
Separation from Employment Form**

---

**To:** All Personnel **Date:** November 2, 2006  
**From:** Lt. Allan Willis  
**Subject:** Separation from Employment

**Employee's Name:** Officer Ariel Lugo #411  
**Duty Assignment:** Operations Bureau – District 2  
**Effective Date of Separation:** November 2, 2006

Type of Separation:

\* Retirement ☐  
\* Resignation ☒  
\* Termination ☐

**Comments:** Officer Lugo will continue to serve GPD as a Reserve Officer

**Note:** Former employees requesting to enter this facility, or any other department facility, should be governed accordingly as outlined in the Department Manual.

*Holly Harden  
Personnel Services Division  
Gainesville Police Department  
P.O. Box 1250*

11/2/2006

1. S.S.N: [REDACTED]
2. Name: **Lugo, Ariel A**
3. Employing Agency: **Gainesville Police Department**

**PLEASE READ CAREFULLY BEFORE SIGNING**

I fully understand that, in order to qualify for employment as a law enforcement, correctional or correctional probation officer, I must comply with the provisions of Section 943.13, Florida Statutes, as follows:

1. Be at least 19 years of age.
2. Be a citizen of United States.
3. Be a high school graduate or equivalent.
4. Not have been convicted of any felony or of a misdemeanor involving perjury or false statement, nor have received a dishonorable discharge from any of the Armed Forces of the United States. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement shall not be eligible for employment or appointment as an officer, notwithstanding suspension of a sentence or withholding of adjudication.
5. Have been fingerprinted by the employing agency.
6. Have passed a physical examination by a licensed physician.
7. Be of good moral character.

In addition, I attest to the following:

Yes No

- ☒ ☐ I understand that by executing this document I am attesting that I have met the qualifications as specified and I have provided documentation of proof of my qualifications to the above listed employing agency.
- ☒ ☐ To the best of my knowledge and belief, my certification is currently valid, and my separation from any previous criminal justice employment was not undertaken while under investigation.
- ☒ ☐ To the best of my knowledge and belief, I am not under investigation by any local, state or federal agency or entity for any wrongdoing, either criminal, civil or administrative.
- ☒ ☐ I have been certified as a criminal justice officer in the State of Florida.
- ☒ ☐ I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.

**NOTICE: This document shall constitute an official statement within the purview of Section 837.06, Florida Statutes, and is subject to verification by the employing agency and/or the Criminal Justice Standards and Training Commission. Any intentional omission when submitting application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.**

**I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.**

*Ariel Lugo*

Applicant's signature

05-07-02

Date signed

STATE OF FLORIDA, COUNTY OF **ALACHUA**

The foregoing instrument was acknowledged before me this 7th day of May, 2002 by ARIEL LUGO, who is personally known to me or who has produced PERSONALLY KNOWN (type of identification as identification and who did (did not) take an oath.

*DALE R. NYLANDER*  
Notary's name

*Dale R. Nylander*  
Notary's signature

Notary's title/rank



DALE R. NYLANDER  
MY COMMISSION # CC 976459  
EXPIRES: October 22, 2004

Serial number

1. S.S.N: [REDACTED]
2. Name: **Lugo, Ariel A**
3. Employing Agency: **Gainesville Police Department**

**PLEASE READ CAREFULLY BEFORE SIGNING**

I fully understand that, in order to qualify for employment as a law enforcement, correctional or correctional probation officer, I must comply with the provisions of Section 943.13, Florida Statutes, as follows:

1. Be at least 19 years of age.
2. Be a citizen of United States.
3. Be a high school graduate or equivalent.
4. Not have been convicted of any felony or of a misdemeanor involving perjury or false statement, nor have received a dishonorable discharge from any of the Armed Forces of the United States. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement shall not be eligible for employment or appointment as an officer, notwithstanding suspension of a sentence or withholding of adjudication.
5. Have been fingerprinted by the employing agency.
6. Have passed a physical examination by a licensed physician.
7. Be of good moral character.

In addition, I attest to the following:

Yes No

- ☒ ☐ I understand that by executing this document I am attesting that I have met the qualifications as specified and I have provided documentation of proof of my qualifications to the above listed employing agency.
- ☒ ☐ To the best of my knowledge and belief, my certification is currently valid, and my separation from any previous criminal justice employment was not undertaken while under investigation.
- ☒ ☐ To the best of my knowledge and belief, I am not under investigation by any local, state or federal agency or entity for any wrongdoing, either criminal, civil or administrative.
- ☒ ☐ I have been certified as a criminal justice officer in the State of Florida.
- ☒ ☐ I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.

**NOTICE: This document shall constitute an official statement within the purview of Section 837.06, Florida Statutes, and is subject to verification by the employing agency and/or the Criminal Justice Standards and Training Commission. Any intentional omission when submitting application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.**

**I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.**

*Ariel Lugo*  
Applicant's signature

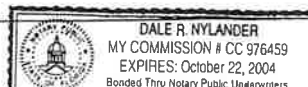
05-07-02  
Date signed

STATE OF FLORIDA, COUNTY OF ALACHUA. The foregoing instrument was acknowledged before me this 7<sup>th</sup> day of MAY, 2002 by ARIEL LUGO, who is personally known to me or who has produced PERSONALLY KNOWN (type of identification as identification and who did (did not) take an oath.

DALE R. NYLANDER  
Notary's name

*Dale R. Nylander*  
Notary's signature

Notary's title/rank



Serial number

Effective 1/1/1992

<p>1. SSN [REDACTED]</p> <p>2. NAME: Lugo, Ariel A</p> <p>3. DATE OF BIRTH [REDACTED]</p> <p>4. ETHNIC GROUP OR RACE: Hispanic</p> <p>5. SEX: Male</p> <p>6. EDUCATION: Bachelor</p> <p><b>Note: To receive educational salary incentive, complete the Higher Education Report Form (CJSTC 63).</b></p> <p>7. AGENCY ORI: FL0010100</p> <p>8. AGENCY NAME: Gainesville Police Department</p> <p>9. EMPLOYMENT DATE: 3/22/02</p> <p>10. EMPLOYMENT TYPE: Full-Time , Law Enforcement</p> <p>11. If officer completed auxiliary training, does agency have proof of required high liability training on file?</p> <p>YES <input type="checkbox"/> Date: NO <input type="checkbox"/></p>	<p>12. Is this officer employed under a TEMPORARY EMPLOYMENT AUTHORIZATION?</p> <p>YES <input type="checkbox"/> NO <input checked="" type="checkbox"/></p> <p>(If YES, complete form CJSTC-65).</p> <p>13. Is this officer requesting an EQUIVALENCY OF TRAINING?</p> <p>YES <input type="checkbox"/> NO <input checked="" type="checkbox"/></p> <p>(If YES, complete form CJSTC-76).</p> <p>14. Does your agency have the results of this officer's fingerprint card processing on file?</p> <p>YES <input checked="" type="checkbox"/> Date: 3/5/02 NO <input type="checkbox"/></p> <p><b>Note: If yes, please indicate the date that you received the fingerprint card results from the FDLE/FBI.</b></p> <p>15. Does your agency have on file the seven (7) panel controlled substance screening results as required in Rule 11B-27.00225?</p> <p>YES <input checked="" type="checkbox"/> NO <input type="checkbox"/></p>
---	---

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Section 943.13(1)-(8) and 943.131, F.S., or any rule adopted pursuant thereto. I fully understand that this affidavit constitutes an official statement under the purview of Section 837.06 F.S., is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

Lynne A Benck  
Agency administrator's signature

4/23/02  
Date signed

Lieutenant, Personnel Commander  
Agency administrator's title

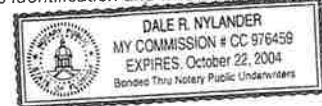
STATE OF FLORIDA, COUNTY OF ALACHUA. The foregoing instrument was acknowledged before me this

4/23/02 (date) by LYNNE BENCK, who is personally known to me or who has produced

PERSONALLY KNOWN (type of identification) as identification and who did (did not) take an oath.

Dale R. Nylander Notary's signature

DALE R. NYLANDER Notary's name



Serial number, if any (Seal)

**FDLE**Florida Department of  
Law Enforcement**Employment Background  
Investigative Report**CJSTC  
77

SSN: [REDACTED]

Name: **Lugo, Ariel A**Agency ORI: **FL0010100**Agency Name: **Gainesville Police Department**Select the type of discipline for which your agency is employing officer: **Law Enforcement****RESULTS****MANDATORY CHECKS**

Neighborhood:

Previous Employment (see box at right):

FCIC Record:

NCIC Record:

Local Law Enforcement:

Military History:

Controlled Substances:

**SATISFACTORY****UNSATISFACTORY**

<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>

FDLE was contacted on for  
facts/reasons applicant separated from  
previous criminal justice employments.**MANDATORY CONTACT WITH FDLE  
FOR EACH APPLICANT.****RECOMMENDED**

Job Related Psychological

Examination:

Polygraph Examination:

<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>

**NOT UTILIZED**

<input type="checkbox"/>
<input type="checkbox"/>

**APPLICANT ADMITS TO**☒ Having previously committed an act which constitutes a felony or misdemeanor even if previously not detected, not arrested or not prosecuted including, but not limited to, theft, possession of illegal drugs, fraud, etc.**CURRENT/RECENT ILLEGAL USE OF CONTROLLED SUBSTANCE**

(Indicate type and date last used)

☒ Marijuana 03/31/1993 ☐ Cocaine ☐ Opiates ☒ Other 03/31/1993 ☐ None**INVESTIGATIVE FINDINGS** Please describe any unsatisfactory findings, admitted acts, and other drug use below.

The applicant indicated that he as an adult drove after consuming alcohol. The applicant indicated that he has removed food items from grocery store and consumed them while employed. As a juvenile the applicant has committed acts of vandalism, and shoplifting. The applicant indicated that he has taken ephergine 1x in 1993

Rule 11B-27.0011, F.A.C., requires applicant's moral character be carefully examined before hiring. If the background investigation establishes that the applicant has a significant history of prior unlawful conduct, the Commission recommends not hiring the applicant.

[Signature]  
Signature and Attestation of Background Investigator

5/14/02  
(Date Signed)

I hereby verify, based on the above factors considered by this agency, that the applicant is of good moral character as required by s.943.13(7), Florida Statutes.

[Signature]  
Signature of Employing Agency Administrator or Designee (Required)

5/13/02  
(Date Signed)

Effective 1/1/1993

[http://www.fdle.state.fl.us/ATMS2/Forms/CJSTC77.asp?person\\_nbr=133779&agcy\\_nbr=\[REDACTED\]](http://www.fdle.state.fl.us/ATMS2/Forms/CJSTC77.asp?person_nbr=133779&agcy_nbr=[REDACTED]) 5/10/2002

Use this form to report or update officers' higher education hours or degrees to the Criminal Justice Standards and Training Commission. Officers earn academic hours from the post-secondary educational schools, colleges or universities.

1. SSN: [REDACTED]

2. Name: **Lugo, Ariel A**

3. Agency ORI: **FL0010100**

4. Agency name: **Gainesville Police Department**

5. Employment date: **3/22/02**

6. Degree: **Bachelor**

7. Conferring Institution: **Inter American University of Puerto Rico**

8. Accrediting Association: **Middle States Association of Colleges and Schools**

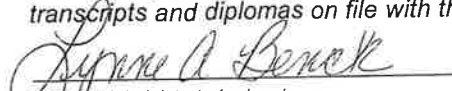
9. Major: **Business Administration**

10. Date Degree Conferred: **December 31, 1995**

11. If no degree conferred, indicate date associate degree requirements were met:

12. If no degree conferred, indicate number of hours earned: \_\_\_\_\_ Semester Hours \_\_\_\_\_ Quarter Hours

13. *I hereby attest that the above information is true and can be verified by official transcripts and diplomas on file with the employing agency.*

  
Agency Administrator's signature

4/23/02  
Date signed

Effective 1/1/1992



Florida Department of  
Law Enforcement

# Affidavit of Separation

CJSTC  
61

1. S.S.N. [REDACTED]	4. Separation date: 5/20/00
2. Name: Lugo, Ariel A	5. Agency ORI: FL0010100
3. Date employed:(In Sworn Position) 10/21/96	6. Agency name: Gainesville Police Department
	7. Employment type and class: Full-Time, Law Enforcement

## SEPARATION REASONS

Administrative-Routine	Administrative - Non-Routine	Unfavorable - Misconduct
<input checked="" type="checkbox"/> <i>Voluntary Separation</i> (Not involving misconduct)  <input type="checkbox"/> <i>Transfer Within Agency</i> (No break in service)  <input type="checkbox"/> <i>Retired</i> (Not involving misconduct)  <input type="checkbox"/> <i>Deceased</i>  <input type="checkbox"/> <i>Processed Fingerprints Not Received Within One Year</i> (From date of employment registration)  <input type="checkbox"/> <i>Temporary Employment Authorization</i> (Period Exceeded)  <input type="checkbox"/> <i>Budgetary Constraints</i> (Local/Federal grants not renewed)  <input type="checkbox"/> <i>Extended Leave of Absence or Suspension.</i> Type: <b>Leave of Absence</b> Periods of Time: _____  <input type="checkbox"/> <i>Administrative Termination</i> (Not involving misconduct)  <input type="checkbox"/> <i>Special Elected or Appointed</i> Position: _____ Anticipated Term: _____ mm/dd/yyyy to mm/dd/yyyy	<input type="checkbox"/> <i>Failure to Complete Basic Recruit Training</i>  <input type="checkbox"/> <i>Failure to Pass State Certification Examination</i>  <input type="checkbox"/> <i>Failure to Meet Mandatory Retraining Requirements</i>  <p style="text-align: center;"><b>Administrative - Substandard Performance</b></p> <input type="checkbox"/> <i>Failure to Satisfactorily Complete Agency Field Training Program</i> (Training performance issues)  <input type="checkbox"/> <i>Failure to Perform Assigned Tasks Satisfactorily</i>  <input type="checkbox"/> <i>Other, ie.</i> <i>Excessive Absenteeism;</i> <i>Failure to Report for Duty and Sleeping on Duty, etc.</i>	<input type="checkbox"/> <i>Voluntary Separation or Retirement while being investigated or violation of agency policy</i> (Not involving a moral character violation as defined by 11B-27.0011, F.A.C.)  <input type="checkbox"/> <i>Terminated for Violation of Agency Policy</i> (Not involving a moral character violation as defined by 11B-27.0011, F.A.C.)  <div style="border: 1px solid black; padding: 5px;"> <p><b>CJSTC Form 61A must be completed and submitted with CJSTC Form 61 for either of the following:</b></p> <p><input type="checkbox"/> <i>Voluntary Separation or Retirement while being Investigated for Violation of Chapter 943.13(4), F.S. or Violation of Moral Character Standards as defined by 11B-27.0011, F.A.C.</i></p> <p><input type="checkbox"/> <i>Terminated for Violation of Chapter 943.13 (4), F.S. or Violation of Moral Character Standards as defined by 11B-27.0011, F.A.C.</i></p> </div>

**NOTICE:** Section 943.139(2), F.S. requires the execution of an Affidavit of Separation by the employing agency in a case of officer separation. If the officer is separated, whether voluntary or involuntarily, for failure to comply with provisions of Section 943.13, F.S. you are required to so specify when completing the CJSTC 61A Form.

**WARNING:** Intentional false execution of this Affidavit of Separation constitutes a misdemeanor of the second degree.

In the State of Florida, County of Alachua, before me this day personally appeared [Signature], who being duly sworn, deposes and says: I hereby certify that to the best of my knowledge and belief, the reason for the separation of the officer name in Item 2 on this affidavit, and the detailed facts and reasons reported on the CJSTC form 61A (if applicable) are true and correct.

[Signature]  
Agency administrator's signature

6/27/00  
Date signed

[Signature]  
Agency administrator's name  
title

STATE OF FLORIDA, COUNTY OF Alachua The foregoing instrument was acknowledged before me this 27 day of June (month/year)



by \_\_\_\_\_, who is personally known to me or who has produced \_\_\_\_\_ (type of identification)  
as identification and who did (did not) take an oath.

Melissa M. Reno  
Notary's name

Melissa M. Reno  
Notary's signature

Staff Assistant I  
Notary's title/rank

\_\_\_\_\_  
Serial number

Effective 10/16/1997



City of Gainesville  
**EMPLOYEE SEPARATION CHECKLIST  
& INSTRUCTIONS**

Name: Ariel Lugo Department: GPD Separation Date: \_\_\_\_\_

The following list of items are details you should attend to prior to your separation. This list is intended as a guide only. Make an appointment to visit each department representative as noted in the "location" column. Each representative will initial that they have met with you and the date.

Check Off	Location	Item	Date	Dept. Rep.
<b>Your Department</b>				
		Submitted letter of resignation		
		Returned uniforms (if applicable)		
		Returned identification badge		
		Returned keys and parking decal		
		Returned entry cards (security cards)		
		Returned any City issued equipment		
		Advised on disposition of final paycheck		
<b>Finance - Locations provided below</b>				
	Gen. Gov't - Payroll staff - 3rd Floor, City Hall GRU: Accounting, Ground Floor, GRU Admin Building	Made arrangements to pay off Computer and/or Fitness Loans		<i>No loan</i>
	Payroll Staff, 3rd Floor, City Hall	Notified payroll if you have Savings Bond contribution deductions		<i>5-17-2000</i>
<b>Risk Management - Ground Floor, Old Library Building</b>				
	Staff Assistant	Health Insurance continuation/COBRA	5/17	<i>GPD</i>
<b>Human Resources - 1st Floor - Old Library Building</b>				
	Affirmative Action Officer	Completed Exit Interview	5/17	<i>Dee Mas</i>
	Staff Assistant I, Training & Development	Returned library material checked out and/or notified if participated in Tuition Reimbursement this year		
	Sr. Human Resources Analyst, Employee Programs	If 457 participant (ICMA, Great Western Bank), obtained withdrawal information		
	Sr. Human Resources Analyst, Employee Programs	If 401(a) participant (ICMA), obtained withdrawal information		
	Sr. Human Resources Analyst, Employee Programs	Submitted completed checklist to Human Resources		

**General Pension Plan participants:**

- If employed in a non-temporary capacity for less than 5 years, you will receive a refund of your personal contributions only.
- If employed in a non-temporary capacity for 5 years or more, including credit for unused sick leave, you are a vested member of the plan and will receive a letter advising of future benefits you will be entitled to receive beginning at age 65.

**Consolidated Police & Fire Plan participants:**

- If employed in a non-temporary capacity for less than 10 years, you will receive a refund of your personal contributions only.
- If employed in a non-temporary capacity for 10 years or more, including credit for unused sick leave, you are a vested member of the plan and will receive a letter advising of future benefits you will be entitled to receive beginning at age 60.

**Pension Contribution Refunds:** If you are entitled to a refund of contributions, you will receive a check in the mail approximately 2 weeks after you receive your final pay check from the city. Please do not call Human Resources concerning this refund unless you have not received it within 30 days from the date you received your final pay check.

**Final Pay Check:** Your final pay check will include payment for unused vacation (if you are not still serving your initial probation), unused holidays (police officers only), and if eligible, longevity (amount may be prorated based on date of last payment of longevity and date of separation).

EMPLOYEE NAME: LU60 ARIEL 411

PE CUSTODIAN	SWORN PERSONNEL	CIVILIAN PERSONNEL
Back door key	71	
Oil box key	71	
Parks key	71	
Traffic Box Key	71	
Police Equipment	71	
Police Uniforms	71	
Departmental manuals	71	
Other		

DATE: 12.18.2000

SUPERVISOR \_\_\_\_\_

Back door key \_\_\_\_\_

Desk keys \_\_\_\_\_

File keys \_\_\_\_\_

Office Keys \_\_\_\_\_

Other \_\_\_\_\_

DATE: \_\_\_\_\_

CITY ID CARD \_\_\_\_\_  
CJSTC ID CARD \_\_\_\_\_

DATE: \_\_\_\_\_

---

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DATE: \_\_\_\_\_

8/30/99

# Florida Department of Law Enforcement

## Criminal Justice Professionalism Services

### Officer Profile Sheet

<b>Name : Ariel A Lugo</b>			<b>SSN:</b> [REDACTED]	
<b>Race : His</b>	<b>Sex : M</b>	<b>Birthdate :</b> [REDACTED]	<b>Education : Bachelor</b>	

Employment							
Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
FL0010100 Gainesville Police Department	LE	FT	10/21/96			N	10/21/96

Salary Incentive			
Basic LE	Career Dev.	Education	Maximum Eligible
\$0	\$20	\$80	\$100

Certification					
Type	Number	Status	Cert. Date	Man. Retr. Due Date	Mand. Retr. Comp. Date
LE	168511	Active	10/21/96	6/30/01	

Exam									
Exam_Type	Exam Date	Form	Part 1	Part 2	Part 3	Part 4	Part 5	Overall	Amended
LE	10/15/96	1	Pass	Pass	Pass	Pass	Pass	Pass	

Training					
Start Date	End Date	Sequence	Title	Grade	Hours Taught
5/20/96	10/10/96	28-1996-002-2	Certificate Of Compliance-Law Enforcement	P	687
9/29/97	10/3/97	28-1997-055-3	Radar Speed Measurement	P	40
8/9/99	8/13/99	28-1999-051-1	Field Training Officer	P	40

Ariel A Lugo [REDACTED]

## SALARY INCENTIVE SUMMARY

NAME: Lugo, Ariel

## Education

Amount

Bachelor's Degree

\$ 80.00

Associate's Degree

Approved Equivalent

## ADVANCED TRAINING

Course Name

Hours

Amount

Radar - no longer  
salient  
intentional

40

E



# Registration Affidavit of Compliance

**CJSTC  
60**

Please read instructions on back of this form that tell you when and how to use it. Type or print in black ink.

## CJSTC USE ONLY

Training Requirement

[ ] Hours [ ] No Training

1. SSN: [REDACTED]

9. Employment date: 10 - 21 - 96

2. Name: LUGO (Last)  
Ariel (First) A (MI)

10. Employment type:

### Law Enforcement

☒ Full-time

☐ Part-time

☐ Auxiliary

### Concurrent

☐ Full-time

☐ Part-time

### Correctional

☐ Full-time

☐ Part-time

☐ Auxiliary

### Correctional Probation

☐ Full-time

### Railroad Security

☐ Full-time

☐ Part-time

3. Date of birth: [REDACTED]

4. Ethnic group or race:

☒ Hispanic ☐ White

☐ Asian ☐ Other

☐ American Indian/Native Alaskan

☐ Black

11. Rank code: 01

12. Yearly salary: \$ 25,844

5. Sex: ☒ Male ☐ Female

13. State class code: N/A

6. Education (Check highest diploma or degree):

☐ GED ☐ HS ☐ AA ☐ AS ☒ BA ☐ BS ☐ MA ☐ MS ☐ PHD ☐ JD

Note: To receive educational salary incentive, complete the Higher Education Report Form (CJSTC-63).

Conferring institution: \_\_\_\_\_

14. Is this officer employed under a Temporary Employment Authorization?

☐ Yes

☒ No

15. Is this officer requesting an equivalency of training?

☐ Yes

☒ No

Note: If Yes complete the Equivalency of Training Affidavit (CJSTC-76) and submit with this form.

Major: Business Administration

16. Does your agency have this officer's legible fingerprint card processed by FDLE and FBI?

☒ Yes

☐ No

If officer is not certified, the Commission will not issue a certificate to this officer until it has received the Fingerprint Notification form (CJSTC-62).

Date of degree: 12 - 31 - 95 If no degree conferred, enter number of college hours completed: \_\_\_\_\_ semester hours \_\_\_\_\_ quarter hours

7. Agency ORI: FL 0010010

8. Agency name: Gainesville Police Dept.

I hereby certify that I have collected, verified, and am maintaining on file evidence that the applicant has met the provisions of Sections 943.13(1)-(8) and 943.131, F.S., or any rule adopted pursuant thereto. I fully understand that this affidavit constitutes an official statement under the purview of Section 837.05, F.S., is subject to verification by the Criminal Justice Standards and Training Commission, and any intentional false execution of this affidavit constitutes a misdemeanor of the second degree.

Agency administrator's signature

Date signed

Tony R. Jones, Interim Chief of Police

Agency administrator's name and title

STATE OF FLORIDA, COUNTY OF Alachua

10/31/96 (date) by \_\_\_\_\_

produced drivers licence

(type of identification) as identification and who did (did not) take an oath.

Notary's signature

Notary's name

Notary's title or rank

Serial number, if any

Seal



**Higher Education  
Report Form**

**CJSTC  
63**

Please read instructions on back of this form that tell you when and how to use it. Type or print in black ink.

576 - 10 - 2400  
1. SSN: [REDACTED]

2. Name: Lugo Ariel A  
(Last) (First) (MI)

3. Agency ORI: FL 0010010

4. Agency name: Gainesville Police Department

5. Employment date: 10 - 21 - 96

6. Degree: ☐ EQ ☐ AA ☐ AS ☒ BA ☐ BS ☐ MA ☐ MS ☐ Phd ☐ JD

7. Conferring institution: Inter American University of Puerto Rico

8. Accrediting association: IC

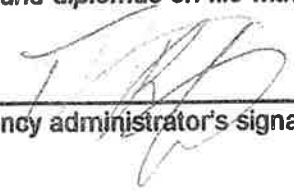
9. Major: Business Administration

10. Date degree was conferred: 12 - 31 - 95

11. If no degree conferred, indicate date on which associate degree requirements were met:  
\_\_\_\_\_

12. If no degree conferred, indicate number of hours earned: \_\_\_\_\_ Semester hours  
\_\_\_\_\_ Quarter hours

13. I hereby attest that the above information is true and can be verified by official transcripts and diplomas on file with the employing agency.

  
Agency administrator's signature

10 - 31 - 96  
Date signed



Please read instructions on back of this form that tell you when and how to use it. Type or print in black ink.

1. SSN: [REDACTED]

2. Applicant's name: Lugo Ariel A.  
(Last) (First) (MI)

3. Employing agency: Gainesville Police Department

**Please read carefully before signing**

I fully understand that, in order to qualify for employment as a law enforcement, correctional or correctional probation officer, I must fully comply with the provisions of Section 943.13, Florida Statutes, as follows:

1. Be at least 19 years of age.
2. Be a citizen of the United States.
3. Be a high school graduate or its equivalent.
4. Not have been convicted of any felony or of a misdemeanor involving perjury or false statement, nor have received a dishonorable discharge from any of the Armed Forces of the United States. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement shall not be eligible for employment or appointment as an officer, notwithstanding suspension of sentence or withholding of adjudication.
5. Have been fingerprinted by the employing agency.
6. Have passed a physical examination by a licensed physician.
7. Be of good moral character.

In addition, I attest to the following:

- ☐ To the best of my knowledge and belief, my certification is currently valid, and my separation from any previous criminal justice employment was not undertaken while under investigation.
- ☐ I am not knowingly under investigation by any local, state or federal agency or entity for any wrongdoing, either criminal, civil or administrative.
- ☐ I have never been certified as a criminal justice officer in the State of Florida.

I further understand that by executing this document I am attesting that I have met the qualifications as specified. I have read my employment application and it is true and correct, and all other information I will furnish in conjunction with my application is true and correct.

**NOTICE:** This document shall constitute an official statement within the purview of Section 837.06, Florida Statutes, and is subject to verification by the employing agency and/or the Criminal Justice Standards and Training Commission. Any intentional omission when submitting application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify you from employment as an officer.

I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.

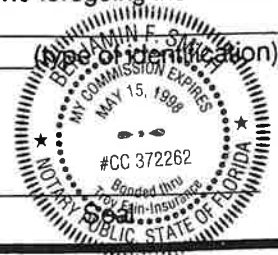
Applicant's signature

Date signed

STATE OF FLORIDA, COUNTY OF Alachua The foregoing instrument was acknowledged before me this 11-5-96 (date) by [Signature] who is personally known to me or who has produced [Signature] as identification and who did (did not) take an oath.

Benjamin F. Smith

Notary's signature  
Notary's name  
Notary's title or rank  
Serial number, if any







**Employment Background  
Investigative Report**

**CJSTC  
77**

Please read instructions on back of this form that tell you when and how to use it. Type or print in black ink.

SSN [REDACTED] Name Lugo (Last) Ariel (First) A. (MI)

Agency ORI FL 0010100 Agency Name Gainesville Police Department  
☒ Law Enforcement ☐ Corrections ☐ Corrections Probation ☐ Concurrent ☐ Railroad Security

**RESULTS:**

**MANDATORY CHECKS**

**SATISFACTORY**

**UNSATISFACTORY**

Neighborhood  
 Previous Employment (see box at right)  
 FCIC Record  
 NCIC Record  
 Local Law Enforcement  
 Military History  
 Controlled Substances

X  
X  
X  
X  
X  
X

CJSTC was contacted on  
11/19/96 for  
 (Date)  
 facts/reasons applicant separated  
 from previous criminal justice  
 employments

**RECOMMENDED**

**NOT UTILIZED**

Job Related Psychological Examination  
 Polygraph Examination

X  
X

**APPLICANT ADMITS TO:**

☒ Having previously committed an act which constitutes a felony or misdemeanor even if previously not detected, not arrested or not prosecuted including, but not limited to, theft, possession of illegal drugs, fraud, etc.

**CURRENT/RECENT ILLEGAL USE OF CONTROLLED SUBSTANCE (INDICATE TYPE AND DATE LAST USED)**

☒ Marijuana 3/93 (Date) ☐ Cocaine (Date) ☐ Opiates (Date) ☐ Other (Date) ☐ None

**INVESTIGATIVE FINDINGS:** Please describe any unsatisfactory findings, admitted acts, and other drug use below  
 Applicant admits to minor theft from an employer

Rule 11B-27 0011, F.A.C., requires applicant's moral character be carefully examined before hiring. If the background investigation establishes that the applicant has a significant history of prior unlawful conduct, the Commission recommends not hiring the applicant.

Vickie L. Griffiths Signature and Attestment of Background Investigator 12/16/96 Date Signed

I hereby verify, based on the above factors considered by this agency, that the applicant is of good moral character as required by s.943.13(7), Florida Statutes.

Signature of Employing Agency Administrator or Designee (Required) Date Signed

KOB

CJSTC63

1. SSN: [REDACTED]  
2. Name: LUGO ARIEL A  
(Last) (First) (MI)  
3. Agency ORI: FL0010100  
4. Agency Name: GAINESVILLE POLICE DEPARTMENT  
5. Employment Date: 10-21-96  
6. Degree: BA  
7. Conferring Institution: INTER AMERICAN UNIVERSITY OF PUERTO RICO  
8. Accrediting Association: MIDDLE STATES ASSOCIATION OF COLLEGES AND SCHOOLS  
9. Major: BUSINESS ADMIN  
10. Date degree conferred: 12-31-95  
11. Date requirements met:  
12. Semester hours:  
Quarter hours:  
13. Mandatory retraining: N

\* \* \* \* \*

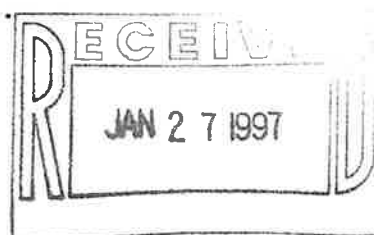
This officer was certified on 10-21-96 for LAW ENFORCEMENT.  
40 hours of mandatory retraining must be completed by: 06-30-01.  
Mandatory retraining completed: NO.

A salary incentive record for BACHELOR - EDUCATIONAL has been  
generated for this officer.

The maximum aggregate amount which any full-time officer may receive  
under this section is \$130 per month. F.S. 943.22(2)(e). See F.S.  
943.22(2)(a)-(d) for maximum amount for each salary incentive category.

\* \* \* \* \*

The information above was submitted by your agency and processed. Please verify the above data and notify the Division of Criminal Justice Standards and Training, Bureau of Standards of any corrections.



Division of Criminal Justice Standards & Training  
Validation/Confirmation Report

KOB

GAINESVILLE POLICE DEPARTMENT  
POST OFFICE BOX 1250  
GAINESVILLE, FL 32602-0000

Registration  
Affidavit of Compliance

CJSTC60

- |                              |                              |
|------------------------------|------------------------------|
| 1. SSN: [REDACTED]           | 9. Employment Date: 10-21-96 |
| 2. Name: LUGO                | 10. Employment Type:         |
| (Last)                       | LAW ENFORCEMENT              |
| ARIEL                        | FULL-TIME                    |
| (First)                      | 11. Rank:                    |
| 3. Date of Birth: [REDACTED] | 12. Salary:                  |
| 4. Race: HISPANIC            | 13. State Class Code:        |
| 5. Sex: MALE                 | 14. TEA? NO                  |
| 6. Education:                | 15. Equivalency? NO          |
| Institution:                 | 16. Fingerprint Card? YES    |

Major:

Date of Degree:

Semester Hrs: Quarter Hrs:

7. Agency ORI: FL0010100

8. Agency Name:

GAINESVILLE POLICE DEPARTMENT

\* \* \* \* \*

\* This officer was certified on 10-21-96 for LAW ENFORCEMENT. \*

\* 40 hours of mandatory retraining must be completed by: . \*

\* \*

\* Mandatory retraining completed: NO. \*

\* \*

\* The maximum aggregate amount which any full-time officer may receive \*

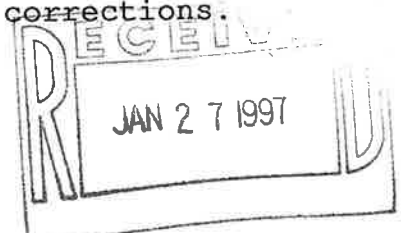
\* under this section is \$130 per month. F.S. 943.22(2)(e). See F.S. \*

\* 943.22(2)(a)(d) for maximum amount for each salary incentive category. \*

\* \*

\* \* \* \* \*

The information above was submitted by your agency and processed by ATMS.  
Please verify the above data and notify the Division of Criminal Justice  
Standards and Training, Bureau of Standards, of any corrections.



EMPLOYEE INFORMATION

NAME Ariel Lugo ID# 411  
ADDRESS [REDACTED]  
CITY [REDACTED] STATE FL ZIP [REDACTED]  
HOME TELEPHONE NUMBER [REDACTED] LISTED        UNLISTED X  
SOCIAL SECURITY NUMBER [REDACTED]  
DATE OF BIRTH [REDACTED]  
DRIVER LICENSE # [REDACTED] STATE FL

ORIGINAL HIRE DATE 10-21-96  
JOB DESCRIPTION AT TIME OF HIRE Police Officer  
DIVISION ~~B140~~ ~~8110~~ 810 ORGANIZATION # 8140  
STARTING SALARY:  
HOURLY        BI-WEEKLY        ANNUALLY       

EMERGENCY CONTACT:

NAME Jayson Levy  
ADDRESS [REDACTED]  
PHONE: HOME [REDACTED] WORK [REDACTED]

**Personal Profile -- Person ID: 3878320**

Name: Ariel A Lugo

Address:

Email:

Notification Preference:

Email

Home Phone:

Person ID:

3878320

Month and Day of Birth:

Alternate Phone:

Former Last Name:

**Other Personal Information**

Driver's License:

Yes, Florida L200001742650 Class E

Can you, after employment, submit proof of your legal right to work in the United States?

Yes

What is your highest level of education?

Bachelor's Degree

**Preferences**

Preferred Salary:

\$21.92 per hour

Are you willing to relocate?

Maybe

n/a

Types of positions you will accept:

Regular

Types of work you will accept:

Full Time

Types of shifts you will accept:

Day , Evening , Night , Rotating , Weekends , On Call (as needed)

**Objective**

To regain employment with the Gainesville Police Department

**Education****College**

InterAmerican University of Puerto Rico  
8/1993 - 11/1995  
San Juan, Puerto Rico

Did you graduate: Yes

College Major/Minor: Business Administration  
Degree Received: Bachelor's

**High School**

Gainesville High School  
8/1988 - 5/1992  
Gainesville, Florida

Did you graduate: Yes

Degree Received: High School Diploma

**Work Experience****Owner**

3/2006 - Present

Inflate-A-Fun Rentals  
www.inflateafunrentals.com  
2014 NE 10 Street  
Ocala, Florida 34470  
(352) 817-9002

Hours worked per week: 20

Monthly Salary: \$0.00

May we contact this employer? No

**Duties**

Deliver bounce houses to varies events and parties

**Police Officer**

3/2002 - 10/2006

Gainesville Police Department  
721 NW 6th Street  
Gainesville, Florida 32601  
(352) 334-2400

Hours worked per week: 40

Monthly Salary: \$2,400.00

Name of Supervisor: John Nabet - Sgt

May we contact this employer? Yes

**Duties**

Patrol

**Reason for Leaving**

To care for my new born daughter

**Deputy Sheriff**

5/2000 - 3/2002

Alachua County Sheriffs Office  
2621 SE Hawthorne Rd  
Gainesville, Florida 32641  
(352) 955-1818

Hours worked per week: 40

Monthly Salary: \$1,700.00

Name of Supervisor: Donnie Patterson - Sgt

May we contact this employer? Yes

**Duties**

Patrol

**Reason for Leaving**

To go to GPD

**Police Officer**

10/1996 - 5/2000

Gainesville Police Department  
721 NW 6th Street  
Gainesville, Florida 32601  
(352) 334-2400

Hours worked per week: 40

Monthly Salary: \$1,700.00

Name of Supervisor: Paul Forsberg - Sgt

May we contact this employer? Yes

**Duties**

Patrol

**Reason for Leaving**

To go to ASO

**Certificates and Licenses**

Type: Firearm Instructor

Number:

Issued by: SFCC Criminal Justice Program

Date Issued: 11 /2000 Date Expires: 7 /2009

**Skills**

Office Skills

Typing:

Data Entry:

Languages

Spanish - Speak

**Additional Information****References**

Professional

**Ferrara, Anthony**

Executive Lt District Two

721 NW 6th Street

Gainesville, Florida 32601

(352) 222-7000

Professional

**Levy, Jayson**

Deputy Sergeant

2621 SE Hawthorne Rd  
Gainesville, Florida 32641  
(352) 955-1818

Personal  
**Currens, Regina**  
School Teacher  
Gainesville, Florida  
(352) 214-3019

## Resume

### Text Resume

### Resume Attachment

None

### Agency-wide Questions

1. Q: Have you served in any U.S. Military Service?

A: No

2. Q: If you are a resident of Florida, you may obtain preference in employment if you are an eligible veteran or a spouse of one. Veteran's preference generally applies to all positions of employment offered by the City except those for personal assistants to elected or appointed officials, temporary positions, attorneys and department heads. Preference in employment, reemployment, promotion and retention shall be given to an eligible Veteran pursuant to SS. 295.07, 295.09, 295.085 and 295.09 as long as the Veteran meets the minimum eligibility requirements and has the knowledge, skills and abilities required for the particular position. The following persons are eligible to receive preference in employment: (1) Disabled veterans who have served on active duty in any branch of the Armed Forces and who (a) have a presently existing service-connected disability which is compensable under public laws administered by the VA; or (b) are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the VA and the Department of Defense. (2) The spouse of any person who (a) has a total and permanent service-connected disability and who, because of this disability, cannot qualify for employment; or (b) is missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power. (3) A wartime veteran as defined in section 1.01(14), Florida Statutes. (4) The unremarried widow or widower of a veteran who died of a service-connected disability. (5) Any veteran who has served in a qualifying campaign or expedition for which a campaign badge has been authorized. Any Armed Forces Expeditionary Medal qualifies for veteran's preference. The Global War on Terrorism Expeditionary Medal also qualifies for veteran's preference consideration. Chapter 2003-42, Laws of Florida. Active duty for training is not covered for veteran's preference purposes.

A: No

3. Q: Are you claiming Veterans' Preference? If so, documentation must be included with your application or resume. It shall include the following: (1) Veterans, disabled veterans, and spouses of disabled veterans shall furnish a Department of Defense (DOD) Document, form DD-214 or military discharge papers, or equivalent certification from the VA, listing military status, dates of service and discharge type. (2) Disabled veterans shall also furnish a document from the DOD, the VA, or the Dept. certifying that the veteran has a service-connected disability. (3) Spouses of disabled veterans shall also furnish either a certification from the DOD or the VA that the veteran is totally and permanently disabled or an identification card issued by the Dept.; spouses shall also furnish evidence of marriage to the veteran and a statement that the spouse is still married to the veteran at the time of the application for employment; the spouse shall also submit proof that the disabled veteran cannot qualify for employment because of the service-connected disability. (4) Spouses of persons on active duty shall furnish a document from the DOD or the VA certifying that the person on active duty is listed as missing in action, captured in line of duty, or forcibly detained or interned in line of duty by a foreign government or power; such spouses shall also furnish evidence of marriage and a statement that the spouse is married to the person on active duty at the time of that application for employment. (5) The unremarried widow or widower of a deceased veteran shall furnish a document from the DOD or the VA certifying the service-connected death of the veteran, and shall further furnish evidence of marriage and a statement that the spouse is not remarried. (6) Spouses of persons eligible to claim preference shall furnish certification from the VA that the veteran has a total and permanent service-connected disability.

A: No

4. Q: Select the appropriate number if you are claiming Veterans' Preference:

A: 6. Not claiming Veterans' Preference

5. Q: I understand that the City of Gainesville only hires U.S. Citizens and lawfully authorized alien workers. Identification and proof of citizenship or authorization will be required if a conditional job offer is made. Are you a citizen or national of the United States; or a lawful permanent resident or person granted refugee or asylee status and authorized to work in the United States?

A: Yes

6. Q: If no, do you now, or will you in the future, require sponsorship?

A: Not Applicable

7. Q: Please select the appropriate response regarding your employment with the City of Gainesville:

A: Former City of Gainesville Employee

8. Q: Answering "yes" to the following question does not necessarily disqualify an applicant from employment; however, misstatements or omissions of material fact will cause an offer of employment made by the City of Gainesville to be withdrawn, or employment with the City terminated. Have you ever been convicted or found guilty by a jury or court of a misdemeanor or a felony, which includes pleading guilty or nolo contendere, regardless of whether or not adjudication is withheld or have you received probation or made restitution?

A: No

9. Q: If yes, please describe or type "N/A" if not applicable:

A: N/A

10. Q: May we contact your current employer? (Note: Past employers may be contacted to verify work history.)

A: Yes

11. Q: If currently unemployed, please provide dates and reason for unemployment. (Note: If medical, do not give specific reasons.)

A:

12. Q: Do you have any relatives working in the department that you are applying for at the City of Gainesville/GRU?

A: No

13. Q: Maiden or other names used:

A:

14. Q: Where did you initially learn about the position you are applying for today?

A: CITY OF GAINESVILLE WEBSITE

### Supplemental Questions

1. Q: **Notice Regarding Chemical Agent Contamination** The Florida Department of Law Enforcement requires **basic recruit students** to be subjected to chemical agent contamination. Specifically, **basic recruit** students will be subjected to oleo-resin capsicum (OC), frequently referred to as mace, through direct application, whereby a student will stand at least six feet from an instructor who will contaminate the student with OC by spraying a live canister twice



for 1-1 1/2 seconds the student's face but not directly in the student's eyes, and through open air exposure, whereby the student will enter a room, stairwell, or other location filled with the contaminant for 15 seconds. If you are unable to meet this requirement to become a certified law enforcement officer, you will not be eligible for employment with the Gainesville Police Department. This only applies to those candidates that must attend the entire Florida Academy. Officers already certified in Florida or those that only need to attend a two-week academy are not subject to the above statement.

A:

2. Q: Are you or will you be at least 21 years of age as of November 3, 2008?

A: Yes

3. Q: Do you possess at least a high school diploma or GED?

A: Yes

4. Q: Please check all that apply to you:

A: I have a minimum of 60 semester hours from an accredited college or university., I have at least two (2) years of certified criminal justice related operational work experience with a municipal, county, state or federal agency.

# Universidad Interamericana de Puerto Rico

La Junta de Síndicos de la Universidad Interamericana de Puerto Rico, en virtud de la autoridad que le es propia y a recomendación de la Facultad, otorga a

**Ariel A. Lugo Guzmán**

quien ha completado todos los requisitos prescritos por la Facultad, el grado de

**Bachiller en Artes**

**MAGNA CUM LAUDE**

con todos los honores, derechos, distinciones y privilegios que conlleva dicho grado.

Como testimonio de lo anterior subscribimos este diploma con el sello oficial de la Universidad.

Dado en Puerto Rico, el día 6 de junio de 1996.



Presidente de la Universidad



Presidente de la Junta de Síndicos

FLORIDA DEPARTMENT OF LAW ENFORCEMENT  
OFFICIAL GRADE NOTIFICATION



Exam Administration Number 96-037 - Exam Date 10/15/96

School: 049928 Santa Fe Community College

ARIEL A LUGO

SSN:

Discipline:

LAW

ReTakeNo:

Form:

LE ONE

Effective Date: 10151996

<u>Section #</u>	<u>Raw Score</u>	<u>Percent Correct</u>	<u>Status</u>
1	55	92%	Pass
2	56	93%	Pass
3	58	97%	Pass
4	58	97%	Pass
5	49	82%	Pass
			Overall Exam Status: Pass

FLORIDA OFFICER CERTIFICATION EXAMINATION

This examination is one of the prerequisites for certification as an officer. Section 943.133, Florida Statutes, provides additional information regarding statutory requirements for employment and certification. The results of each section of the Certification Examination are reported above. Please see the last column entitled "Pass/Fail": PASS indicates a passing score was obtained on that section, FAIL indicates failure.

If this was your first time taking the examination and you did not pass all section(s) of the examination, you will be required to retake and pass only the section(s) failed.

OR

If this was your second time taking the examination and you did not pass all required section(s), you will be required to complete the basic training that corresponds to the examination area(s) failed before taking a second retake.

OR

If this was your third time taking the examination and you did not pass all required sections(s), you will be required to re-enter and successfully complete the entire basic training program and satisfy all requirements of the program. You must then apply for and retake the entire examination.

A new application must be submitted twenty-one days prior to your next requested examination date.

Include a copy of this notice with your new application.

Print Date: 10/25/96



# GAINESVILLE POLICE DEPARTMENT

Wayland Clifton, Jr.  
Chief of Police

Post Office Box 1250  
Gainesville, FL 32602  
(904) 334-2400

RE: Conditional Offer of Employment (Certified Police Officer)

Name: Ariel Alexei Lugo

We are pleased to hereby extend to you a conditional offer of employment as a Gainesville Police Department probationary police officer trainee. This offer is specifically contingent upon your successful completion, to the satisfaction of the City of Gainesville, of the following:

1. Health Assessment/Drug Screening
2. Post-offer Polygraph
3. Post-offer Background

Upon satisfactory completion of all pre-employment steps, you will be offered a position as a probationary civilian police officer trainee at such time as an appropriate training academy space in the Santa Fe Community College Institute of Public Safety becomes available. Should you be unable to begin training on the designated date, this conditional offer of employment shall be deemed revoked.

Employment as a probationary civilian police trainee does not ensure subsequent employment as a sworn police officer with the City of Gainesville.

This conditional offer shall remain valid and in effect for one year from the date issued; provided, however, this offer shall be deemed to be revoked upon the applicant's failure to meet any of the requirements or conditions contained herein.

9/12/96  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Bryan J. A.  
Gainesville Police Department  
Personnel/Recruitment Unit

\_\_\_\_\_  
Human Resources Department

\_\_\_\_\_  
Applicant



City of Inter-Office Communication  
**Gainesville**

To: Richard Benton  
Human Resources Department

Date: 10/05/96

From: A/Lt. Benjamin Smith  
Personnel/Recruitment Unit Commander

Subject: **Certified Police Officer Candidate Ariel Alexei Lugo**

The below listed candidate has successfully completed the selection process for the position of Certified Police Officer. We request that the candidate be hired 10/21/96, at the following pay rate:

Hourly Rate:	\$ 12.4733
Bi-weekly Rate:	\$ 997.86
Annual Rate:	\$25,944.36

The following is the candidate's personal information:

Name: Ariel Alexei Lugo

SS Number:

Address:

Home Phone:

LS/bfs

xc: Arlene Sowell

**City of**  
**Gainesville**

**INTER-OFFICE COMMUNICATION**

TO: Tom Motes  
Human Resources Manager

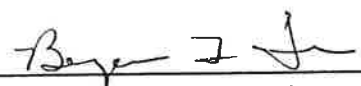
DATE: 09/12/96

FROM: A/Lieutenant Benjamin Smith  
Police Personnel/Recruitment Commander

SUBJECT: Employment Eligibility Status

This letter serves as notification that Police Officer -Certified candidate  
(position)  
Ariel Alexei Lugo, has completed the selection process, including a  
(name)

background investigation, and as of 9/12/96  
~~10/21/96~~ been approved for employment eligibility.  
(date)

  
A/Lieutenant Benjamin Smith  
Gainesville Police Department  
Personnel/Recruitment Unit Commander

/bfs

ESTADO LIBRE ASOCIADO DE PUERTO RICO  
(COMMONWEALTH OF PUERTO RICO)

DEPARTAMENTO DE SALUD  
(DEPARTMENT OF HEALTH)

REGISTRO DEMOGRAFICO  
(DEMOGRAPHIC REGISTRY)

CERTIFICACION DE NACIMIENTO  
(CERTIFICATION OF BIRTH)

NUMERO DE CERTIFICADO (CERTIFICATE NUMBER)  
152-74-04297-000000

NOMBRE DEL INSCRITO (NAME OF REGISTRANT)

ARIEL A. LUGO GUZMAN

DOMICILIO (DWELLING HOUSE)  
GUAYNABO, PUERTO RICO

FECHA NACIMIENTO (BIRTHDATE) FECHA INSCRIPCION (REGISTRATION DATE)

LUGAR NACIMIENTO (BIRTHPLACE)  
SAN JUAN, PUERTO RICO

SEXO (SEX)  
M

NOMBRE DEL PADRE (FATHER'S NAME)  
ARIEL

NOMBRE DE LA MADRE (MOTHER'S NAME)  
ALMA

FECHA EXPEDICION (DATE ISSUED)  
25 MAY 1988

\*\*\*\*\*

ESTE ES UN ABSTRACTO DEL CERTIFICADO DE  
NACIMIENTO OFICIALMENTE INSCRITO EN EL  
REGISTRO DEMOGRAFICO DE PUERTO RICO BAJO  
LA AUTORIDAD CONFERIDA POR LA LEY 24 DEL  
22 DE ABRIL DE 1931

THIS IS AN ABSTRACT OF THE RECORD FILED  
IN THE DEMOGRAPHIC REGISTRY OF PUERTO  
RICO ISSUED UNDER THE AUTHORITY OF  
LAW 24, APRIL 22, 1931

*R. I. Z. Mora*

LUIS IZQUIERDO MORA M.D.  
SECRETARIO DE SALUD  
(SECRETARY OF HEALTH)

*M. Ortiz de Martinez*

MERCEDES ORTIZ DE MARTINEZ  
DIRECTORA DEL REGISTRO DEMOGRAFICO  
(STATE REGISTRAR)



\$2. Núm. 5 \$2.

ADVERTENCIA: Cualquier alteración o borradura cancela ésta certificación.

WARNING: Any alteration or erasure voids this certification.

# Gainesville High School

Gainesville



Florida

This Certifies That

Ariel Alexei Lugo

having satisfactorily completed all requirements of law and standards for high school graduation as prescribed by the State Board of Education and the District School Board is hereby awarded this

**Diploma**

by order of the Alachua County District School Board

Given this sixth day of June, nineteen hundred and ninety-two.

Robert W. Hughes  
Superintendent of Schools

Charles S. Chestnut  
Chairman, School Board

William Daniel Boyd, Jr.  
Principal



Florida the Sunshine State

DRIVER LICENSE CLASS E

ARIEL A LUGO GUZMAN

DOB: [REDACTED] SEX: M HGT: 5-11

ISSUE

EXPIR

REST

ENDORSE

DUPLICATE 12-04-200

*Paul Lopez*

G730812040025 SAFE DRIVER MOTORCYCLE ALSO  
Operation of a motor vehicle constitutes consent to any sobriety test required by law.

\*\* REC 2008339 122315 H6LJ2CE0 CZG8 CIPMEA1 PEA1 (F-CZG ) \*\*\*

IAL SECURITY ADMINISTRATION  
ORTANT INFORMATION

SOCIAL SECURITY

DATE: December 4, 2008

ARIEL A LUGO GUZMAN

8814 NE 10 ST

s is a receipt to show that you applied for a Social Security card on  
ember 4, 2008. You should have your card in about 2 weeks. Any documents you  
e submitted are being returned to you with this receipt.

you do not receive your Social Security card within 2 weeks, please let us  
w. You may call, write or visit any Social Security office. If you visit an  
ice, please bring this receipt with you. To protect your privacy, we will  
disclose a social security number over the telephone.

is required by law to limit replacement SSN cards to three per year and ten  
lifetime. Do not carry your SSN card with you. Keep it in a safe location,  
in your wallet.

Field Office Manager

DTE:12/04/08

SSN: [REDACTED]

XC:

UNIT:CWB

PG:001

SOCIAL SECURITY ADMINISTRATION  
SOCIAL SECURITY NUMBER PRINTOUT

RECORDS INDICATE THAT SOCIAL SECURITY NUMBER [REDACTED]  
ASSIGNED TO ARIEL , ALEXIE , LUGO GUZMAN , .

SOCIAL SECURITY CARD IS THE OFFICIAL VERIFICATION OF YOUR SOCIAL SECURITY  
NUMBER. THIS PRINTOUT DOES NOT VERIFY YOUR RIGHT TO WORK IN THE UNITED STATES.

PROTECT YOUR SOCIAL SECURITY NUMBER FROM FRAUD AND IDENTITY THEFT. BE CAREFUL  
DO NOT SHARE YOUR NUMBER WITH.

SOCIAL SECURITY ADMIN  
217 SE 1 AVENUE  
OCALA FL 34471-2161



Universidad Interamericana de Puerto Rico  
Recinto Metropolitano

November 21, 1995

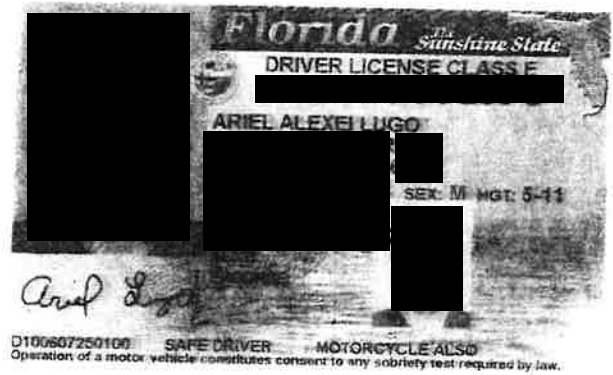
This is to certify that Ariel A. Lugo Guzmán  
student number                     , has completed all requirements  
at this Institution, Inter American University of Puerto Rico,  
Metropolitan Campus, for a BACHELOR OF ARTS  
with a major in BUSINESS ADMINISTRATION  
as of DECEMBER 1995. His/Her general point index is 3.61  
and his/her major point index is 3.63.

Honor: MAGNA CUM LAUDE

*Maria J. Carlos / jmc*

MARIA J. CARLOS  
REGISTRAR





# Graineville High School

Graineville Florida

This Certifies That

**ARIEL ALEXEI LUGO**

having satisfactorily completed all requirements of law and standards for high school graduation as prescribed by the State Board of Education and the District School Board is hereby awarded this

**Diploma**

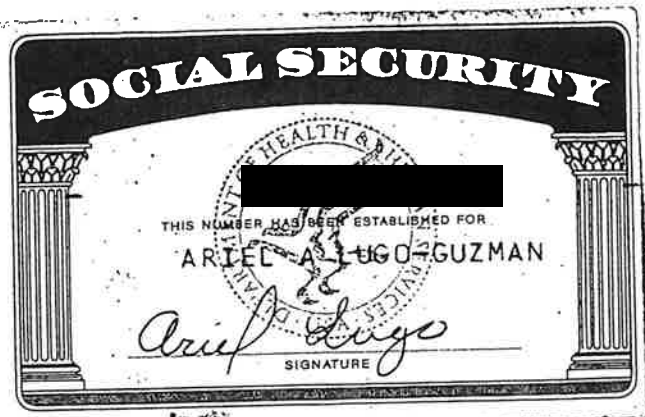
by order of the Alachua County District School Board

Given this sixth day of June, nineteen hundred and ninety-two.

*Robert W. Hyman*  
 Superintendent

*Charles S. Chestnut*  
 Chairman, School Board

*William Daniel Boyd, Jr.*  
 Secretary






# City of Gainesville

## Gainesville Police Department

### Chief's Memo 2024-04

**To:** GPD Lieutenants  
**From:** Interim Police Chief Nelson Moya   
**Date:** August 16, 2024  
**Re:** Lieutenant Assignments

---

Thank you for submitting your assignment preferences. It was important for me to get an understanding from each of you as to where you would like to serve in the organization. I appreciate you taking the time to provide me with that insight.

Below is the list of assignments which will be effective on September 2, 2024:

**Office of the Chief:**

Internal Affairs

*Lieutenant Timothy Durst*

**Administrative Services Bureau:**

Logistics Division

*Lieutenant Marc Plourde*

Personnel Division

*Lieutenant Marquitta Brown*

Training and Education Division

*Lieutenant Rebekah McKinzie*

**Investigations Bureau:**

Criminal Investigations Division

*Lieutenant Lonnie Scott Jr.*

Special Investigations Division

*Lieutenant Joy Robinson*

**Operations Bureau:**

Executive Lieutenant District One

*Lieutenant Christopher Cardwell*

Executive Lieutenant District Two

*Lieutenant Lisa Scott*

Patrol Days Alpha

*Lieutenant Edward Wilkins*

Patrol Days Bravo

*Lieutenant Steven Bradford*

Patrol Nights Alpha

*Lieutenant Sara Shipman*

Patrol Nights Bravo

*Lieutenant Ariel Lugo*

Special Operations

*Lieutenant Michael West*

School Resource Officers

*Lieutenant Robert Koehler*

Emergency Management

*Lieutenant Renee Guyan*

**\*The minimum staffing level for patrol will be 16 officers from Monday through Thursday and 17 officers for Friday, Saturday, and Sunday.**

Thank you and please stay safe...





## Gainesville Police Department

### Law Enforcement Code of Ethics

I, State Your Name, as a Law Enforcement Officer, attest that my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all persons to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession ... law enforcement.

\_\_\_\_\_  
Officer's Signature

\_\_\_\_\_  
Date

Law Enforcement Code of Ethics administered by Chief of Police, Lonnie Scott, this 18th day of November 2022.

\_\_\_\_\_  
Chief of Police, Lonnie Scott

\_\_\_\_\_  
Date



# Gainesville Police Department Promotional Ceremony



## Springhill Missionary Baptist Church

120 SE Williston Road,  
Gainesville, FL 32641

November 18, 2022 at 6 p.m.



## November 18, 2022



## CITY OF GAINESVILLE

*Human Resources*

1/26/2022

**Ariel Lugo**

I am pleased to provide a conditional offer to you for the position of **Lieutenant**, at an hourly salary of **\$38.8480** with an estimated start date **1/24/2022**.

As discussed, this **promotion** has no additional background screening that required at this time.

Information regarding Retirement, Insurance, and Other Benefits offered to City employees are outlined in our

Employee Benefits Booklet 2022

This position requires successful completion of a **12 month** probationary period. Please indicate your acceptance of the City of Gainesville's offer for the position by signing on the space below and returning to me by email or fax, (352-334-3588) no later than **1/28/2022**. If you should have questions and/or concerns, you may reach me, **Russell Philpot** at 352-393-8356.

  
\_\_\_\_\_  
Signature

01-27-2022  
Date

Station 6 • P.O. Box 490 • Gainesville, Florida 32601  
(352) 334-5010

**PERSONNEL ORDER 2021-36**

**December 30, 2021**

**TO: BUREAU/DIVISION/UNIT COMMANDERS**

**RE: PROMOTIONS**

---

Effective January 24, 2022, Sergeant Ariel Lugo #0411 shall be promoted to the rank of Lieutenant. He shall report to Captain Victoria Young (Bravo Midnight) for his duty assignments.

Effective January 24, 2022, Sergeant Ed Wilkins, Jr. #0761 shall be promoted to the rank of Lieutenant. He shall report to Captain Robert Fanelli (Alpha Midnight) for his duty assignments.

By Order of:

A handwritten signature in black ink, appearing to read 'Tony Jones', written over a horizontal line.

Tony Jones  
Chief of Police

**PERSONNEL ORDER 2021-14**

**MAY 6, 2021**

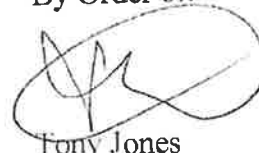
**TO: BUREAU/DIVISION/UNIT COMMANDERS**

**RE: TRANSFER OF PERSONNEL**

---

Effective May 17, 2021, Sergeant Ariel Lugo #0411 shall be transferred from the Youth and Community Services Bureau, School Resource Officer to the Logistical Services Division as the Logistic Sergeant. He shall report to Assistant Chief Terrence Pierce for his duty assignment.

By Order of:

A handwritten signature in black ink, appearing to be 'Tony Jones', enclosed within a large, loopy oval shape.

Tony Jones  
Chief of Police



## CITY OF GAINESVILLE

*Gainesville Police Department*

# Memo

To: Chief Jones  
From: Lt. Plourde  
Via chain: Captain Schentrup, Asst. Chief Pierce  
Date: 4/29/2021  
Re: Logistic Sergeant Selection Process

*DR 5-4-2021*

On April 29th, 2021, a selection process was conducted for the Logistic Sergeant vacancy. The interview portion of the vacancy process consisted of three panelists; Lt. Marc Plourde, Lt. Lisa Scott, and Sgt. Tony Ferro. The only Candidate who participated was Sgt. Ariel Lugo. Sgt. Lugo submitted a resume and a letter of interest for the vacancy. The candidate I.A. file was reviewed as part of the process, and the committee discussed the Candidate's strengths and weaknesses upon the interview's conclusion.

The selection process consisted of an Oral Interview. The following is a brief synopsis of the Sgt. Lugo's interview results;

Lugo's interview score was rated at good overall. This makes Sgt. Lugo eligible for selection for the Logistic Sergeant position. Sgt. Lugo has 17 years of experience with the Gainesville Police. Sgt. Lugo expressed a strong desire to work as the Logistic Sergeant. Sgt. Lugo took the opportunity to shadow Lt. Scott in Logistics for the last three weeks. Sgt. Lugo's interview was scored as good; therefore, we strongly recommend he is selected for the Logistic Sergeant Position.

## **Harden, Holly B.**

---

**From:** Johnson, Ernestine D.  
**Sent:** Monday, August 14, 2017 3:03 PM  
**To:** Acevedo, Louis; Bartley II, Robert G.; Campos, Jorge J.; Cardwell, Christopher M.; Douglas, Michael M.; Ferrara, Anthony M.; Girard, Stephen A.; Guyan, Helen R.; Harden, Holly B.; Hayes, Leah S.; Holt, Deborah L.; Johnson, Ernestine D.; Kelly, Jeremiah B.; Kerkau, Summer; Koehler, Robert J.; Kurnick, Jaime L.; Lugo, Ariel A.; Mazzuca, John M.; McKinzie, Sheldon R.; Nabet, John R.; Nechodom, Matthew J.; Norton, Kristen M.; Odom, Nicole C; Osborne, Rhonda L.; Owens, Charles R.; Owens, Paris V.; Pierce, Terrence J.; Powell, Emily L.; Robinson, Joy R.; Rowe, David H.; Satcher, Lisa S.; Schaefer, Bryon L.; Schibuola, Michael G.; Schramek, David L.; Senn, Billy J.; South, E. Wayne; Strivers, Catherine R; Tobias, Benjamin R.; Weiland, Jaret M.; West, Micheal J.; Young, Victoria B.  
**Cc:** Walker, Mark P.; Johnson, Ernestine D.  
**Subject:** FW: Roster Changes - August 14, 2017  
**Attachments:** D1 Roster August 14, 2017.doc; D2 Roster August 14, 2017.doc; Specialty Unit August 14, 2017.pdf; Teams Roster Aug 14, 2017.xlsm

Effective August 14, 2017, Captain Michael Schentrup #423 shall be assigned as District 1 Commander in the Operations Bureau. He shall report to Assistant Chief Terrence Pierce for his duty assignment.

Effective August 14, 2017, Captain Jaime Kurnick #497 shall be assigned as District 2 Commander in the Operations Bureau. She shall report to Assistant Chief Terrence Pierce for her duty assignment.

Effective August 14, 2017, Lieutenant Michael Schibuola #450 shall be temporarily assigned as Executive Officer for District 1 in the Operations Bureau. He shall report to Captain Michael Schentrup for his duty assignment.

Effective August 14, 2017, Lieutenant Audrey Mazzuca #453 is transferred from the Youth and Community Services Bureau to the Operations Bureau assigned to District 2, Shift 3A. She will report to Captain Kurnick.

Effective August 14, 2017 Sergeant Wayne South #452 will be temporarily assigned as the Acting Lieutenant on Shift 4A. He will report to Captain Schentrup.

Effective August 14, 2017, Lieutenant Mike West #384 will end his assignment on Shift 3B and return temporarily to Special Operations within the Operations Bureau. He will report to Captain Campos.

Effective August 14, 2017, Sergeant Timothy Durst #457 is transferred from the Investigations Bureau, Special Investigations Division to the Operations Bureau assigned to District 2, Zone Romeo, Shift 1A. He reports to Lieutenant Koehler.

Effective August 14, 2017, Sergeant Charles Owens #661 will be temporarily transferred within the Operations Bureau from District 2, Zone Lima, Shift 4A to the K9 Unit. He will report to Captain Campos.

Effective August 14, 2017, Sergeant Brad Litchfield #441 will be temporarily transferred within the Operations Bureau from the K9 Unit to District 2, Zone Delta, Team 1A Shift 4A. He will report to Acting Lieutenant Wayne South.

Effective August 14, 2017, Sergeant Ariel Lugo #411 will be transferred within the Operations Bureau, District 2 from Zone Delta, Shift 1A to Zone Lima, Team 2A, Shift 4A. He will report to Acting Lieutenant Wayne South.

Effective August 14, 2017, Corporal Marquitta Brown #847 is transferred from the Youth and Community Services Bureau, Gang Unit to the Operations Bureau assigned to District 2, Zone Uniform, Shift 3B. She will report to Lieutenant Weiland and Sergeant J. Mazzuca for her duty assignment.

Effective August 14, 2017, Officer Ronnie Pirtle #886 is transferred from the Operations Bureau, District 2, Shift 3A to the Investigations Bureau, Criminal Investigations Division assigned to the Special Operations Unit. He reports to Captain Ferrara.

Effective August 14, 2017, Officer Matthew Holt #715 is transferred from the Operations Bureau, K-9 Unit to the Investigations Bureau, Criminal Investigations Division assigned to the ICAC Unit. He reports to Captain Ferrara.

Effective August 14, 2017, Officer John Maloney #819 is transferred from the Operations Bureau, District 2, Shift 3B to the Operational Skills Unit. He reports to Lieutenant Dan Stout.

Effective August 14, 2017, Officer Ahipo Doualehi #798 is transferred from the Operations Bureau, District 2, Shift 1B to the Youth and Community Services Bureau assigned to the Reichert House. He reports to Robert Woody.

Effective August 14, 2017, Officer Travis Stephens #892 is transferred within the Operations Bureau from District 1, Shift 3A to the Traffic Safety Team. He reports to Lieutenant Mike West.

EJ

Ernestine D. Johnson  
Gainesville Police Department  
Operations Bureau  
545 NW 8<sup>th</sup> Avenue  
Gainesville, FL 32601  
(352) 393-7706 – Voice  
(352) 334-3246 – Fax  
[johnsoned@cityofgainesville.org](mailto:johnsoned@cityofgainesville.org)

The good news is that the bad news can be turned into good news when you change your "attitude"

View All 1 of 2 | Document validated successfully

Employee Status Maintenance(ESMT) Dept: 810 ID: 0807170000000006372 Ver.: 1 Function: New Phase: Draft

Modified by hardenb , 08/07/2017

Employee 1

## Action:

Undo ☒ Update Delete

## General Information

\*Employee ID: 0000010122 From: 08/07/2017  
Name: LUGO, ARIEL A To: 12/31/9999  
Appointment ID: \*Original Appointment Date: 10/21/1996  
Alternate ID: Email Address:  
Name Prefix:  
First Name: ARIEL  
Middle Name: A  
Last Name: LUGO  
Name Suffix:  
Social Security Number:

## Assignment Information

\*Personnel Action Code: DC Step:   
Personnel Action Desc: DIVISION CHG Step Desc:   
Personnel Action Reason: Salary Ratio:   
Personnel Action Reason Desc: \*Table Driven Pay:   
\*Employment Status: A EEO Full-time:   
Employment Status Desc: ACTIVE \*Percent Full-time: 1.0000  
\*Home Department: 810 ACA Full-time:   
Home Department Desc: POLICE Union Member:   
\*Home Unit: 8110 Union Local: G  
Home Unit Desc: Office Of The C Union Local Desc: FOP POLICE  
Position Number: POLCPL  
Position Number Desc: POLCPL  
Split Position:

Personnel Order 2017-17  
Transfer from SRO 8156  
to Patrol 02 8140

## Applicant Information

Applicant ID:

Split Job Notice ID:



CCOMP Profile Desc:
Exclude from FTE Benefit: <input type="checkbox"/>

## Comments

## Comments:

CHANGE LDPR FROM 8156 TO  
8140 -- PAY/WORK LOCATIONS  
8140A -- TRANSFERRED FROM  
SRO TO PATROL DISTRICT 2

## Classification Attributes

*Payroll Number: <input type="text" value="7313"/>	*Title: <input type="text" value="7313"/>
Payroll Number Desc: GEN GOV BW	Title Desc: POLCPL
*Pay Class: <input type="text" value="EBH8"/>	Sub-Title: <input type="text"/>
Pay Class Desc: EBH 8 HR DAY	Sub-Title Desc: POL CRPRL
Civil Service Status: <input type="text" value="F"/>	Assignment Type: <input type="text" value="Permanent"/>
Civil Service Class Desc: POLICE - FOP	Pay Location: <input type="text" value="8140A"/>
Time Class: <input type="text"/>	Work Location: <input type="text" value="8140A"/>
Time Class Desc: <input type="text"/>	Kronos Pay Rule: <input type="text"/>

## Overrides

Pay Policy: <input type="text"/>	Grade: <input type="text"/>
Pay Policy Desc: <input type="text"/>	Grade Desc: <input type="text"/>
Leave Policy: <input type="text" value="FOP99"/>	FLSA: <input type="text" value="No Override"/>
Leave Policy Desc: FOP GENERAL	FLSA Profile: <input type="text"/>
Benefits Policy: <input type="text"/>	FLSA Profile Desc: <input type="text"/>
Benefits Policy Desc: <input type="text"/>	CCOMP: <input type="text" value=""/>
	CCOMP Profile: <input type="text"/>

**PERSONNEL ORDER 2017-17**

**AUGUST 7, 2017**

**GAINESVILLE POLICE DEPARTMENT**

**TO: BUREAU/DIVISION/UNIT COMMANDERS**

**RE: TRANSFER OF PERSONNEL**

---

Effective August 7, 2017, Corporal Ariel Lugo #411 shall be transferred from the Youth and Community Services Bureau, School Resource Officer Program to the Operations Bureau (District/Shift to be determined). He shall report to Captain Jorge Campos for his duty assignment.

Effective August 7, 2017, Corporal Helen Renee Guyan #494 shall be transferred from the Youth and Community Services Bureau, School Resource Officer Program to the Operations Bureau, District 1, Shift 3A. She shall report to Captain Jorge Campos for her duty assignment.

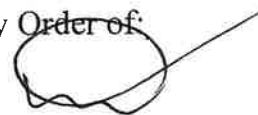
Effective August 7, 2017, Officer Jason King #937 shall be transferred from the Operations Bureau, District 2, Shift 1A to the Youth and Community Services Bureau assigned to the School Resource Officer Program. He shall report to Lieutenant Stephen Weaver for his duty assignment.

Effective August 7, 2017, Officer Tyrone Ellis #943 shall be transferred from the Operations Bureau, District 2, Shift 1A to the Youth and Community Services Bureau assigned to the School Resource Officer Program. He shall report to Lieutenant Stephen Weaver for his duty assignment.

Effective August 14, 2017, Captain Michael Schentrup #423 shall be transferred from the Investigations Bureau to the Operations Bureau. He shall report to Assistant Chief Terrence Pierce for his duty assignment.

Effective August 14, 2017, Lieutenant Robert Fanelli #659 shall be transferred within the Investigations Bureau from the Special Operations Unit to the Criminal Investigations Division. He shall report to Captain Anthony Ferrara for his duty assignment.

By Order of:



Tony R. Jones  
Chief of Police

**PERSONNEL ORDER 2017-16**

**AUGUST 2, 2017**

**GAINESVILLE POLICE DEPARTMENT**

**TO: BUREAU/DIVISION/UNIT COMMANDERS**

**RE: PROMOTION OF PERSONNEL**

---

Effective August 14, 2017:

Lieutenant Michael Schentrup #423 shall be promoted to the rank of Captain.

Lieutenant Jaime Kurnick #497 shall be promoted to the rank of Captain.

Sergeant Michael West #384 shall be promoted to the rank of Lieutenant.

Sergeant Robert Fanelli #659 shall be promoted to the rank of Lieutenant.

Corporal Ariel Lugo #411 shall be promoted to the rank of Sergeant.

Corporal Helen Renee Guyan #494 shall be promoted to the rank of Sergeant.

Corporal Matthew Walters #774 shall be promoted to the rank of Sergeant.

By Order of:

A handwritten signature in black ink, appearing to read 'Tony R. Jones', with a stylized flourish extending from the end.

Tony R. Jones  
Chief of Police

**FOP Agreement 10/1/2013 through 9/30/16 -- ratified by CCOM -- effective 7/4/16**

**Wage Increases and One-Time Lump Sum Payments**

<b>Empl ID</b>	<b>Employee</b>	<b>Current Hrly</b>	<b>Annualized Base Rate Increase Unde 29.1.A</b>	<b>Hrly after Increase</b>	<b>Total One-Time, Lump Sum Payment Under 29.1.B (Non-Pensionable)</b>
0000010122	Lugo, A (411)	\$25.4425	\$0.00	\$25.4425	\$1,741.80

Employee Status Maintenance(ESMT)

Dept: 810 ID: 0811150000000003528 Ver.: 1 Function: New Phase: Draft

Modified by stewarttb . 08/11/2015

## Employee

## Action:

☐ Undo ☒ Update ☐ Delete

## General Information

<b>*Employee ID:</b>	<b>From:</b>
0000010122	08/17/2015
<b>Name:</b>	<b>To:</b>
LUGO, ARIEL A	12/31/9999
<b>Appointment ID:</b>	<b>*Original Appointment Date:</b>
	10/21/1996
<b>Alternate ID:</b>	<b>Email Address:</b>
<b>Name Prefix:</b>	
<b>First Name:</b>	
ARIEL	
<b>Middle Name:</b>	
A	
<b>Last Name:</b>	
LUGO	
<b>Name Suffix:</b>	
<b>Social Security Number:</b>	

## Assignment Information

<b>*Personnel Action Code:</b>	<b>Step:</b>
DC	
<b>Personnel Action Desc:</b>	<b>Step Desc:</b>
DIVISION CHG	
<b>Personnel Action Reason:</b>	<b>Salary Ratio:</b>
<b>Personnel Action Reason Desc:</b>	<b>*Table Driven Pay:</b>
	Do Not Use Table
<b>*Employment Status:</b>	<b>EEO Full-time:</b>
A	Yes
<b>Employment Status Desc:</b>	<b>*Percent Full-time:</b>
ACTIVE	1.0000
<b>*Home Department:</b>	<b>Union Member:</b>
810	No
<b>Home Department Desc:</b>	<b>Union Local:</b>
POLICE	G
<b>*Home Unit:</b>	<b>Union Local Desc:</b>
8110	FOP POLICE
<b>Home Unit Desc:</b>	
Office Of The C	
<b>Position Number:</b>	
POLCPL	
<b>Position Number Desc:</b>	
POLCPL	
<b>Split Position:</b>	

## Applicant Information

Applicant ID:

Split Job Notice ID:

Job Notice ID:

## Probation Dates

Probation Start Dt:

10/13/2014

Probation End Dt:

10/13/2015

## Progression Dates

Pay Progression Start:

Benefits Progression Start:

06/12/2004

Leave Progression Start:

01/26/2009

## Classification Attributes

\*Payroll Number:

1

\*Title:

7313

Payroll Number Desc:

GEN GOV BW

Title Desc:

POLCPL

\*Pay Class:

EBH8

Sub-Title:

Pay Class Desc:

EBH 8 HR DAY

Sub-Title Desc:

POL CRPRL

Civil Service Status:

F

Assignment Type:

Permanent

Civil Service Class Desc:

POLICE - FOP

Pay Location:

8156

Time Class:

Work Location:

8156

Time Class Desc:

Kronos Pay Rule:

## Overrides

Pay Policy:

Grade:

Pay Policy Desc:

Grade Desc:

Leave Policy:

FOP99

FLSA:

Leave Policy Desc:

FOP GENERAL

FLSA Profile:

Benefits Policy:

FLSA Profile Desc:

Benefits Policy Desc:

View All 1 of 2 | Document validated successfully

Employee Status Maintenance(ESMT) Dept: 810 ID: 08111500000000003528 Ver.: 1 Function: New Phase: Draft

Modified by stewartfb , 08/11/2015

## Pay Parameters

Total Lines: 3 Pay Type: 00 Amount: 25.4425 Percent:

Employee ID : 0000010122

Name : LUGO, ARIEL A

Appointment ID :

Pay Type	Amount/Percent Indicator	Amount	Percent	From	To
36FL	Amount	0.9231		08/17/2015	12/31/9999
00	Amount	25.4425		08/17/2015	12/31/9999
36	Amount	160.0000		08/17/2015	12/31/9999



From 1 to 3 Total: 3

## Pay Type:

00

## \*From:

08/17/2015

## Pay Type Desc:

REGULAR PAY

## To:

12/31/9999

## Amount/Percent Indicator:

Amount

## Bypass From Date Inference:

## Amount:

25.4425

## Percent:

Document Comments

ESMT - 810- 0811150000000003528

[Menu](#) [Back](#)

Version	Date/Time	User	Phase	Subject
✓ 1	8/11/2015 12:47:36 PM	stewarttb	Draft	DIV CHG
First Prev Next Last				

Save [Undo](#) [Insert](#) [Copy](#) [Paste](#) [Search](#)

**Document Code :** ESMT

**Document Dept. Code :** 810

**Document ID :** 0811150000000003528

**Version :** 1

**User :** stewarttb

**Phase :** Draft

**\*Subject :** DIV CHG

**\*Comment :** Change LDPR to 8156.  
Transferred from the Operations  
Bureau-Downtown unit (8150) to  
the SRO Unit (8156)



**PERSONNEL ORDER 2015-16**

**August 10, 2015**

**GAINESVILLE POLICE DEPARTMENT**

**TO: BUREAU/DIVISION/UNIT COMMANDERS**

**RE: TRANSFER OF PERSONNEL**

---

Effective August 17, 2015, Sergeant Steve Bradford #378 shall be transferred from the Investigation Bureau, Youth and Community Services Division, School Resource Officer Unit to the Operations Bureau. He shall report to Captain Brian Helmerson for his duty assignment.

Effective August 17, 2015, Sergeant Greg Armagost #025 shall be transferred from the Operations Bureau to the Investigation Bureau, Youth and Community Services Division, School Resource Officer Unit. He shall report to Captain Jorge Campos for his duty assignment.

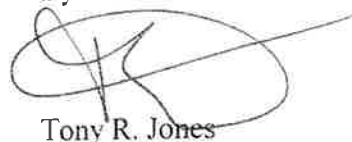
Effective August 17, 2015, Corporal Ariel Lugo #411 shall be transferred from the Operations Bureau to the Investigation Bureau, Youth and Community Services Division, School Resource Officer Unit. He shall report to Captain Jorge Campos for his duty assignment.

Effective August 17, 2015, Corporal Renee Guyan #494 shall be transferred from the Strategic Planning and Accreditation Unit to the Investigation Bureau, Youth and Community Services Division, School Resource Officer Unit. She shall report to Captain Jorge Campos for her duty assignment.

Effective August 17, 2015, Officer Patrick Hopkins #900 shall be transferred within the Operations Bureau, District 2, to the Operations Bureau, Special Operations Division, K-9 Unit. He shall report to Captain Brian Helmerson for his duty assignment.

Effective August 17, 2015, Officer Christopher Kesting #786 shall be transferred from the Operations Bureau to the Investigation Bureau, Youth and Community Services Division, School Resource Officer Unit. He shall report to Captain Jorge Campos for his duty assignment.

By Order of:



Tony R. Jones  
Chief of Police  
August 10, 2015

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **11/20/14**

Preparer Phone Extension: **393-7531**

Preparer/Department Contact: **Theresa Stewart**

Return Completed Form To: **Theresa Stewart**

**EMPLOYEE HISTORY**

Employee ID: **10122** Name: **Lugo, Ariel** Immediate Supervisor/Manager:  
Effective Time: **08:00** Effective Date: **October 13, 2014**



**New Position:** Dept/Agency Unit/Org Position (Alpha Code) Title Code:  
Title Description Grade Salary:

**Current Position:** Dept/Agency 810 Unit/Org 8110 Position (Alpha Code) **CPL** Title Code: **7313**  
Title Description **Police Corporal** Grade **P3** Salary: **\$25.4425**

**PERSONNEL ACTION**

Action: **DC Division Change** Employment status: **A Active** % Full-time:  
Comments: **CHANGE PAY WORK LOCATION TO 8140A**

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? ☐ Yes ☐ No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: **00 (Regular pay)** Amount/Percent: **25.4425** Effective Date: **10/13/14**  
Pay type: Amount/Percent: Effective Date:  
Pay type: Amount/Percent: Effective Date:

Labor Distribution Profile (LDPR): **8140**

**PAY/WORK LOCATION/ INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #: Extension:  
Pay/Work Location: **8140A** *✗*

**APPROVALS**

*[Signature]* 11/21/14  
Department Head Date

*[Signature]* 12/11/14  
Human Resources Director or Designee Date

W/A  
Division Head Date

\_\_\_\_\_  
Charter Officer or Designee Date

Initials of preparer: *[Signature]*  
To verify signatures visible on all copies when top copy signed- if not, reprint before submitting for signatures

**From:** Stewart, Theresa B.  
**Sent:** Monday, October 20, 2014 10:48 AM  
**To:** Skaja, John S.  
**Subject:** RE: Update Calculators and RTE

### **Effective October 13, 2014 Shift Pick**

#### **Budget and Pay/Work Location Changes**

Marvin Collins – 8143A- Budget changed from District 2 (8140) to District 1 (8143) Alpha  
Alicia Davis – 8140A -Budget changed from District1 (8143) to District 2 (8140) Alpha  
Shanta Knighton – Budget Change to 8161-Administrative Support Unit  
Ariel Lugo – 8140A- Budget change from District 1 (8143) to District 2 (8140) Alpha  
Lonnie Scott, Jr. – 8143A - Budget changed from District 2 (8140) to District 1 (8143) Alpha  
Ryan McCazzio – 8143B - Budget changed from District 2 (8140) to District 1 (8143) Bravo  
Courtney Roberts – 8140A - Budget change from District 1 (8143) to District 2 (8140) Alpha  
Kevin Clinton – 8140A- Budget change from District1 (8143) to District 2 (8140) Alpha  
Chad Welch-8143 A- Budget Changed from District 2(8140) to District 1 (8143) Alpha  
Crystal Castor – 8140B- Budget changed from district 1 8143 to district 2 8140

#### **Pay/Work location change only**

Garrett Courville – 8143B  
Tarik Jallad – 8140B  
John Klement – 8143B  
Casey Kumar – 8143B  
Jon Rappa – 8140B  
Charles Talton – 8140B  
Bill Travis Williams – 8143B  
Cassandra Ballenger – 8143A  
Erika Benson – 8143A  
Steven Blundell – 8143A  
Gerald Core – 8140B  
Hudson Dykes – 8143B  
Tony Ferro – 8143B  
Wade Priester – 8140A

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **11/20/14**

Preparer Phone Extension: **393-7531**

Preparer/Department Contact: **Theresa Stewart**

Return Completed Form To: **Theresa Stewart**

**EMPLOYEE HISTORY**

Employee ID: **10122** Name: **Lugo, Ariel** Immediate Supervisor/Manager:  
Effective Time: **08:00** Effective Date: **October 13, 2014**

**New Position:** Dept/Agency Unit/Org Position (Alpha Code) Title Code:  
Title Description Grade Salary:

**Current Position:** Dept/Agency **810** Unit/Org **8110** Position (Alpha Code) **CPL** Title Code: **7313**  
Title Description **Police Corporal** Grade **P3** Salary: **\$25.4425**

**PERSONNEL ACTION**

Action: **DC Division Change** Employment status: **A Active** % Full-time:  
Comments: **CHANGE PAY WORK LOCATION TO 8140A**

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? ☐ Yes ☐ No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: **00 (Regular pay)** Amount/Percent: **25.4425** Effective Date: **10/13/14**  
Pay type: Amount/Percent: Effective Date:  
Pay type: Amount/Percent: Effective Date:

Labor Distribution Profile (LDPR): **8140**

**PAY/WORK LOCATION/ INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #: Extension:

Pay/Work Location: **8140**


**APPROVALS**

 11/21/14  
Department Head Date

\_\_\_\_\_  
Human Resources Director or Designee Date

N/A  
Division Head Date

\_\_\_\_\_  
Charter Officer or Designee Date

Initials of preparer:   
To verify signatures visible on all copies when top copy signed- if not, reprint before submitting for signatures

ESMT - 810-0812140000000006706-1- New- Draft

Action Menu

Action : ☐ Undo☒ Update☐ Delete

## ▼ General Information

\*Employee ID : 0000010122

\*From : 08/18/2014

Employee Name : LUGO, ARIEL A

To : 12/31/9999

Appointment ID :

\*Original Appointment Date : 10/21/1996

Alternate ID :

Name Prefix :

\*First Name : ARIEL

Middle Name : A

\*Last Name : LUGO

Name Suffix :

## ▼ Assignment Information

\*Personnel Action Code : DC

Step :

Personnel Action Desc : DIVISION CHG

Step Desc :

Personnel Action Reason : 00

\*Table Driven Pay : Do Not Use Table

Personnel Action Reason Desc : NO REASON

EEO Full-time : Yes

\*Employment Status : A

\*Percent Full-time : 1.0000

Employment Status Desc : ACTIVE

Union Member : No

\*Home Department : 810

Union Affiliation : G

Home Department Desc : POLICE

Union Affiliation Desc : FOP POLICE

\*Home Unit : 8110

Home Unit Desc : Office Of The C

Position Number : POLOFF

Position Number Desc : POLOFF

Split Position : ☐

## ▶ Applicant Information

## ▶ Probation Dates

## ▶ Progression Dates

## ▼Classification Attributes

*Payroll Number :	1	*Title :	7321
Payroll Number Desc :	GEN GOV BW	Title Desc :	POLOFF
*Pay Class :	EBH8	Sub-Title :	
Pay Class Desc :	EBH 8 HR DAY	Sub-Title Desc :	POL OFF
Civil Service Status :	F	Assignment Type :	Permanent
Civil Service Class Desc :	POLICE - FOP	Pay Location :	8143A
Time Class :		Work Location :	8143A
Time Class Desc :			

## ►Overrides







Top	Clear Position Attributes	Clear Position Overrides
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Save	Undo	Print	Validate	Submit	Close
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[Menu](#)

ESMT - 810- 0812140000000006706- 1- New- Draft


Action Menu

	Pay Type	Amount/Percent Indicator	From	To
 	✓ 36	Amount	08/18/2014	12/31/9999
 	36FL	Amount	08/18/2014	12/31/9999
 	00	Amount	08/18/2014	12/31/9999

[Insert New Line](#) [Insert Copied Line](#) First Prev [Go To](#) Next Last

Pay Type : 36 \*From : 08/18/2014 

Pay Type Desc : POL ED \$

To : 12/31/9999 

Amount/Percent Indicator : Amount

Amount : 160.0000

Percent :

Save

Undo

Print

Validate

Submit

Close

[Menu](#)

**Document Comments****ESMT - 810- 08121400000000006706**[Menu](#) [Back](#)

Version	Date/Time	User	Phase	Subject
✓ 1	8/12/2014 6:18:40 PM	stewarttb	Draft	DIV CHG
First Prev Next Last				

Save [Undo](#) [Insert](#) [Copy](#) [Paste](#) [Search](#)

Document Code : ESMT

Document Dept. Code : 810

Document ID : 08121400000000006706

Version : 1

User : stewarttb

Phase : Draft

\*Subject : DIV CHG

\*Comment :

CHANGE LDPR TO 8143.  
TRANSFERRED FROM THE  
TRAINING UNIT (8153) TO  
DISTRICT 1 (8143)-NO CHANGE



**PERSONNEL ORDER 2014-07**

**AUGUST 13, 2014**

**GAINESVILLE POLICE DEPARTMENT**

**TO: BUREAU/DIVISION/UNIT COMMANDERS**

**RE: TRANSFER OF PERSONNEL**

---

Effective Monday, August 18, 2014, Officer Brett Kikendall #577 shall be transferred from the Professional Standards and Support Services Bureau, Operational Skills Unit to the Operations Bureau, District 2. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 18, 2014, Officer Ariel Lugo #411 shall be transferred from the Professional Standards and Support Services Bureau, Operational Skills Unit to the Operations Bureau, District 1. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 18, 2014, Officer Derek Tirado #492 shall be transferred from the Operations/Oaks Mall to the Operations-Special Operations Unit. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 18, 2014, Officer Kelly Gaudet #735 shall be transferred from the Criminal Investigations Bureau to the Operations/Oaks Mall. She shall report to Captain Edward Posey for her duty assignment.

Effective Monday, August 18, 2014, Officer Warren Brown #857 shall be transferred within the Operations Bureau to the Operations Downtown Unit. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 25, 2014, Cpl. Mike West #384 shall be transferred within the Operations Bureau to the North Florida Regional Medical Center Lead. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 25, 2014, Officer Charles "Jeff" Dorminey #569 shall be transferred within the Operations Bureau to the North Florida Regional Medical Center. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 25, 2014, Officer Kelly Weaver #650 shall be transfer within the Operations Bureau to the North Florida Regional Medical Center. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 25, 2014, Officer Ken Singletary #706 shall be transferred within the Operations Bureau to the North Florida Regional Medical Center. He shall report to Captain Edward Posey for his duty assignment.

Effective Monday, August 25, 2014, Officer Joseph Crews #746 shall be transferred within the Operations Bureau to the North Florida Regional Medical Center. He shall report to Captain Edward Posey for his duty assignment.

By Order of:

Tony R. Jones  
Chief of Police  
Date: August 13, 2014

ESMT - 810- 0717130000000006772- 1- New- Draft

Action Menu



Action : ☐ Undo  
☒ Update  
☐ Delete

## ▼General Information

*Employee ID :	0000010122	*From :	07/22/2013
Employee Name :	LUGO, ARIEL A	To :	12/31/9999
Appointment ID :		*Original Appointment Date :	10/21/1996
Alternate ID :			
Name Prefix :			
*First Name :	ARIEL		
Middle Name :	A		
*Last Name :	LUGO		
Name Suffix :			

## ▼Assignment Information

*Personnel Action Code :	CELDL	Step :	
Personnel Action Desc :	DEL CELL ALLOW	Step Desc :	
Personnel Action Reason :		*Table Driven Pay :	Do Not Use Table
Personnel Action Reason Desc :		EEO Full-time :	Yes
*Employment Status :	A	*Percent Full-time :	1.0000
Employment Status Desc :	ACTIVE	Union Member :	No
*Home Department :	810	Union Affiliation :	G
Home Department Desc :	POLICE	Union Affiliation Desc :	FOP POLICE
*Home Unit :	8110		
Home Unit Desc :	Office Of The C		
Position Number :	POLOFF		
Position Number Desc :	POLOFF		
Split Position :	<input type="checkbox"/>		

## ▶Applicant Information

## ▶Probation Dates

## ▶Progression Dates

## ▶Classification Attributes

**Document Comments**

ESMT - 810- 0717130000000006772

[Menu](#) [Back](#)

Version	Date/Time	User	Phase	Subject
✓ 1	7/17/2013 9:42:49 AM	stewarttb	Draft	DEL CEL

First Prev Next Last

Save [Undo](#) [Insert](#) [Copy](#) [Paste](#) [Search](#)

Document Code : ESMT

Document Dept. Code : 810

Document ID : 0717130000000006772

Version : 1

User : stewarttb

Phase : Draft

\*Subject : DEL CEL

\*Comment : DELETE \$15.00 MONTHLY  
CELL PHONE STIPEND.  
ISSUED COMPANY CELL  
PHONE FOR BUSINESS USE,

***CITY OF GAINESVILLE***

**Risk Management Department**  
**Box 60**

**INTER-OFFICE COMMUNICATION**

DATE: July 24, 2013

TO: THE PERSONNEL FILE OF ARIEL LUGO  
Employee ID: 0000010122

FROM: Fran Diedrich, Analyst  
Risk Management Department

SUBJECT: CONSOLIDATED PENSION PLAN CHANGES FOR POLICE

In accordance with the provisions of the Florida Statutes & Consolidated Police Officers and Firefighters Retirement Plan Ordinance # 120680 changes of July 1, 2013, the following information is necessary to calculate the retirement benefit for the above referenced employee.

Per requirement under CS/SB 1128

For purposes of calculating retirement benefits, a pension plan sponsored by a local government may not include any overtime in excess of 300 hours per year, or any payments for accrued unused sick leave or annual leave. This restriction applies to fire and police plans under Chapters 175 and 185, Florida Statutes.

The lesser of the balance at the time of retirement/DROP entry or those listed below will be used in the calculation of the retirement benefit. Hours in excess of the amounts below will not be used in the calculation of a retirement benefit.

Accrued Sick Leave as of 07/01/2013: 225.35

Accrued Vacation as of 07/01/2013: 240.917

According to information currently available the above referenced employee was hired/rehired on June 12, 2004 giving him/her 9.083 years of service with the City. This date may have been adjusted due to becoming a rehired vested member of the plan, for breaks of service of more than 90 days or for purchased military/public safety service in which an employee is at time of purchase eligible to have applied to their total years of service in accordance with ordinance provisions. The years of service with the City at the time of ordinance implementation determines the specific retirement benefits for the future. Sick leave hours are not used to determine status in the pension plan at this time, only actual years of service with the City. Due to the ability to purchase prior service or possible breaks in service during employment, a review of all information regarding pension plan service will be made prior to determining what benefits the employee will be eligible for at termination and/or retirement/DROP entry.

ESMT - 810- 0109130000000000721- 1- New- Draft

Accept/Reject



Action : ☐ Undo  
☒ Update  
☐ Delete

## ▼General Information

*Employee ID :	0000010122	*From :	01/07/2013
Employee Name :	LUGO, ARIEL A	To :	12/31/9999
Appointment ID :		*Original Appointment Date :	10/21/1996
Alternate ID :			
Name Prefix :			
*First Name :	ARIEL		
Middle Name :	A		
*Last Name :	LUGO		
Name Suffix :			

## ▼Assignment Information

*Personnel Action Code :	CELAL	Step :	
Personnel Action Desc :	ADD CELL ALLOW	Step Desc :	
Personnel Action Reason :		*Table Driven Pay :	Do Not Use Table
Personnel Action Reason Desc :		EEO Full-time :	Yes
*Employment Status :	A	*Percent Full-time :	1.0000
Employment Status Desc :	ACTIVE	Union Member :	No
*Home Department :	810	Union Affiliation :	G
Home Department Desc :	POLICE	Union Affiliation Desc :	FOP POLICE
*Home Unit :	8110		
Home Unit Desc :	Office Of The C		
Position Number :	POLOFF		
Position Number Desc :	POLOFF		
Split Position :	<input type="checkbox"/>		

## ▶Applicant Information










## ▶Probation Dates


## ▶Progression Dates

## ▶Classification Attributes

ESMT - 810- 0109130000000000721- 1- New- Draft

Action Menu

	Pay Type	Amount/Percent Indicator	From	To
 	36FL	Amount	01/07/2013	12/31/9999
  ✓	CELL	Amount	01/07/2013	
 	00	Amount	01/07/2013	12/31/9999
  	36	Amount	01/07/2013	12/31/9999
Insert New Line Insert Copied Line				
			First Prev Go To Next Last	

Pay Type : CELL \*From : 01/07/2013 

Pay Type Desc : CELL ALLOW \$

To : 

Amount/Percent Indicator : Amount

Amount : 6.9231

Percent :

Save

Undo

Print

Validate

Submit

Close

Menu

**Document Comments**

ESMT - 810- 0109130000000000721

[Menu](#) [Back](#)

Version	Date/Time	User	Phase	Subject
✓ 1	1/9/2013 10:11:29 AM	stewarttb	Draft	CELL ALL

First Prev Next Last

Save [Undo](#) [Insert](#) [Copy](#) [Paste](#) [Search](#)

Document Code : ESMT

Document Dept. Code : 810

Document ID : 0109130000000000721

Version : 1

User : stewarttb

Phase : Draft

\*Subject : CELL ALL

\*Comment :  
ADD \$15.00 MONTHLY CELL  
PHONE STIPEND-USING  
PERSONAL PHONE FOR  
BUSINESS USE.# 372-777-1569



My number is [REDACTED]

-----Original Message-----

**From:** Stewart, Theresa B.

**Sent:** Wednesday, January 09, 2013 9:11 AM

**To:** Lugo, Ariel A.

**Subject:** FW: cell phone pay

Officer Lugo,

Please send me an email with the information of your personal phone number you are going to use for business purposes. I can make it effective 1/7/13, if I receive the information this week.

Please let me know if you have any questions.

*Theresa Stewart*

Personnel Services Division

P.O. Box 1250

Gainesville, FL 32627

(352) 393-7531

(352) 334-2302 (Fax)

[stewarttb@cityofgainesville.org](mailto:stewarttb@cityofgainesville.org)

Under Florida Law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing.

*File this email in an email folder and save a tree*

**From:** Southerland, Susan A.

**Sent:** Tuesday, January 08, 2013 12:54 PM

**To:** Lugo, Ariel A.

**Cc:** Stewart, Theresa B.

**Subject:** FW: cell phone pay

Ariel,

I have forwarded your request to Theresa in personnel.

Thank you.

ann

**From:** Lugo, Ariel A.

**Sent:** Tuesday, January 08, 2013 12:50 PM

**To:** Southerland, Susan A.

**Subject:** cell phone pay

How do I sign up for the cell phone pay?

**PERSONNEL ORDER 2011-18**

**December 28<sup>th</sup>, 2011**

**GAINESVILLE POLICE DEPARTMENT  
GAINESVILLE, FLORIDA**

**TO: BUREAU/DIVISION/UNIT COMMANDERS**

**RE: TRANSFER OF PERSONNEL**

---

Effective Monday, January 2<sup>nd</sup>, 2012, Officer Ariel Lugo shall be transferred from the Operations Bureau, Patrol Division to the Professional Standards and Support Services Bureau, Training Division. He shall report to Captain Lonnie Scott for his duty assignment.

By Order of:

*(Signed original on file in Personnel)*

Tony R. Jones  
Chief of Police  
Date: December 28, 2011

## Inter-Office Communication Budget & Finance

**Date:** January 4, 2012

**TO:** Pat Law, Budget & Finance Department

**FROM:** Gainesville Police Department  
Submitting Department

**RE:** Labor Distribution Profile (LDPR) Change(s)

Please accept this form as authorization to update/amend/correct any LDPR changes outlined below. Also, please note New profiles needed for the department below. Any questions, feel free to contact the department liaison listed below.

Thanks for your assistance.

**Department Contact:** Theresa Stewart

**Ext. #:** 7531

Employee ID #	Employee Name	Old LDPR	Position Title	New LDPR	Effective Date of Change*
12758	Powell, James	8140	CPL	8143	01/02/2012
8368	Schramek, David	8140	CPL	8143	01/02/12
16096	Bailey, Jeffery	8140	Officer	8143	01/02/12
16220	Cummings, Amanda	8140	Officer	8143	01/02/12
14238	Field, Bryan	8140	Officer	8143	01/02/12
8324	Knighton, Shanta	8140	Officer	8143	01/02/12
16487	Meek, Warren	8140	Officer	8143	01/02/12
16077	Muse, Sara	8140	Officer	8143	01/02/12
15539	Nicoloff, Visvambhara	8140	Officer	8143	01/02/12
16075	Prince, Amanda	8140	Officer	8143	01/02/12
16103	Rarey, Jason	8140	Officer	8150	01/02/12
16448	Tortora, Stephanie	8140	Officer	8143	01/02/12
15843	Zawadzki, Andy	8140	Officer	8143	01/02/12
8258	Reddick, Joseph	8140	SGT	8143	01/02/12
12344	Roberts, Courtney	8143	SGT	8143	01/02/12
11771	Dixon, Joseph	8143	CPL	8140	01/02/12
11776	Henagan, Michael	8143	CPL	8140	01/02/12
11397	Nichols, Helen	8143	CPL	8161	01/02/12
15768	Brown, Marquitta	8143	Officer	8150	01/02/12
16548	Cory, Matthew	8143	Officer	8140	01/02/12
15854	Davies, Kenneth	8143	Officer	8114	11/28/11
16000	Fabbri, Brittany	8143	Officer	8140	01/02/12
16589	Gough, William	8143	Officer	8140	01/02/12
16187	Lardner, Thomas	8143	Officer	8143	01/02/12
10122	Lugo, Ariel	8143	Officer	8153	01/02/12
10224	O'Ferrell, John	8143	Officer	8153	01/02/12
13262	Rappa, Jon	8143	Officer	8143	01/02/12

13136	Smith, Brett	8143	Officer	8121	01/10/12
9676	Bradford, Steven	8143	SGT	8150	01/02/12
8404	Girard, Stephen	8143	SGT	8140	01/02/12
15652	Lipski, Anton	8150	Officer	8140	01/02/12
16392	Scott, Lonnie	8143	Officer	8150	01/02/12

\* Effective date of change must be within current fiscal year.

If entirely **New Profile** is needed, please indicate account structure(s) below. Total allocation should equal 100%.

New Labor Distribution Profile						
Fund	Agency	Organization	Activity	Sub-Org	Object	%

\_\_\_\_\_  
Director/Designee Signature      Date

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **3/5/10**

Preparer Phone Extension: **393-7531**

Preparer/Department Contact: **Holly Harden**

Return Completed Form To: **Holly Harden**

**EMPLOYEE HISTORY**

Employee ID: **10122** Name: **ARIEL LUGO** Immediate Supervisor/Manager: **Knowles #8231**

Effective Time: **0800** Effective Date: **March 5, 2010**

**New Position:** Dept/Agency Unit/Org Position (Alpha Code) Title Code:

Title Description Grade Salary:

**Current Position:** Dept/Agency 810 Unit/Org 8110 Position (Alpha Code) **POLOFF** Title Code: **7321**

Title Description **POLICE OFFICER** Grade **P2** Salary: **\$23.2598**

**PERSONNEL ACTION**

Action: **CELDL Delete Cell Allowance** Employment status: **A Active** % Full-time: **100**

Comments: **DELETE \$15.00 MONTHLY CELL PHONE STIPEND AT EMPLOYEE'S REQUEST**

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? ☐ Yes ☐ No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: <b>00 (Regular pay)</b>	Amount/Percent:	Effective Date:
Pay type: <b>CELL</b>	Amount/Percent: <b>0</b>	Effective Date: <b>3/5/10</b>
Pay type:	Amount/Percent:	Effective Date:

Labor Distribution Profile (LDPR):

**PAY/WORK LOCATION/ INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #: Extension:

Pay/Work Location:

**APPROVALS**

\_\_\_\_\_  
Department Head Date

\_\_\_\_\_  
Human Resources Director or Designee Date

\_\_\_\_\_  
Division Head Date

\_\_\_\_\_  
Charter Officer or Designee Date

Initials of preparer: \_\_\_\_\_  
To verify signatures visible on all copies when top copy signed - if not, reprint before submitting for signatures

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **9/9/09**

Preparer Phone Extension: **393-7531**

Preparer/Department Contact: **Holly Harden**

Return Completed Form To: **Holly Harden**

9/14/09

**EMPLOYEE HISTORY**

Employee ID: **10122** Name: **ARIEL LUGO** Immediate Supervisor/Manager: **K. TRAHAN #8416**

Effective Time: **0800** Effective Date: **September 1, 2009** *RETRO?*

<b>New Position:</b> Dept/Agency	Unit/Org	Position (Alpha Code)	Title Code:
Title Description	Grade	Salary:	

**Current Position:** Dept/Agency 810 Unit/Org 8110 Position (Alpha Code) **POLOFF** Title Code: **7321**  
Title Description **POLICE OFFICER** Grade **P2** Salary: **\$22.3652**

**PERSONNEL ACTION**

Action: **CRTAD Certification Pay Adjustment** Employment status: **A Active** % Full-time: **100**  
Comments: **ADD \$60.00 SPECIALTY PAY FOR ELIGIBLE ASSIGNMENT (FTO) -- INCREASE MONTHLY CERTIFICATION PAY FROM \$100.00 TO \$160.00 TOTAL (COMBINATION OF \$80.00 HIGHER EDUCATION, \$20.00 ADVANCED TRAINING AND \$60.00 SPECIALTY PAY)**

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? ☐ Yes ☐ No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: <b>00 (Regular pay)</b>	Amount/Percent:	Effective Date:
Pay type: <b>36</b>	Amount/Percent: <b>160.00</b>	Effective Date: <b>9/1/09</b>
Pay type: <b>36FL</b>	Amount/Percent: <b>.9231</b>	Effective Date: <b>9/1/09</b>

Labor Distribution Profile (LDPR):

**PAY/WORK LOCATION/ INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #: Extension:

Pay/Work Location:

**APPROVALS**

Department Head \_\_\_\_\_ Date \_\_\_\_\_

Human Resources Director or Designee \_\_\_\_\_ Date \_\_\_\_\_

Division Head \_\_\_\_\_ Date \_\_\_\_\_

Charter Officer or Designee \_\_\_\_\_ Date \_\_\_\_\_

Initials of preparer: \_\_\_\_\_  
To verify signatures visible on all copies when top copy signed - if not, reprint before submitting for signatures

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **3/19/09**

Preparer Phone Extension: **393-7531**

Preparer/Department Contact: **Holly Harden**

Return Completed Form To: **Holly Harden**

**EMPLOYEE HISTORY**

Employee ID: **10122**

Name: **LUGO, ARIEL**

Effective Time: **0800**

Effective Date: **March 23, 2009**

**New Position:** Dept/Agency      Unit/Org      Position (Alpha Code)      Title Code:

Title Description      Grade      Salary:

**Current Position:** Dept/Agency 810      Unit/Org 8110      Position (Alpha Code) **POLOFF**      Title Code: **7321**

Title Description **POLICE OFFICER**      Grade **P2**      Salary: **\$22.3652**

**PERSONNEL ACTION**

Action: **DC Division Change**      Employment status: **A Active**      % Full-time: 100

Comments: TRANSFER WITHIN OPERATIONS BUREAU FROM DISTRICT 2 (8140) TO DISTRICT 1 (8143) --  
ASSIGNMENT UPON RELEASE TO SOLO STATUS -- CHANGE LDPR AND PAY/WORK LOCATION TO 8143

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? ☐ Yes ☐ No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: **00 (Regular pay)**      Amount/Percent:      Effective Date:  
Pay type:      Amount/Percent:      Effective Date:  
Pay type:      Amount/Percent:      Effective Date:

Labor Distribution Profile (LDPR): **8143**

**PAY/WORK LOCATION/ INTER-OFFICE INFO**

Inter-Office Box #:      Inter-Office Phone #:      Extension:

Pay/Work Location: **8143**

**APPROVALS**

Department Head

Date

Human Resources Director or Designee

Date

Division Head

Date

Charter Officer or Designee

Date

Initials of preparer: \_\_\_\_\_

To verify signatures visible on all copies when top copy signed - if not, reprint before submitting for signatures

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **1/29/09**

Preparer Phone Extension: **393-7531**

Preparer/Department Contact: **Holly Harden**

Return Completed Form To: **Holly Harden**

**EMPLOYEE HISTORY**

Employee ID: **10122**

Name: **LUGO, ARIEL**

Effective Time: **0800**

Effective Date: **January 26, 2009**

<b>New Position:</b> Dept/Agency	Unit/Org	Position (Alpha Code)	Title Code:
Title Description	Grade	Salary:	

**Current Position:** Dept/Agency 810 Unit/Org 8110 Position (Alpha Code) **POLOFF** Title Code: **7321**  
Title Description **POLICE OFFICER** Grade **P2** Salary: **\$22.3652**

**PERSONNEL ACTION**

Action: **CRTAD Certification Pay Adjustment** Employment status: **A Active** % Full-time: **100**

Comments: **ADD \$100.00 SALARY INCENTIVE - COMBINATION OF \$80.00 FOR HIGHER EDUCATION (BACHELOR'S DEGREE) AND \$20.00 APPROVED ADVANCED TRAINING**

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? ☐ Yes ☐ No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: <b>00 (Regular pay)</b>	Amount/Percent:	Effective Date:
Pay type: <b>36</b>	Amount/Percent: <b>100.00</b>	Effective Date: <b>1/26/09</b>
Pay type: <b>36FL</b>	Amount/Percent: <b>.5769</b>	Effective Date: <b>1/26/09</b>

Labor Distribution Profile (LDPR):

**PAY/WORK LOCATION/ INTER-OFFICE INFO**

Inter-Office Box #:	Inter-Office Phone #:	Extension:
Pay/Work Location:		

**APPROVALS**

\_\_\_\_\_  
Department Head Date

\_\_\_\_\_  
Human Resources Director or Designee Date

\_\_\_\_\_  
Division Head Date

\_\_\_\_\_  
Charter Officer or Designee Date

Initials of preparer: \_\_\_\_\_  
To verify signatures visible on all copies when top copy signed - if not, reprint before submitting for signatures



**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **1/26/09**

Preparer Phone Extension: **393-7531**

Preparer/Department Contact: **Holly Harden**

Return Completed Form To: **Holly Harden**

**EMPLOYEE HISTORY**

Employee ID: **10122**

Name: **LUGO, ARIEL**

Effective Time: **0800**

Effective Date: **February 1, 2009**

**New Position:** Dept/Agency

Unit/Org

Position (Alpha Code)

Title Code:

Title Description

Grade

Salary:

**Current Position:** Dept/Agency 810 Unit/Org 8110 Position (Alpha Code) **POLOFF** Title Code: **7321**

Title Description **POLICE OFFICER**

Grade **P2**

Salary: **\$22.3652**

**PERSONNEL ACTION**

Action: **CELAL Cell Phone Allowance** Employment status: **A Active** % Full-time: 100

Comments: ADD \$15.00 MONTHLY CELL PHONE STIPEND FOR BUSINESS USE OF PERSONAL CELL PHONE --  
EMPLOYEE DOES NOT HAVE DEPARTMENT ISSUED CELL PHONE

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? ☐ Yes ☐ No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: **00 (Regular pay)**

Amount/Percent:

Effective Date:

Pay type: **CELL**

Amount/Percent: **6.9231**

Effective Date: **2/1/09**

Pay type:

Amount/Percent:

Effective Date:

Labor Distribution Profile (LDPR):

**PAY/WORK LOCATION/ INTER-OFFICE INFO**

Inter-Office Box #:

Inter-Office Phone #:

Extension:

Pay/Work Location:

**APPROVALS**

[Signature]  
Department Head

Date

[Signature]  
Human Resources Director or Designee

Date

N/A  
Division Head

Date

\_\_\_\_\_  
Charter Officer or Designee

Date

Initials of preparer: [Signature]

To verify signatures visible on all copies when top copy signed - if not, reprint before submitting for signatures

**CITY OF GAINESVILLE**  
**HUMAN RESOURCES DEPARTMENT**  
**CONDITIONAL JOB OFFER/ JOB OFFER FOR EMPLOYMENT**

**CONFIDENTIAL**

Ariel A Lugo, the City of Gainesville is pleased to hereby extend to you a conditional offer of employment. This offer is specifically contingent upon your successful completion, to the satisfaction of the City, and understanding of the following:

- **Health Assessment or Health Assessment, including drug testing:** (NOTE: If you fail to go to Health Services to complete the drug test within 24 hours of receiving this conditional job offer, this offer will be revoked and will result in your ineligibility for hire with the City of Gainesville for a period of two years from the date and time indicated below.) You are to go to Health Services, located on the Basement floor of the Old Library Building. **Candidate Initial:** af **Time:** 1:20 pm **Date:** 12-9-08 **HR Initial:** BD
- I understand this conditional job offer is contingent on successful completion of a psychological examination, polygraph examination, medical evaluation and a satisfactory completed final background report. **Initial:** af
- I understand all employees are required to have and maintain a direct deposit account for the purpose of receiving their employment compensation. **Initial:** af
- I understand that 7.5% will be deducted from my gross salary bi-weekly for pension contribution into the Consolidated Pension Plan. **Initial:** af
- I have received and read the Job Description for this position. **Initial:** af
- I understand that a valid Florida Driver license is required. **Initial:** af
- Can you perform the essential functions of this position with or without reasonable accommodations? ☒ Yes ☐ No
- I have read and understand the above and accept this conditional job offer. **Initial:** af

I, Ariel A Lugo (candidate), understand that this **Conditional Job Offer** shall be revoked if I fail to meet any of the requirements or conditions contained herein.

af  
Candidate/Date

af BD  
Human Resources Representative/Date

City Manager/Date: N/A

Upon satisfactory completion of the above employment steps, you will be eligible for employment in the position below.

<b>Hire Date:</b> <u>1-26-09</u> <b>Type of Action:</b> RHIRE-Rehire Regular Former Regular <b>Title Description:</b> Police Officer (Certified) <b>Title (Class Code):</b> 7321 <b>Bargaining Union Local:</b> G - FOP - Police <b>Department:</b> 810-Office of the Chief of Police <b>Division Number:</b> 8110-Police	<b>Pay Grade:</b> P2/C6 <b>Hourly:</b> <del>\$21.9267</del> <b>Initial:</b> <u>af</u> <b>\$</b> <u>22.3052</u> <b>Status:</b> Regular Full Time <b>Hours:</b> 80 Bi-Weekly
<b>Drug Free Workplace:</b> 1. Safety Sensitive 2. 3.	<b>Inter-Office Box Number:</b> 50 <b>Office Phone Number:</b> 352-334-2400
	<b>Previous Employee?</b> Yes <b>Last day of employment?</b> <b>Requisition Number:</b> <u>02870</u>

I, Ariel A Lugo, have read and understand the above and accept this **Job Offer** with the City of Gainesville. I understand that I must successfully complete a 12 month probationary period.

If you are not attending sign-up, you will be responsible for contacting Risk Management within 30 days of your hire date to schedule an appointment to sign-up for Health Insurance. If you do not contact Risk Management within 30 days you will not be eligible to sign-up for Health Insurance until open enrollment, which is generally held in late October or early November.

af  
Employee Signature

af BD  
Date

Health Services Representative/Date: Pacheco 1-8-09

Human Resources Representative/Date: Rebecca Mckendy 1/20/09

#10122

This job offer is valid only if signed by the appropriate Human Resources Representative. We reserve the right to correct any information on the Conditional Job Offer/Job Offer that is misstated.

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHAN (ESMT)**

Preparer Box Number: **50**

Origination Date: **10/26/06**

Preparer Phone Extension: **2494**

Preparer/Department Contact: **Holly Harden**

**EMPLOYEE HISTORY**

Employee ID: **10122**

Name: **LUGO, ARIEL**

Eff. Time: **1730**

Eff. Date: **November 2, 2006**

New Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code)

Title Code:

Title Description

Grade

Salary:

Current Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code) **POLOFF**

Title Code: **7321**

Title Description **POLICE OFFICER**

Grade **P 2**

Salary: **\$21.9201**

**PERSONNEL ACTION**

Action: **RESG**

Reason: **HME**

Employment status: **T**

% Full-time: **100**

Comments: **VOLUNTARY RESIGNATION OF PFT EMPLOYEE**

If terminating employment, forwarding address: **2014 NE 10TH ST, OCALA, FL 34470**

**To be completed by Human Resources**

Eligible for rehire? **Yes**

**No**

Separation Reason Code: **ORL**

**PAY PARAMETERS**

Pay type: **00** (Regular pay)

Amount/Percent:

Effective Date:

Pay type:

Amount/Percent:

Effective Date:

Pay type:

Amount/Percent:

Effective Date:

**PAY/WORK LOCATION/INTER-OFFICE INFO**

Inter-Office Box #:

Inter-Office Phone #:

Extension

Pay/Work Location:

**PAYROLL ALLOCATION (LABOR DISTRIBUTION)**

Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

*cc: Ann*

**APPROVALS**

*W. J. Warh...*  
Department Head

*10/26/06*  
Date

*[Signature]*  
Human Resources Director or Designee

*10/26/06*  
Date

*[Signature]*  
Division Head

*10/26/06*  
Date

*[Signature]*  
Charter Officer or Designee

*10/26/06*  
Date

3/29

**MERIT ONLY**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**  
**CITY OF GAINESVILLE**

Preparer Box Number: **50**  
Preparer Phone Extension: **2494**

Origination Date: **2/20/06**  
Preparer/Department Contact: **Elaine Johnson**

**EMPLOYEE HISTORY**

Employee ID#: **10122**      Name: **LUGO, ARIEL**      Eff. Time: **800** Eff. Date: **3/13/06**  
Current Position ID: **POLOFF** Title Code: **7321** Title Description: **POLICE OFFICER** Full-time: **100**  
**PERSONNEL ACTION**

Action: **MERIT**

Performance Review Period:    From Date: **3/14/05**    To Date: **3/13/06**    Final Score:

Comments: **ANNUAL REVIEW / MERIT INCREASE – TYPE 4**

**CALCULATED ON 2.75% OF THE MAXIMUM**

**PAY PARAMETERS**

Pay Grade: **P2** Pay type: **00** (Regular pay) Old Rate Salary/Hourly **\$20.7385** New Rate Salary/Hourly **\$21.4903**

**PERFORMANCE APPRAISAL IS ATTACHED**

*Capt. W. J. Wankhater*  
Department Head (GG)/Division Head (GRU)  
Or Designee

*3/15/06*  
Date

**HUMAN RESOURCES**

Reviewed By: *J. Green*

*4/10/06*  
Date

Preparer Box Number: **50**

Origination Date: **8/24/05**

Preparer Phone Extension: **2494**

Preparer/Department Contact: **Elaine Johnson**

### EMPLOYEE HISTORY

Employee ID: **10122**

Name: **LUGO, ARIEL**

Eff. Time: **0800**

Eff. Date: **October 11, 2004**

New Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code) **SAME**

Title Code:

Title Description **SAME**

Grade **SAME**

Salary: **SAME**

Current Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code) **POLOFF**

Title Code: **7321**

Title Description **POLICE OFFICER**

Grade **P 2**

Salary: **\$20.3319 HR**

### PERSONNEL ACTION

Action: **CRTAD**

Reason:

Employment status: **A**

% Full-time: **100**

Comments: ADD \$10.00 TO INCREASE SPECIALTY PAY TO \$60.00 TOTAL IN ACCORDANCE WITH THE FOP CONTRACT. INCREASE MONTHLY CERTIFICATION PAY FROM \$150.00 TO \$160.00 TOTAL.

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? **Yes**

**No**

Separation Reason Code: \_\_\_\_\_

### PAY PARAMETERS

Pay type: **00** (Regular pay)

Amount/Percent:

Effective Date:

Pay type: **36**

Amount/Percent: **\$160.00**

Effective Date: **10/11/04**

Pay type: **36FL**

Amount/Percent: **.9231**

Effective Date: **10/11/04**

### PAY/WORK LOCATION/INTER-OFFICE INFO

Inter-Office Box #:

Inter-Office Phone #:

Extension

Pay/Work Location:

### PAYROLL ALLOCATION (LABOR DISTRIBUTION)

Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

### APPROVALS

Department Head

Date

Human Resources Director or Designee

Date

Division Head

Date

Charter Officer or Designee

Date

Initials of preparer: \_\_\_\_\_

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CITY OF GAINESVILLE  
EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)

Preparer Box Number: **50**

Origination Date: **8/2/05**

Preparer Phone Extension: **2494**

Preparer/Department Contact: **Elaine Johnson**

**EMPLOYEE HISTORY**

Employee ID: **10122**

Name: **LUGO, ARIEL**

Eff. Time: **0800**

Eff. Date: **September 5, 2005**

New Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code) **SAME**

Title Code:

Title Description **SAME**

Grade **SAME**

Salary: **SAME**

Current Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code) **POLOFF**

Title Code: **7321**

Title Description **POLICE OFFICER**

Grade **P 2**

Salary: **\$20.3319 HR**

**PERSONNEL ACTION**

Action: **TRANS**

Reason:

Employment status: **A**

% Full-time: **100**

Comments: TRANSFER FROM DISTRICT 1 (8143) TO DISTRICT 2 (8140) IN ACCORDANCE WITH SEPTEMBER SHIFT CHANGE. CHANGE LABOR DISTRIBUTION AND PAY/WORK LOCATIONS TO ORGN 8140.

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? Yes

No

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: **00** (Regular pay)

Amount/Percent:

Effective Date:

Pay type:

Amount/Percent:

Effective Date:

Pay type:

Amount/Percent:

Effective Date:

**PAY/WORK LOCATION/INTER-OFFICE INFO**

Inter-Office Box #: **50**

Inter-Office Phone #: **2419** Extension

Pay/Work Location: **8140**

**PAYROLL ALLOCATION (LABOR DISTRIBUTION)**

Fund: **001** Agency: **810** Organization: **8140** Activity: **5210** Object: **1011** Job:

Fund: Agency: Organization: Activity: Object: Job:

Fund: Agency: Organization: Activity: Object: Job:

Fund: Agency: Organization: Activity: Object: Job:

**APPROVALS**

Department Head

Date

Human Resources Director or Designee

Date

Division Head

Date

Charter Officer or Designee

Date

Initials of preparer: \_\_\_\_\_

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**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **08/18/04**

Preparer Phone Extension: **2494**

Preparer/Department Contact: **Elaine Johnson**

**EMPLOYEE HISTORY**

Employee ID: **10122**

Name: **LUGO, ARIEL**

Eff. Time: **0800**

Eff. Date: **September 6, 2004**

New Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code) **SAME**

Title Code: **7321**

Title Description **SAME**

Grade **SAME**

Salary: **SAME**

Current Position: Agy **810**

Org **8110**

Sub Org

Position (Alpha Code) **POLOFF**

Title Code: **7321**

Title Description **POLICE OFFICER**

Grade **P 2**

Salary: **19.1844**

**PERSONNEL ACTION**

Action: **TRANS**

Reason:

Employment status: **A**

% Full-time: **1.00**

Comments: **TRANSFER FROM DISTRICT 2 (8140) TO DISTRICT 1 (8143) IN ACCORDANCE WITH SEPT SHIFT CHANGE. CHANGE LABOR DISTRIBUTION AND PAY/WORK LOCATIONS TO ORGN 8143.**

If terminating employment, forwarding address:

**To be completed by Human Resources**

Eligible for rehire? **Yes**

**No**

Separation Reason Code: \_\_\_\_\_

**PAY PARAMETERS**

Pay type: **00 (Regular pay)**

Amount/Percent:

Effective Date:

Pay type:

Amount/Percent:

Effective Date:

Pay type:

Amount/Percent:

Effective Date:

**PAY/WORK LOCATION/INTER-OFFICE INFO**

Inter-Office Box #: **50**

Inter-Office Phone #: **2417** Extension

Pay/Work Location: **8143**

**PAYROLL ALLOCATION (LABOR DISTRIBUTION)**

Fund: **001** Agency: **810** Organization: **8143** Activity: **5210** Object: **1011** Job:

Fund: Agency: Organization: Activity: Object: Job:

Fund: Agency: Organization: Activity: Object: Job:

Fund: Agency: Organization: Activity: Object: Job:

**APPROVALS**

Department Head

Date

Human Resources Director or Designee

Date

Division Head

Date

Charter Officer or Designee

Date

Initials of preparer: \_\_\_\_\_  
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4/1

**MERIT ONLY**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**  
**CITY OF GAINESVILLE**

Preparer Box Number: **50**  
Preparer Phone Extension: **334-2494**

Origination Date: 2/12/04  
Preparer/Department Contact: **Ernestine Johnson**

**EMPLOYEE HISTORY**

Employee ID#: 10122 Name: Lugo, Ariel Eff. Time: 0800 Eff. Date: 3/15/04  
Current Position ID: POLOFF Title Code: 7321 Title Description: Police Officer %Full-time: 1.00

**PERSONNEL ACTION**

Action: MERIT

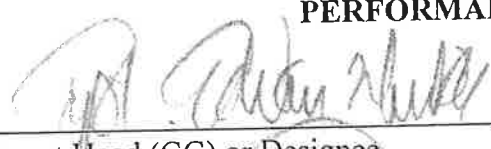
Performance Review Period: From Date: 3/17/03 To Date: 3/15/04 Final Score: \_\_\_\_\_

Comments: ANNUAL REVIEW / MERIT INCREASE - TYPE 4  
2.5% Calculated on Mid Point

**PAY PARAMETERS**

Pay Grade: P2 Pay type: 00 (Regular pay) Old Rate Salary \$18.6829 Rate Salary/Hourly \$19.1844

**PERFORMANCE APPRAISAL IS ATTACHED**

  
\_\_\_\_\_  
Department Head (GG) or Designee

3-19-04  
\_\_\_\_\_  
Date

**HUMAN RESOURCES**

Reviewed By:   
\_\_\_\_\_

4/13/04  
\_\_\_\_\_  
Date



3/24

**MERIT ONLY**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**  
**CITY OF GAINESVILLE**

Preparer Box Number: **50**  
Preparer Phone Extension: **2413**

Origination Date: **2/28/03**  
Preparer/Department Contact: **Holly Harden**

**EMPLOYEE HISTORY**

Employee ID#: [REDACTED] Name: LUGO, ARIEL Eff. Time: 0800 Eff. Date: 3/17/03  
Current Position ID: POLOFF Title Code: 7321 Title Description: POLICE OFFICER % Full-time: 1.00

**PERSONNEL ACTION**

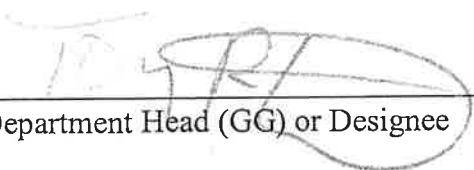
Action: MERIT  
Performance Review Period: From Date: 9/18/02 To Date: 3/17/03 Final Score: \_\_\_\_\_

Comments: 2ND SIX MONTHS PROBATIONARY REVIEW / MERIT INCREASE - TYPE 3  
(2.5% CALCULATED ON MID-POINT OF PAY RANGE)

**PAY PARAMETERS**

Pay Grade: P2 Pay type: 00 (Regular pay) Old Rate Salary/Hourly \$17.6518 New Rate Salary/Hourly \$18.1387

**PERFORMANCE APPRAISAL IS ATTACHED**

  
Department Head (GG) or Designee

3/17/03  
Date

**HUMAN RESOURCES**

Reviewed By: 

4/2/03  
Date

12/12/02

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **12/7/02**

Preparer Phone Extension: **2413**

Preparer/Department Contact: **Holly Harden**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **LUGO, ARIEL** Eff. Time: **0800** Eff. Date: **11/1/02**

New Position: **SAME** Title: **SAME** Title Description: **SAME**

Grade/Step: **SAME** Salary: **SAME**

Current Position: **810 8110 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**

Grade/Step: **P 2** Salary: **\$17.6518 HR**

**PERSONNEL ACTION**

Action: **CRTAD** Reason: Employment status: **A** % Full-time: **1.00**

Agency: **810** Organization: **8110** Position number: **POLOFF**

Performance Review Period: From Date: To Date: Final Score: \_\_\_\_\_

Comments: **ADD \$50.00 SPECIALTY PAY FOR ASSIGNMENT AS FTO - INCREASE TOTAL MONTHLY CERTIFICATION PAY FROM \$100.00 (SALARY INCENTIVE) TO \$150.00**

If terminating employment, forwarding address:

Employee completed Exit Interview: ☐ Yes ☐ No

**To be completed by Human Resources**

Eligible for rehire? **Yes** **No** Separation Reason Code: \_\_\_\_\_

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Step: Provide only if employee is in the CWA or IAFF Pay Plan

**PAY PARAMETERS**

**Complete this section only if employee is NOT in the CWA or IAFF pay plans**

Pay type: **00** (Regular pay) Amount/Percent: Effective Date:

Pay type: **36** Amount/Percent: **\$150.00** Effective Date: **11/01/02**

Pay type: **36FL** Amount/Percent: **.8654** Effective Date: **11/01/02**

**PAY/WORK LOCATION/INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #:

Pay Location: Work Location:

**PAYROLL ALLOCATION (LABOR DISTRIBUTION)**

Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

**APPROVALS**

Department Head \_\_\_\_\_ Date

Human Resources Director \_\_\_\_\_ Date

Division Head \_\_\_\_\_ Date

Charter Officer or Designee \_\_\_\_\_ Date

Initials of preparer: \_\_\_\_\_

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## CITY OF GAINESVILLE

## EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)

Preparer Box Number: 50

Origination Date: 8/14/02

Preparer Phone Extension: 2495

Preparer/Department Contact: Charity McWatters

## EMPLOYEE HISTORY

SSN: [REDACTED] Name: LUGO, ARIEL A Eff. Time: 0800 Eff. Date: 9/2/02

New Position: SAME Title: SAME Title Description: SAME

Grade/Step: SAME Salary: SAME

Current Position: 810 8110 POLOFF Title: 7321 Title Description: POLICE OFFICER

Grade/Step: P 2 Salary: \$17.1377/HR

## PERSONNEL ACTION

Action: TRANS Reason: Employment status: A % Full-time: 1.00

Agency: 810 Organization: 8110 Position number: POLOFF

Performance Review Period: From Date: To Date: Final Score: \_\_\_\_\_

Comments: TRANSFER FROM NORTH DISTRICT (8143) TO SOUTH DISTRICT PATROL (8140) AND  
CHANGE LABOR DISTRIBUTION AND PAY/WORK LOCATION TO ORGN 8140

If terminating employment, forwarding address:

Employee completed Exit Interview: ☐ Yes ☐ No

To be completed by Human Resources

Eligible for rehire? Yes No Separation Reason Code: \_\_\_\_\_

## OTHER ASSIGNMENT INFORMATION (OVERRIDES)

Pay Step: Provide only if employee is in the CWA or IAFF Pay Plan

## PAY PARAMETERS

Complete this section only if employee is NOT in the CWA or IAFF pay plans

Pay type: 00 (Regular pay) Amount/Percent: Effective Date:

Pay type: Amount/Percent: Effective Date:

Pay type: Amount/Percent: Effective Date:

## PAY/WORK LOCATION/INTER-OFFICE INFO

Inter-Office Box #: 50 Inter-Office Phone #: 334-2419

Pay Location: 8140 Work Location: 8140

## PAYROLL ALLOCATION (LABOR DISTRIBUTION)

Fund: 001	Agency: 810	Organization: 8140	Activity: 5210	Object: 1011	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

## APPROVALS

*[Signature]* 08/14/02  
 Department Head Date

*[Signature]* 08/14/02  
 Division Head Date

*[Signature]* 9/15/02  
 Human Resources Director Date

\_\_\_\_\_  
 Charter Officer or Designee Date

Initials of preparer: *[Signature]*  
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**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**

Origination Date: **04/02/02**

Preparer Phone Extension: **2413**

Preparer/Department Contact: **Holly Harden**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **LUGO, ARIEL** Eff. Time: **0800** Eff. Date: **04/01/02**

New Position: **SAME** Title: **SAME** Title Description: **SAME**

Grade/Step: **SAME** Salary: **SAME**

Current Position: **810 8110 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**

Grade/Step: **P 2** Salary: **\$17.1377 HR**

**PERSONNEL ACTION**

Action: **TRANS** Reason: Employment status: **A** % Full-time: **1.00**

Agency: **810** Organization: **8110** Position number: **POLOFF**

Performance Review Period: From Date: To Date: Final Score: \_\_\_\_\_

Comments: **TRANSFER FROM SOUTH DISTRICT PATROL (8140) TO NORTH DISTRICT PATROL (8143) -- CHANGE LABOR DISTRIBUTION AND PAY/WORK LOCATION TO ORGN 8143**

If terminating employment, forwarding address:

Employee completed Exit Interview: ☐ Yes ☐ No

**To be completed by Human Resources**

Eligible for rehire? **Yes** **No** Separation Reason Code: \_\_\_\_\_

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Step: Provide only if employee is in the CWA or IAFF Pay Plan

**PAY PARAMETERS**

**Complete this section only if employee is NOT in the CWA or IAFF pay plans**

Pay type: **00** (Regular pay) Amount/Percent: Effective Date:

Pay type: Amount/Percent: Effective Date:

Pay type: Amount/Percent: Effective Date:

**ENTERED**  
**COM**

**PAY/WORK LOCATION/INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #:

Pay Location: **8143** Work Location: **8143**

**PAYROLL ALLOCATION (LABOR DISTRIBUTION)**

Fund: <b>001</b>	Agency: <b>810</b>	Organization: <b>8143</b>	Activity: <b>5210</b>	Object: <b>1011</b>	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

**APPROVALS**

[Signature] 4/30/02  
Department Head Date

[Signature] 4/19/02  
Human Resources Director Date

\_\_\_\_\_  
Division Head Date

\_\_\_\_\_  
Charter Officer or Designee Date

Initials of preparer: [Signature]  
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## CITY OF GAINESVILLE

## EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)

Preparer Box Number: 50

Origination Date: 03/28/02

Preparer Phone Extension: 2413

Preparer/Department Contact: Holly Harden

4/2

## EMPLOYEE HISTORY

SSN: [REDACTED] Name: LUGO, ARIEL Eff. Time: 0800 Eff. Date: 04/01/02

New Position: SAME Title: SAME Title Description: SAME

Grade/Step: SAME Salary: SAME

Current Position: 810 8110 POLOFF Title: 7321 Title Description: POLICE OFFICER

Grade/Step: P 2 Salary: \$17.1377 HR

## PERSONNEL ACTION

Action: CRTAD Reason: Employment status: A % Full-time: 1.00

Agency: 810 Organization: 8110 Position number: POLOFF

Performance Review Period: From Date: To Date: Final Score: \_\_\_\_\_

Comments: ADD \$100.00 MONTHLY CERTIFICATION PAY (\$80.00 FOR HIGHER EDUCATION (BACHELOR'S DEGREE) AND \$20.00 FOR ADVANCED TRAINING)

If terminating employment, forwarding address:

Employee completed Exit Interview: ☐ Yes ☐ No

To be completed by Human Resources

Eligible for rehire? Yes No Separation Reason Code: \_\_\_\_\_

ENTERED  
CM

## OTHER ASSIGNMENT INFORMATION (OVERRIDES)

Pay Step: Provide only if employee is in the CWA or IAFF Pay Plan

## PAY PARAMETERS

Complete this section only if employee is NOT in the CWA or IAFF pay plans

Pay type: 00 (Regular pay) Amount/Percent: Effective Date:

Pay type: 36 Amount/Percent: 100.00 Effective Date: 04/01/02

Pay type: 36FL Amount/Percent: .5769 Effective Date: 04/01/02

## PAY/WORK LOCATION/INTER-OFFICE INFO

Inter-Office Box #: Inter-Office Phone #:

Pay Location: Work Location:

## PAYROLL ALLOCATION (LABOR DISTRIBUTION)

Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

## APPROVALS

Department Head

Date

Human Resources Director Date

Division Head

Date

Charter Officer or Designee Date

Initials of preparer:

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**CITY OF GAINESVILLE**  
**HUMAN RESOURCES DEPARTMENT**

**EMPLOYEE JOB OFFER**

**NAME:** Ariel A Lugo

**SOCIAL SECURITY #:** [REDACTED]

**EFFECTIVE DATE:** March 18, 2002      **TIME:** 0800 HRS.

**TYPE OF ACTION:**      **Rehire**

**IF OTHER, EXPLAIN:**

**Rehire:**      **Yes**      **Original Start Date:**      **10/21/96**


Title (Class Code): 7321	Pay Grade/Step: P2
Title Description Police Officer	Salary:      Hrly: \$17.1377 Annual: \$
Union Local (Barg.): G - FOP - Police	Status: <b>Regular Full Time</b> Hours: 80 Bi-Weekly
Dept Name: 810-GPD Div #: 8110-Personnel	City Box #: 50 Phone #: x2495
Drug Free Workplace: 1. Safety Sensitive 2. 3.	

I have read and understand the above and accept this job offer with the City of Gainesville. I understand that I must successfully complete a 12 months probationary period, and must successfully pass all components of the background phase. Should any disqualifying derogatory information arise during the background phase, my employment with the City of Gainesville may be terminated immediately. I further understand that 7.5% will be deducted from my gross salary bi-weekly for pension contribution in the Consolidated Pension Plan.

  
\_\_\_\_\_  
**Employee Signature**

3-18-02  
\_\_\_\_\_  
**Date of Job Offer**

Angela Williams RN 02/25/02  
**Health Services Staff Member/Date**

  
**Cliff Cooper / Date**  
**Human Resources Analyst**  
Cliff Cooper 2/26/02

Distribution:	Risk Management
	Hiring Department
	Office of Management & Budget (GG)
	HR Analyst - Employee Programs
	Budget - GRU (Deb Daquila)
	Requisition Tracking
	Employment Services Manager
	Human Resources Clerk
	Training & Development Specialist

**Req. No. G081-02-03**

*This job offer is valid only if signed by the appropriate Human Resources Representative.*

**CITY OF GAINESVILLE  
PERSONNEL REQUISITION/ACTION FORM**

Initials of preparer:                       
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submitting

DEPARTMENT

Date: 21-Dec-01 Dept Name: Police Department Division Name: Personnel Division  
Phone #/Extension: 2495 City Box #: 50 Timekeeper Name: Ann Southerland  
Return completed PRAF to: HOLLY HARDEN - BOX 50

**POSITION DATA:**

Title Description: Police Officer Title Code: 7321 Agency: 810 Org: 8110  
Position ID: POLOFF Grade/Step: P 2 Position Phone #/Extension: 334-2495 Position Box #: 50  
Pay Location: 8140 Internet E-mail: Yes Pay Class: Exception, bi-weekly, hourly Payroll Allocation:

**Change as indicated below**

If changing, list allocation: Fund: 001 Agency: 810 Organization: 8140 Activity: 5210 Object: 1011 Percent: 100%

If position is distributed over more than one account, attach sheet showing ALL distribution allocations.

**NATURE OF POSITION:**

Regular Full-Time If part-time, full-time equivalent %: N/A If other, explain: \_\_\_\_\_

If temporary, proposed pay rate per hour: \_\_\_\_\_ Type Temp: Not applicable

Normal work schedule: SHIFTS Weekends: Yes Holidays: Yes Requires valid DL: Yes Requires driving on daily basis: Yes

**DRUG FREE WORKPLACE INFORMATION**

<u>Current</u>	<u>Proposed</u>	<input checked="" type="checkbox"/> No change	<u>Current</u>	<u>Proposed</u>	<input checked="" type="checkbox"/> No change
<input type="checkbox"/>	<input type="checkbox"/>	Safety Sensitive (Non-DOT)	<input type="checkbox"/>	<input type="checkbox"/>	Commercial Drivers License
<input type="checkbox"/>	<input type="checkbox"/>	RSPA (Gas pipeline)	<input type="checkbox"/>	<input type="checkbox"/>	FTA (Transit Operators only)

**REASON FOR VACANCY:**

Reason: Separation of incumbent If other, explain: \_\_\_\_\_

Position currently vacant? Yes Date ESMT forwarded to Human Resources: 12/18/01

If no, expected date of vacancy: \_\_\_\_\_ Current/last incumbent: ZEFNIA DURHAM

**ADVERTISING/SPECIAL REQUISITES:**

Job Notice Type: General public If general public, scope of advertisement: ☒ Local ☐ Regional ☐ National

☐ Professional journal (list): \_\_\_\_\_

Remarks & Special Requisites: MAY UNDERFILL WITH NON-CERTIFIED POLICE OFFICER (7323)

Affirmative Action Goal? Yes ☐ No ☒ If yes, check one: ☐ Minority ☐ Female ☐ Both

**HIRING SUPERVISOR:**

Name: Lt. Lynne Benck, Personnel Division

Phone #: 334-2495 Box #: 50

**SIGNATURES:**

Originating Supervisor: \_\_\_\_\_

Department Head: \_\_\_\_\_

BUDGET

**POSITION CONTROL AUTHORIZATION (to be completed by appropriate Budget Office)**

Date Received: 12-26-01 Position Authorized for filling: ☒ Yes ☒ No ☒ Eligibility List Only

Overfill authorized until: \_\_\_\_\_ Budget Office Representative Approval: \_\_\_\_\_

Comments: \_\_\_\_\_

**APPROVALS**

Charter Officer (or designee) \_\_\_\_\_

Date \_\_\_\_\_

Human Resources Director (or designee) \_\_\_\_\_

Date \_\_\_\_\_

**REQUISITION TRACKING & NEW HIRE DATA (to be completed by Human Resources)**

Affirmative Action Goal? Yes ☐ No ☐ Affirmative Action Officer: \_\_\_\_\_

Requisition #: 6081-02-03 Date Received: 12/27/01 Received by: \_\_\_\_\_ Analyst: \_\_\_\_\_

Dates Advertised: \_\_\_\_\_ Testing Dates: \_\_\_\_\_

Name of Hire: MIKE A. WILCOX Soc Sec #:                      Gender: ☐ M ☐ F

Effective Date of Hire: 1/15/02 Probation end date: 11/15/02 Ethnicity: ☐ A ☐ B ☒ H ☐ I ☐ O ☐ W

Personnel action: ☒ NHIRE ☒ NTEMP ☒ RHREG ☒ MREGL ☒ RHTMP ☒ PROM ☒ PROGT ☒ VDEM ☒ LA ☒ Other \_\_\_\_\_

Comments: \_\_\_\_\_

TO: Pay Grade/Step: P 2 Rate: 11.1377 Annually Hourly

FROM (current employees only): Agency: \_\_\_\_\_ Organization: \_\_\_\_\_ Position ID: \_\_\_\_\_

Title: \_\_\_\_\_ Description: \_\_\_\_\_ Pay Grade/Step: \_\_\_\_\_ Rate: \_\_\_\_\_ Annually Hourly

Other Pays: Type: \_\_\_\_\_ /Rate: \_\_\_\_\_ \$/% Type: \_\_\_\_\_ /Rate: \_\_\_\_\_ \$/% Type: \_\_\_\_\_ /Rate: \_\_\_\_\_ \$/%

Human Resources Director Final Approval: \_\_\_\_\_ Date: 3/27/02

Charter Officer (or designee) Final Approval (if required): \_\_\_\_\_ Date: \_\_\_\_\_

HUMAN RESOURCES



## CITY OF GAINESVILLE

## EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)

Preparer Box Number: 50

Origination Date: 5/19/00

Preparer Phone Extension: 2494

Preparer/Department Contact: MELISSA RENO

## EMPLOYEE HISTORY

SSN: [REDACTED] Name: LUGO, ARIEL Eff. Time: 0800 Eff. Date: 5/20/00

New Position: SAME Title: SAME Title Description: SAME

Grade/Step: SAME Salary: SAME

Current Position: 810 8110 POLOFF Title: 7321 Title Description: POLICE OFFICER

Grade/Step: P2 Salary: \$15.8639



## PERSONNEL ACTION

Action: RESG Reason: Employment status: T % Full-time: 1.00

Agency: 810 Organization: 8110 Position number: POLOFF

Performance Review Period: From Date: To Date: Final Score: \_\_\_\_\_

Comments: VOLUNTARY RESIGNATION

If terminating employment, forwarding address:

To be completed by Human Resources

Eligible for rehire? ☒ Yes ☐ No Separation Reason Code: 0000

## OTHER ASSIGNMENT INFORMATION (OVERRIDES)

Pay Step: Provide only if employee is in the CWA, IAFF, or ICWU Pay Plan

## PAY PARAMETERS

Complete this section only if employee is NOT in the CWA, IAFF, or ICWU pay plans

Pay type: 00 (Regular pay) Amount/Percent: Effective Date:

Pay type: Amount/Percent: Effective Date:

Pay type: Amount/Percent: Effective Date:

## PAY/WORK LOCATION/INTER-OFFICE INFO

Inter-Office Box #: Inter-Office Phone #:

Pay Location: Work Location:

## PAYROLL ALLOCATION (LABOR DISTRIBUTION)

Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

## VOLUNTARY COMMERCIAL DRIVER LICENSE (USR3)

Voluntary Commercial Driver License ☐ Yes Remove Voluntary CDL Designation ☐

## APPROVALS

Department Head \_\_\_\_\_ Date \_\_\_\_\_

Human Resources Director \_\_\_\_\_ Date 6/23/00

Division Head \_\_\_\_\_ Date \_\_\_\_\_

Charter Officer or Designee \_\_\_\_\_ Date 6-30-00

Initials of preparer: \_\_\_\_\_  
To verify signatures visible on all copies when top copy  
signed - if not, reprint before submitting for signatures



**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**  
Preparer Phone Extension: **2494**

Origination Date: **11/19/99**  
Preparer/Department Contact: **MELISSA RENO**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **LUGO, ARIEL** Eff. Time: **0800** Eff. Date: **09/01/99**  
New Position: **SAME** Title: **SAME** Title Description: **SAME**  
Grade/Step: **SAME** Salary: **SAME**  
Current Position: **810 8110 8110** Title: **7321** Title Description: **POLICE OFFICER**  
Grade/Step: **P2** Salary: **\$15.0700 HR**

**PERSONNEL ACTION**

Action: **CRTAD** Reason: Employment status: **A** % Full-time: **1.00**  
Agency: **810** Organization: **8110** Position number: **POLOFF**  
Performance Review Period: From Date: To Date: Final Score: \_\_\_\_\_  
Comments: **\$20-CAREER DEVELOPMENT COURSE (FTO/Radar)**  
If terminating employment, forwarding address:

To be completed by Human Resources

Eligible for rehire? Yes No Separation Reason Code: \_\_\_\_\_

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Step: Provide only if employee is in the CWA, IAFF, or ICWU Pay Plan

**PAY PARAMETERS**

**Complete this section only if employee is NOT in the CWA, IAFF, or ICWU pay plans**

Pay type: **00** (Regular pay) Amount/Percent: Effective Date:

Pay type: **36** Amount/Percent: **\$100** Effective Date: **09/01/99**

Pay type: **36FL** Amount/Percent: **.5790** Effective Date: **09/01/99**

**PAY/WORK LOCATION/INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #:  
Pay Location: Work Location:

**PAYROLL ALLOCATION (LABOR DISTRIBUTION)**

Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

**VOLUNTARY COMMERCIAL DRIVER LICENSE (USR3)**

Voluntary Commercial Driver License ☐ Yes Remove Voluntary CDL Designation ☐

**APPROVALS**

Department Head

Date

Human Resources Director Date

Division Head

Date

Charter Officer or Designee Date

Initials of preparer:  
To verify signatures visible on all copies when top copy  
signed - if not, reprint before submitting for signatures

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Preparer Box Number: **50**  
Preparer Phone Extension: **2494**

Origination Date: **9/20/99**  
Preparer/Department Contact: **Melissa Reno**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **LUGO, ARIEL** Eff. Time: **0800** Eff. Date: **10/18/99**  
New Position: **SAME** Title: **SAME** Title Description: **SAME**  
Grade/Step: **SAME** Salary: **\$15.4592 HR**  
Current Position: **810 8110 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**  
Grade/Step: **P 2** Salary: **\$15.0700 HR**

**PERSONNEL ACTION**

Action: **MERIT** Reason: Employment status: **A** % Full-time: **1.00**  
Agency: **810** Organization: **8110** Position number: **POLOFF**  
Performance Review Period: From Date: **10/19/98** To Date: **10/18/99** Final Score: **7.0**  
Comments: **MERIT INCREASE IN ACCORDANCE WITH ANNUAL REVIEW**  
If terminating employment, forwarding address:

To be completed by Human Resources

Eligible for rehire? Yes No Separation Reason Code: \_\_\_\_\_

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Step: Provide only if employee is in the CWA, IAFF, or ICWU Pay Plan

**PAY PARAMETERS**

Complete this section only if employee is NOT in the CWA, IAFF, or ICWU pay plans

Pay type: **00** (Regular pay) Amount/Percent: **\$15.4592** Effective Date: **10/18/99**  
Pay type: Amount/Percent: **15.07** Effective Date:  
Pay type: Amount/Percent: Effective Date:

**PAY/WORK LOCATION/INTER-OFFICE INFO**

Inter-Office Box #: Inter-Office Phone #:  
Pay Location: Work Location:

**PAYROLL ALLOCATION (LABOR DISTRIBUTION)**

Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:
Fund:	Agency:	Organization:	Activity:	Object:	Job:

**VOLUNTARY COMMERCIAL DRIVER LICENSE (USR3)**

Voluntary Commercial Driver License ☐ Yes Remove Voluntary CDL Designation ☐

**APPROVALS**

Department Head \_\_\_\_\_ Date **10/15/99**

Human Resources Director \_\_\_\_\_ Date **12/13/99**

Division Head \_\_\_\_\_ Date

Charter Officer or Designee \_\_\_\_\_ Date

Initials of preparer: **MR**  
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**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Box Number: **50**  
Phone Extension: **2495**

Origination Date: **1/6/99**  
Department Contact: **D. HUNTER**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **LUGO, ARIEL** Eff. Time: **0800** Eff. Date: **10-19-98**  
New Position: **SAME** Title: **SAME** Title Description: **SAME**  
Grade/Step: **SAME** Salary: **\$14.6311 HR**  
Current Position: **810 8110 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**  
Grade/Step: **P2** Salary: **\$14.2419 HR**

**PERSONNEL ACTION**

Action: **MERIT** Reason: Employment status: **A** Position number: **POLOFF**  
☒ Table Driven Pay % Full-time: Agency: **810** Organization: **8110**  
Asgn. Type: ☒ Regular ☐ Temporary EEO Full-Time: ☒ Yes ☐ No ☐ N/A  
Performance Review Period: From Date: **10-20-97** To Date: **10-19-98** Final Score: \_\_\_\_\_  
Job Notice ID:  
Comments: **2.5% MERIT INCREASE IN ACCORDANCE WITH ANNUAL REVIEW/MERIT INCREASE.**

**DATES**

Original Appointment: Probation Start Date: Probation End Date:  
Benefits Progression Date: Leave Progression Date:

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Class: Payroll Number: Enter "4" for employees terminating, retiring, or on Leave Without Pay  
Step: (Enter if "Table Driven Pay" is checked.) SubTitle: Leave policy:

**PAY PARAMETERS**

Pay type: **00** Amount/Percent: **\$14.6311** Effective Date: **10-19-98**  
Pay type: Amount/Percent: Effective Date:  
Pay type: Amount/Percent: Effective Date:

**PAY/WORK LOCATION/PAYROLL ALLOCATION/INTER-OFFICE INFO (AGYS)**

Inter-Office Box #: Inter-office Phone #:  
Pay Location: Work Location: Override LDPR (allocation change):

**VOLUNTARY COMMERCIAL DRIVER LICENSE (USR4)**

Voluntary Commercial Driver License ☐ Yes Remove Voluntary CDL Designation ☐

**APPROVALS**

Department Head \_\_\_\_\_ Date \_\_\_\_\_

Human Resources Director \_\_\_\_\_ Date \_\_\_\_\_

Division Head \_\_\_\_\_ Date \_\_\_\_\_

Charter Officer or Designee \_\_\_\_\_ Date \_\_\_\_\_

Initials of preparer: DA  
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**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Box Number: 50  
Phone Extension: **2495**

Origination Date: **09/22/97**  
Department Contact: **Alma New**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **LUGO, ARIEL A** Eff. Time: **0700** Eff. Date: **10/20/97**  
New Position: **SAME** Title: **SAME** Title Description: **SAME**  
Grade/Step: **SAME** Salary: **\$13.8271 HR/\$1,106.17 BW**  
Current Position: **810 8140 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**  
Grade/Step: **P2** Salary: **\$13.4899 HR**

**PERSONNEL ACTION**

Action: **MERIT** Reason: Employment status: **A** Position number: **POLOFF**  
☐ Table Driven Pay % Full-time: **1.00** Agency: **810** Organization: **8140**  
Asgn. Type: ☒ Permanent ☐ Temporary EEO Full-Time: ☒ Yes ☐ No ☐ N/A  
Applicant ID: Job Notice ID:

Comments: **ANNUAL REVIEW/MERIT INCREASE - TYPE 3**

**DATES**

Original Appointment: Probation Start Date: Probation End Date:  
Benefits Progression Date: Leave Progression Date:

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Class: Payroll Number: Enter "4" for employees terminating, retiring, or on Leave Without Pay  
Step: (Enter if "Table Driven Pay" is checked.) SubTitle: Leave policy:

**PAY PARAMETERS**

Pay type: **00** Amount/Percent: **13.8271** Effective Date: **10/20/97**

**AGENCY SPECIFIC DATA (AGYS)**


Pay Location: Inter-Office Box #: Inter-office Phone #:  
Work Location: Override LDPR (allocation change):

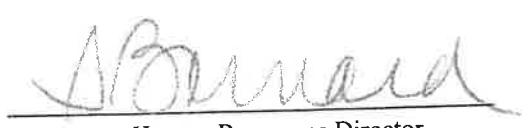
**USER DEFINED SCREEN 4**

Voluntary Commercial Driver License ☐ Yes Remove Voluntary CDL Designation ☐

**APPROVALS**

  
Department Head

  
Division Head

  
Human Resources Director

\_\_\_\_\_  
Special Authority

0411  
P2AL  
C  
4/10

**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Box Number: 50  
Phone Extension: **2495**

Origination Date: **03/05/97**  
Department Contact: **Alma New**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **Lugo, Ariel A** Eff. Time: **0700** Eff. Date: **03/10/97**  
New Position: **SAME** Title: **SAME** Title Description: **SAME**  
Grade/Step: **SAME** Salary: **\$13.0970 HR/\$1047.76 BW**  
Current Position: **810 8140 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**  
Grade/Step: **P2** Salary: **\$12.4733 HR**

**PERSONNEL ACTION**

Action: **PROGT** Reason: Employment status: **A** Position number: **POLOFF**  
☐ Table Driven Pay % Full-time: **1.00** Agency: **810** Organization: **8140**  
Asgn. Type: ☒ Permanent ☐ Temporary EEO Full-Time: ☒ Yes ☒ No ☐ N/A  
Applicant ID: Job Notice ID:

Comments: **Salary Increase for successful completion of Field Training Program in accordance with Police Officer Hiring Salary Matrix - see attached.**

**DATES**

Original Appointment: Probation Start Date: Probation End Date:  
Benefits Progression Date: Leave Progression Date:

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Class: Payroll Number: Enter "4" for employees terminating, retiring, or on Leave Without Pay  
Step: (Enter if "Table Driven Pay" is checked.) SubTitle: Leave policy:

**PAY PARAMETERS**


Pay type: **00** Amount/Percent: **13.0970** Effective Date: **03/10/97**  
**PAY/WORK LOCATION/PAYROLL ALLOCATION/INTER-OFFICE INFO (AGYS)**

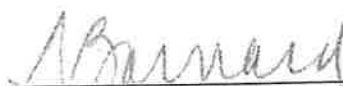
Pay Location: Inter-Office Box #: Inter-office Phone #:  
Work Location: Override LDPR (allocation change):

**USER DEFINED SCREEN 4**

Voluntary Commercial Driver License ☐ Yes Remove Voluntary CDL Designation ☐

**APPROVALS**

  
Department Head

  
Human Resources Director

Division Head

Special Authority

Original- Human Resources

Pink- Employee

Yellow- Department

Green- Payroll

Goldenrod- Human Resources

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**CITY OF GAINESVILLE**  
**EMPLOYEE STATUS MAINTENANCE CHANGES (ESMT)**

Box Number: 50  
Phone Extension: **2495**

Origination Date: **01/28/97**  
Department Contact: **Alma New**

**EMPLOYEE HISTORY**

SSN: [REDACTED] Name: **Lugo, Ariel A** Eff. Time: **0700** Eff. Date: **11/01/96**  
New Position: **SAME** Title: **SAME** Title Description: **SAME**  
Grade/Step: **SAME** Salary: **SAME**  
Current Position: **810 8140 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**  
Grade/Step: **P2** Salary: **\$12.4732 HR/\$997.86 BW**

**PERSONNEL ACTION**

Action: **CRTAD** Reason: Employment status: **A** Position number: **POLOFF**  
☐ Table Driven Pay % Full-time: Agency: Organization:  
Asgn. Type: **X** Permanent ☐ Temporary EEO Full-Time: **X** Yes ☐ No ☐ N/A  
Applicant ID: Job Notice ID:  
Comments: **Salary Incentive for BA degree \$80.00 per month effective 11/1/96.**

**DATES**

Original Appointment: Probation Start Date: Probation End Date:  
Benefits Progression Date: Leave Progression Date:

**OTHER ASSIGNMENT INFORMATION (OVERRIDES)**

Pay Class: Payroll Number: Enter "4" for employees terminating, retiring, or on Leave Without Pay  
Step: (Enter if "Table Driven Pay" is checked.) SubTitle: Leave policy:

**PAY PARAMETERS**

Pay type: **36** Amount/Percent: **80.00** Effective Date: **11/01/96**



**PAY/WORK LOCATION/PAYROLL ALLOCATION/INTER-OFFICE INFO (AGYS)**

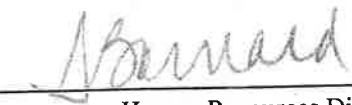
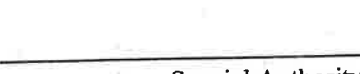
Pay Location: Inter-Office Box #: Inter-office Phone #:  
Work Location: Override LDPR (allocation change):

**USER DEFINED SCREEN 4**

Voluntary Commercial Driver License ☐ Yes Remove Voluntary CDL Designation ☐

**APPROVALS**

  
\_\_\_\_\_  
Department Head  
  
\_\_\_\_\_  
Division Head

  
\_\_\_\_\_  
Human Resources Director  
  
\_\_\_\_\_  
Special Authority

Original- Human Resources

Pink- Employee

Yellow- Department

Green- Payroll

Goldenrod- Human Resources

## EMPLOY STATUS MAINTENANCE CHANGES (ESMT)

Box Number: **50**  
Phone Extension: **2495**

Origination Date: **10/21/96**  
Department Contact: **A.NEW**

## EMPLOYEE HISTORY

SSN: [REDACTED] Name: **ARIEL LUGO** Eff. Time: **8:00AM** Eff. Date: **10/21/96**  
New Position: **810 8140 POLOFF** Title: **7321** Title Description: **POLICE OFFICER**  
Grade/Step: **P 2** Salary: **12.4733**  
Current Position: Title: Title Description:  
Grade/Step: Salary:

## PERSONNEL ACTION

Action: **NHIRE** Reason: Employment status: **A** Position number: **POLOFF**  
☐ Table Driven Pay % Full-time: **1.0** Agency: **810** Organization: **8140**  
Asgn. Type: ☒ Permanent ☐ Temporary EEO Full-Time: ☒ Yes ☐ No ☐ N/A  
Applicant ID: [REDACTED] Job Notice ID:  
Comments: **NEW HIRE REQ#G372-96**

## DATES

Original Appointment: **10/21/96** Probation Start Date: **10/21/96** Probation End Date: **04/21/97**  
Benefits Progression Date: **10/21/96** Leave Progression Date: **10/21/96**

## OTHER ASSIGNMENT INFORMATION (OVERRIDES)

Step: (Enter if "Table Driven Pay" is checked.) SubTitle:  
Leave policy:

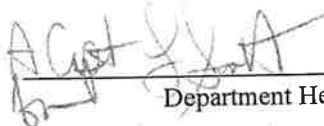

## PAY PARAMETERS

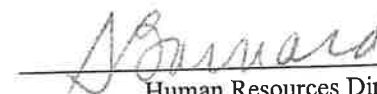
Pay type: **00** Amount/Percent: **12.4733** Effective Date: **10/21/96**

## PAY/WORK LOCATION

Pay Location: **8140** Work Location: **8140** Override LDPR:

## APPROVALS

  
\_\_\_\_\_  
Department Head  
  
\_\_\_\_\_  
Division Head

  
\_\_\_\_\_  
Human Resources Director  
\_\_\_\_\_  
Special Authority

SAFETY SENSITIVE (08)

☒ YES ☐ NO

CDL (07)

☐ YES ☒ NO

**Barritt, Patricia A**

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**From:** Morales, Breunna R  
**Sent:** Tuesday, October 15, 2024 8:57 AM  
**To:** DG\_GPD  
**Subject:** Supervisor Of the Quarter July- September 2024 CONGRATULATIONS!

Dear all,

We are pleased to announce that Lieutenant Ariel Lugo has been voted GPD's 3rd quarter Supervisor-of-the-Quarter for 2024. Congratulations to Lieutenant Ariel Lugo for this well-deserved recognition.



**Congratulations!**  
**Lieutenant Ariel Lugo**  
**Supervisor-of-the-Quarter**



Nomination for Lieutenant Ariel Lugo
I would like to nominate Lieutenant Lugo as supervisor of the quarter. Lieutenant Lugo is the definition of a great leader. He empowers not only his sergeants on shift, but the officers he commands. He allows his sergeants to supervise the shift as they see fit, knowing they are



very capable of doing their job and allowing them the freedom to supervise the officers in their sectors without intimidation of micromanaging, not trusting them, or flat out projecting he knows more than them because of his rank. Lieutenant Lugo truly understands that each person on shift has different skill sets and allows them to utilize those skills in a way that bonds the shift together and allows the shift to work flawlessly to accomplish the department's missions/ goals to an extremely high level. The way the shift handles high intensity/demanding calls, to the most mundane routine incident is like a well-oiled machine. This is no doubt due to the fact Lieutenant Lugo leads from the front and not the rear, or behind a desk. Lieutenant Lugo is always involved in the shifts daily routines of fighting crime. All of us have heard "L411, I have eyes on the suspect", or "L411, I am behind the Signal 10", or even "L411 I am on scene I will handle it, cancel the zone unit". If this is not the signs of a great leader, someone we should mirror when trying to learn proper leadership, I don't know what is. I have worked for several great lieutenants throughout my years at GPD. Lieutenant Lugo is definitely one of the best.

On top of his great leadership traits, Lieutenant Lugo constantly gives back to the community by his contacts with the local Walmart's. He makes weekly pick-ups of basic items, mainly goods that benefit underprivileged kids and makes sure they are distributed through the city and mainly the school district. This is something most do not know because he is very humble and it's rarely talked about or publicized within the department, let alone our community.

I am proud to say that Lieutenant Lugo is my shift commander and shift leader. Lieutenant Lugo deserves this acknowledgement, and much much more. Toast Time!

**Nominator: Sergeant Charles Owens**



***Breunna Morales***

*Staff Specialist | Operations Patrol Bureau  
Gainesville Police Department  
545 NW 8<sup>th</sup> Ave | Gainesville, FL 32601  
Direct: 352.393.7604 | Fax: 352.334.3246  
Email [MoralesBr@cityofgainesville.org](mailto:MoralesBr@cityofgainesville.org)  
Website: <https://police.gainesvillefl.gov>*

*Note: Under Florida public records law, most written communications to or from City officers and employees regarding City business are public records and are available to the public upon request. Your email communications may be subject to public disclosure, as will your email address.*

*The Gainesville Police Department is currently hiring for police officers ARE YOU READY TO JOIN OUR TEAM. [Gainesville Police Department - Gainesville, Florida \(gainesvillepd.org\)](https://gainesvillepd.org)*

## **Barritt, Patricia A**

---

**From:** Shipman, Sara J  
**Sent:** Thursday, August 29, 2024 7:12 PM  
**To:** Barritt, Patricia A  
**Subject:** FW: [EXTERNAL] Lt. Lugo and Ofc. Perez

Good morning,

Please add the below letter from staff at SBAC to the personnel files for Lt. Lugo and Ofc. Perez. Thanks!

-----Original Message-----

From: GPDPIO <GPDPIO@cityofgainesville.org>  
Sent: Monday, August 26, 2024 9:49 AM  
To: Lugo, Ariel A <lugoaa@cityofgainesville.org>  
Cc: Kurnick, Jaime <kurnickjl@cityofgainesville.org>; Moya, Nelson M <moyanm@cityofgainesville.org>  
Subject: FW: [EXTERNAL] Lt. Lugo and Ofc. Perez

-----Original Message-----

From: Daniela Casanova <casanovad@gm.sbac.edu>  
Sent: Friday, August 23, 2024 5:30 PM  
To: GPDPIO <GPDPIO@cityofgainesville.org>  
Subject: [EXTERNAL] Lt. Lugo and Ofc. Perez

Hi,

I am they BRT at Parker Elementary. I've had the privilege of working with Lt. Lugo as he often covers our school-we don't have an assigned SRO. For the past two years we have received donations through his foundation, Service First. Thus we have been able to gift toys and supplies to some of our neediest students. These children are often from low-income families and/or struggle behaviorally at home and school. The items Lugo has donated have helped motivate students to improve behaviorally. We've used many of his donations for our PBIS events and to stock our school store. Without him some of these incentives would not be possible.

Every year we send two students to Shop with a Cop and Heroes and Helpers. I believe these events are also sponsored by Service First. We choose students from low-income families that are also making good choices at school. These events are a great way to bring the community together and foster positive relationships between families, schools, and law enforcement agencies.

Recently, we were one of the nine schools that were able to send a student to go back-to-school shopping, funded by Service First. The student I chose has improved his behavior tremendously in the past year. He comes from a single-parent home and has a history of violence and other behavioral concerns. I wanted to recognize him for improving his behavior and give him the opportunity to have a positive experience with law enforcement. The day after the event, this student came to school and told his teachers and friends all about it. He was so grateful for this opportunity and could not stop talking about how cool Ofc. Perez was.

With that being said, I just want you all to know how thankful we are for Lt. Lugo, Service First, and the officer that made a connection with our student. This type of work is truly impacting young lives.

Thank you,

Daniela Casanova  


Sent from my iPhone

--  
\_Please note: Due to Florida's broad public records law, most written communications regarding ACPS business are public records. Therefore, this e-mail communication may be subject to public disclosure. Also, information contained in this message may be part of an educational record and protected by the Family Educational Rights and Privacy Act of 1974. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or other use of the contents of this message is prohibited. If you have received this message in error, please notify me.  
--

**Barritt, Patricia A**

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**From:** Scott Sr, Lonnie  
**Sent:** Wednesday, October 25, 2023 5:01 PM  
**To:** Lugo, Ariel A  
**Cc:** DG\_GPD\_CommandStaff  
**Subject:** FW: 10-24-23 Bravo Eves Status

Good job Lugo, I appreciate your effort and leadership.

**From:** Owens, Charles R <owenscr@cityofgainesville.org>  
**Sent:** Wednesday, October 25, 2023 2:48 AM  
**To:** DG\_GPD\_STATUS\_DIST <DG\_GPD\_STATUS\_DIST@cityofgainesville.org>  
**Subject:** 10-24-23 Bravo Eves Status

**Evening Shift Status**

**Operations Bureau**

**Date:** Tuesday, October 24<sup>th</sup>, 2023

**Shift Commander:** Lt. Lugo

**Supervisors:** Sgt. Lardner Sgt. Owens, A/Sgt. Houston

\*\*\*\*\*CONFIDENTIAL\*\*\*\*\*

**SIGNIFICANT EVENTS/ DIRECTED PATROLS:**

**23-16907 –Follow Up Attempted Murder – 1600 SW 6<sup>th</sup> St** – In reference to a bulletin sent out to [REDACTED] **LT Lugo** observed him at the above gas station. Upon seeing LT Lugo. Freeman quickly got into his vehicle and attempted to leave the area. Another officer was able to conduct a traffic stop on him prior to him leaving the parking lot. Freeman was arrested without incident after a felony stop. The firearm used in the crime was located on the passenger seat. **ASODOJ**

**ARRESTS & SWORN COMPLAINTS & NTAs:**

**23-16989 – Trespassing – 3720 NW 13<sup>th</sup> St (Publix) – Ofc Snitselaar** arrested [REDACTED] after he was asked to leave the property by management, but refused. **ASODOJ**

**23-16980 – Trespassing – 1942 NE 23<sup>rd</sup> Ave (NE Pumps/Lewis Oil) – Ofc Prunty and FTO Sevor** arrested [REDACTED] after he was told to leave the property several times over the course of two weeks. Jackson was making a mess of the property and taping the gas pump handles to make them inoperable. **ASODOJ**

**23-16977 & 16982 – Grand Theft, Petit Theft – 1800 NE 12<sup>th</sup> Ave (Walmart) – Officer Henderson and Officer Johnson** responded to a theft committed by [REDACTED] [REDACTED] stole \$431 worth of merchandise from the business. She went back inside and met with [REDACTED] They both then put \$763 worth of items inside a cart, passed all points of sale and where detained by the LPO. Both thefts were captured on video surveillance. **ASODOJ x2**

23-16976-Warrant Arrest- 4201 N 21<sup>ST</sup> PL- Ofc Kooplikkattu was sent to this rehab facility as [REDACTED] was being released. [REDACTED] had two active warrants that were signed by the judge this morning and court services advised that facility of the warrants which prompted their call. [REDACTED] has two local warrants for Violation of Pre-Trial Release for Possession of a Controlled Substance (case #012023CF002049A, \$12,000 bond) and Violation of Pre-Trial Release for Resisting Without Violence (case #012022MM001079A, \$2,500 bond). ASODOJ

**Barritt, Patricia A**

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**From:** Young, Victoria B.  
**Sent:** Friday, August 19, 2022 3:46 PM  
**To:** DG\_GPD  
**Cc:** Lambert, Kendal K; O'Neal, Ronette A  
**Subject:** FW: Congratulations to GPD's 2022 2nd QTR Supervisor-of-the-Quarter  
  
**Importance:** High

Please join Captain Fanelli and I in congratulating our 2<sup>nd</sup> Quarter Supervisor of the Quarter:



**Congratulations!**  
**Lieutenant Ariel Lugo**  
**For being voted the GPD 2022 2nd QTR**  
**Supervisor-of-the-Quarter**



***Nomination: Lieutenant Ariel Lugo***

Lt Lugo's tenure with GPD has been long and spread over various units but most recently he has been assigned to Bravo Midnights Patrol. Lt Lugo sets the example to his officers through his actions. Not only does he lead his shift by allowing their strengths to shine and trusting their decisions, he is routinely in the thick of investigations and plays a significant role in the successful outcomes. While maintaining a hands off approach when necessary to allow his shift to flourish, he seems to always be there when he is needed most.

Lt Lugo's style of leadership has increased morale and activity amongst his ranks. All of his officers feel supported and have adopted his attitude of excitement to come to work and serve the neighbors of Gainesville.

Lt Lugo not only serves his assigned staff on midnights, but he routinely participates in the NPI training and holds over on opposite shifts and rotations. He is an asset to GPD and the citizens of Gainesville. The success of patrol is a direct reflection of Lt Lugo's leadership. He is a pleasure to work for and work with. He gives officers something to look forward to in a time when it is not easy to be a motivated LEO.

Nominated by Officer Casey Walsh

Note: Under Florida public records law, most written communications to or from City officers and employees regarding City business are public records and are available to the public upon request. Your email communications may be subject to public disclosure, as will your email address.

*Congratulations to*

*Sergeant Ariel A. Lugo*

*For being voted the GPD 2020 3<sup>rd</sup> QTR*

*Supervisor-of-the-Quarter*



***Nomination: Sergeant Ariel A. Lugo***

The following is my nomination of Sergeant Ariel Lugo for the honor of Supervisor of the Quarter. In 28 years of service at the Gainesville Police Department I have had the privilege of working with a good deal of the supervisors. I believe Sergeant Ariel Lugo is among our best at any rank both currently and in retrospect.

Sergeant Lugo is well respected among his team, his unit, and the agency at large for a reason. At his core he has been and remains an outstanding police officer, but he is also an outstanding supervisor, and an outstanding person. Wherever he goes his performance stands apart. His love of the agency, the community he serves and children in general is evidenced in his daily actions both on and off duty.

Sergeant Lugo is assigned as one of two sergeants on the SRO Unit. He manages 11 SROs and due to staffing shortages he is often forced to juggle supervisory duties while staffing a school as a fill-in. He is not above doing anything that is required to help. Whenever a difficult assignment is given to the unit he will either volunteer to do it or volunteer to do the most undesirable task required to complete the assignment. He is hands on with his team but in a way that supports and does not micromanage. Because his officers work in schools all around the city he travels to engage in face to face time with them and listens to them. He understands their aspirations and helps them work toward them. He understands their concerns and helps address them. He also helps them understand the unit's goals and objectives and enlists them to work towards meeting them. His impulse is always to believe the best of his people but still believes in accountability. He also recognizes that he can improve himself and seeks opportunities to do so.

Whether working as an SRO supervisor or not Sergeant Lugo stays informed by reviewing all status reports, bulletins, updates and so on. Regardless of his assignment he is always situationally aware of radio traffic and will take any actions needed to assist Patrol. In March of 2020 he was redeployed to Patrol due to Covid 19 and has done a tremendous job assisting Patrol during his stay.

For example: On 01/16/2020 Sergeant Lugo heard detectives requesting help while trying to intercept an individual who had just battered his pregnant girlfriend and was wanted for drug sales. Sergeant Lugo was first on scene and assisted Sergeant Griffin in taking him into custody as he was trying to escape on a Greyhound bus.



On 03/12/2020 Sergeant Lugo was working with an SRO when he heard a hit and run call in the area involving a white sedan. The car's direction of travel may have taken it by the school so he pulled up video to look at the streets adjacent to the school and saw a white sedan dragging a bumper go by. He canvassed the area the car fled. He located the rear bumper of the car during the canvas and a witness who saw the suspect pulling it off along with the tag. The tag came back to a stolen car. A suspect was developed and arrested.

On 04/12/2020 Sergeant Lugo was redeployed due to Covid 19 and saw what appeared to be a truck that had been reported stolen recently parked in front of a house. He was able to determine the truck was the one reported stolen but determined the home was the victim's. Apparently the victim had recovered the car on his own and not notified police. Had the truck not been taken out of the system and gone mobile the victim could have been the subject in a felony traffic stop which could endanger both the victim and the officers.

On 04/04/2020 Sergeant Lugo was redeployed due to Covid 19 and responded to an armed affray involving a large group of youth. He quickly determined that the armed member of the affray had fled after a pregnant female disarmed him. Sergeant Lugo canvassed the area and saw a potential suspect trying to lay low by a park bathroom. He contacted the WM who admitted he was the subject.

On 04/25/2020 Sergeant Lugo was redeployed due to Covid 19 and investigating a fight. He heard a residential burglary in progress come out with a suspect who had run toward a nearby Wal-Mart. The suspect was not located and after finishing his investigation into the fight Sergeant Lugo went to the Wal-Mart. By this time a still of the suspect was sent to officers. Sergeant Lugo spoke to the Wal-Mart LPO who said he thought the subject had been in front of the store just earlier. Sergeant Lugo reviewed store footage and saw the suspect. He tracked his movements as he exited the property and noted him wearing distinctive sneakers. He canvassed the neighborhood the suspect had exited into and saw a person wearing similar shoes but different clothes. He contacted the individual who was identified as the suspect and arrested.

On 04/26/2020 Sergeant Lugo was redeployed due to Covid 19 on patrol. From the road he saw an occupied vehicle parked at an apartment complex that matched the description of a car on the stolen vehicle log he reviewed earlier. He noted the tag and confirmed it belonged on the stolen car. He turned around and the car was gone. He located the car abandoned nearby with the door left open. He established a perimeter and helped a K9 operator track. A suspect was located in the area who confessed stating he had seen Sergeant Lugo patrolling and had parked at the apartment complex in an attempt to hide from him.

On 05/16/2020 Sergeant Lugo was redeployed to patrol due to Covid 19. During the status report reading he noted that an officer had developed PC to arrest an individual for domestic violence and for child abuse (2 year old victim). Through research he developed a list of potential locations the suspect was laying low at. He located the suspect's car at one of these locations and set up surveillance with patrol. During the surveillance the suspect was seen entering the car and leaving. The vehicle broke containment temporarily but Sergeant Lugo soon located it mobile. He stopped the car and officers took the suspect into custody.

On 5/21/20 Sergeant Lugo was redeployed to Patrol due to Covid 19 and responded to a reported robbery. A good suspect description was BOLO'd but the direction of travel was unknown. Sergeant Lugo began canvassing the area and located a female matching the description about 10 blocks away. The investigating officer did a show up and the female was positively identified.

On 05/22/2020 Sergeant Lugo was redeployed to Patrol due to Covid 19 and saw a burglary of a parks recreation area call on the screen about a burglary to the recreation area of a and responded. As he did a description was given along with a direction of travel. He began to canvas and saw a suspect matching the description who entered a wooded area when Sergeant Lugo approached. Sergeant Lugo was able to verbally direct the subject out of the woods. He was identified as the burglar by a witness and arrested.

Sergeant Lugo has also created his own 501C3 which he uses to enrich the lives of children in need and to enhance the relationship between police and the community they serve. Through the 501c3 he established a relationship with many organizations who donate including Wal-Mart. For example:

Chief Jones received a call about a family residing in Lamplighter Mobile Home Park (mom, 3 children and grandmother). The family had become indigent and in need of food, clothing and other provisions. Sergeant Lugo asked to assist with the situation. He coordinated with the food bank to get a months' worth of food for the family. He then used his 501c3 to provide the family with clothing and other necessities. He also made himself a point of contact for them to reach out to in the future.

At the start of the 2019-2020 school year Sergeant Lugo's 501c3 was used to provide about 20 needy kids with new school clothes and nice school supplies.

In DEC of 2019 Sergeant Lugo's 501c3 partnered with the Butler Plaza Wal-Mart to make "Shop with a Cop 2019" a reality for about 20 disadvantaged local kids from our schools selected by members of the SRO unit. Shortly before the Christmas Holiday each child was provided about \$150 to shop with at Wal-Mart. The funds were compliments of Wal-Mart, a citizen donation and Sergeant Lugo's 501c3. Sergeant Lugo partnered

kids with police officers throughout the agency and they shopped for gifts but more importantly enjoyed one another's company and shared a very positive experience.

Sergeant Lugo's list of operational contributions and community outreach goes on and on and will continue to do so. He is perpetually in motion working toward improving the prospects of his team, his unit, the agency and the community. Although he has only been a sergeant less than 3 years this honor is well overdue. Nominated by Lieutenant Robert Koehler

**Owen, Pamela J.**

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**From:** Campos, Jorge J.  
**Sent:** Friday, December 20, 2019 10:30 AM  
**To:** jonrehm@yahoo.com  
**Cc:** Koehler, Robert J.; Owen, Pamela J.; Lugo, Ariel A.  
**Subject:** RE: Online Kudos from GPD Website

Mr. Rehm,

Thank you for taking the time to commend our officers. I will pass this along to their supervisors and add it to their personnel file.



Jorge Campos  
Chief Inspector  
FBI NA 268  
545 NW 8<sup>th</sup> Ave  
Gainesville, Florida 32606  
352.393.7784 | [camposjj@cityofgainesville.org](mailto:camposjj@cityofgainesville.org)

GPD on Follow @GainesvillePD  
[www.gainesvillepd.org](http://www.gainesvillepd.org)

**From:** GPDwebmaster@cityofgainesville.org [mailto:GPDwebmaster@cityofgainesville.org]  
**Sent:** Friday, December 20, 2019 8:45 AM  
**To:** Campos, Jorge J. <camposjj@cityofgainesville.org>  
**Subject:** Online Kudos from GPD Website

A new online message has been received from the "Commend an Officer" section of the GPD Website.

Name	Content
Employee Name	Ariel Lugo
Employee ID Number	
Date of Incident	12/11/2019
Incident Location (Street Address, if known)	545 NW 8th Ave, Gainesville, FL 32601
Case Number (if known, or applicable)	
Comments	I would like to thank the officers of the Gainesville Police Department. On December 11th, 2019, I was driving my daughter to school and then o to work when an unfortunate mishap took place. The mechanic only hand tightened the lug

nuts on the rear drive side tire. So when I turned onto 8th avenue in front of the Police station my tire came off of the drum and when I turned onto 4th street to get out of traffic the tire came completely off my car. While this is normally losing a tire in such a manner is a bad occurrence, it is even worse when you are driving a wrangler with a lift and 35 in. tires that is quite a drop. Four officers from the GPD stopped to help. I would love to be more specific on names, but everyone used first names or ranks. The only officer whose name I got was Ariel Lugo, who was first on the scene. He along with every other officer offered to get my daughter to school. He then helped direct traffic around my car so that getting the tire back on was a safe experience. His Lieutenant, again I feel bad I never got a name, saw I was dressed for work and got down on the ground and did most of the work jacking my car and reinstalling my tire; and 35s are heavy. Another officer Joe, ran to the tire store across the street and got me new lug nuts as mine were who knows where. After the tire was reinstalled, Ariel followed me to the tire store as I went to pay for the lug nuts to make sure everything was ok with my car. During the while time everyone was friendly and acting like me, my daughter, and my tire where the most important thing in the world. I cannot thank the officers and the GPD enough for what they did for me and my child who because of their kindness was fine and reading her book a minute after a scary occurrence.

Your Name

Jon [REDACTED]

Your Street Address

Your State Address

Your City Address

Your ZipCode

Your Phone Number

Your Email Address

From Page Url: <http://www.gainesvillepd.org/Virtual-Front-Desk/Online-Services/Commend-an-Officer/Commendations-Form>

User Name: Anonymous

User Email [REDACTED]

User IP: 150.104.60.9

Submission Date: 12/20/2019 5:44:53 AM

# GAINESVILLE POLICE DEPARTMENT AWARD NOMINATION FORM

## SECTION 1 - TRACKING:

(To be completed by Awards Committee Chair)

DATE RECEIVED:

CONTROL NUMBER:

## SECTION 2 - ADMINISTRATIVE:

DATE OF SUBMISSION: 09/21/2018	NAME OF CANDIDATE (RANK IF APPLICABLE): Ofc. Teasley, Ofc. Hinson, Ofc. Parker, Sgt. Lugo, Ofc. Diamond Smith, Sgt. Walters, Ofc. Penny, Ofc. Perez, Ofc. Rochelle, Ofc. Ellis, Ofc. A. Davis, Ofc. Mosher	BUREAU OF ASSIGNMENT (ADDRESS and PHONE IF CIVILIAN): Youth Services  Phone (Civilians):
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TYPE OF AWARD RECOMMENDED (CLICK [HERE](#) FOR AWARD DEFINITIONS):

Exceptional Incident Response Citation

NAME OF PERSON SUBMITTING NOMINATION (RANK IF APPLICABLE):

LT Robert Koehler

ASSIGNMENT:

School Resource Unit Lieutenant

SUPERVISOR'S NAME:

DATE FORWARDED:

☐ CONCUR

☐ DO NOT CONCUR

DIVISION / SHIFT COMMANDER:

DATE FORWARDED:

☐ CONCUR

☐ DO NOT CONCUR

BUREAU COMMANDER:

DATE FORWARDED:

☐ CONCUR

☐ DO NOT CONCUR

## SECTION 3 - SUMMARY: (PLEASE TYPE)

A brief narrative of the incident or event that describes the candidate's actions and / or achievements. The narrative will be used on the certificate that accompanies the award.

I would like to recognize the members of the School Resource Officer unit for the apprehension of a serial bank robber. This robber decided that he was going to commit his 6th local robbery at the Wells Fargo bank located across the street from Gainesville High School (GHS). At the time, the SRO unit was having a unit meeting at GHS. When the call came out of another bank robbery in progress, the entire unit deployed and saturated the area in hopes of containing and intercepting the robber.

Ofc. Rochelle responded immediately to the bank and began speaking with employees and patrons. Ofc. Rochelle quickly gathered suspect information and began disseminating information to responding officers. Ofc. Rochelle was able to locate a witness and assisted in performing a show up where the witness positively identified the suspect.

## SECTION 4 - JUSTIFICATION: (PLEASE TYPE)

A series of bullet statements (i.e. #1, #2, etc) that identify how / why the actions of the candidate meet the criteria for the award. Additional justification may be attached in the same format.

The School Resource Officers spontaneously responded to this extraordinary event and rendered a superlative outcome.

The quick response by the SRO unit was able to put a stop to a robbery spree that had been vexing the city for several weeks. This suspect was determined and would most certainly have committed similar robberies had he not been stopped. The response of the officers involved was immediate and coordinated. Officers filled roles and responsibilities that led to the immediate capture of a dangerous suspect. Officers took perimeter positions, canvassed for witnesses and evidence, obtained vital information that was quickly disseminated, assisted in locating and arresting the suspect and conducting follow up and scene security.

The arrest of the suspect relieved the community of the fear the suspects actions instilled within it.

## SECTION 5 - AWARD COMMITTEE CHAIR REVIEW / ACTIONS:

☐ Meets Criteria for Review ☐ Does Not Meet Criteria for Review

DATE:

Sent Back for Clarification / Correction ☐ N/A ☐ Date Returned:

☐ Date Received Correction:

NAME / RANK OF COMMITTEE CHAIR:

SIGNATURE:

## SECTION 6 - AWARDS COMMITTEE REVIEW / ACTIONS:

☐ Meets Criteria for Review ☐ Does Not Meet Criteria for Review

DATE:

☐ Approved for Recommended Award ☐ Disapproved for Recommended Award; Approved for \_\_\_\_\_ Award

☐ Not Approved for any Award

☐ Disposition Pending

VOTE: \_\_\_\_ / \_\_\_\_

NAME / RANK OF COMMITTEE CHAIR:

SIGNATURE:

**Owen, Pamela J.**

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**Subject:** FW: The red car that ran out of gas

**From:** Lofland, Kelly L.  
**Sent:** Thursday, April 12, 2018 7:41 AM  
**To:** Lugo, Ariel A.  
**Cc:** Tobias, Benjamin R.; Osborne, Rhonda L.; Jones, Tony R.  
**Subject:** The red car that ran out of gas

Sgt. Lugo,

You have no idea how grateful I am for your assistance last night. I was just about in tears just thinking about how you came and assisted my daughter and me when we ran out of gas on NW 6<sup>th</sup> St. You pushed my car. You had another officer slow down traffic so I could get to the gas station. All I wanted to do was go home after a long day and when I ran out of gas I was on the brink of just screaming at the top of my lungs. When I gave you a hug, it was genuine! It was a relief. Thank you so much for not just an officer but a wonderful human being.

Kelly L. Lofland  
Sr. Staff Assistant  
City of Gainesville, FL  
Code Enforcement Division  
Office Hours M-Th 7am – 6pm  
(p) 352-393-8471 (f) 352-334-2239

**Gainesville.**  
**Citizen centered**  
**People empowered**

## ***Ceremony Program***

### ***Welcome***

Lt. Robert Fanelli

### ***Presentation of the Colors***

Pledge of Allegiance

### ***Moment of Silence***

In honor of those who have been killed in the line of duty in 2017

### ***Introduction of Command Staff and Dignitaries***

Lt. Robert Fanelli

### ***Opening Remarks***

Chief Tony Jones

### ***Special Presentation***

Chief Tony Jones

Alachua Police Department

Belle Isle Police Department

Gulf Port Police Department

High Springs Police Department

Ocala Police Department

Orlando Police Department

### ***Presentation of Awards***

### ***Awards Committee Members***

Det. Erika Benson

Ms. Danielle Bent

Det. Sgt. Tim Durst

Det. Lt. Robert Fanelli

Sgt. Don Geelhoed

Det. Matthew Goeckel

Ms. Deborah Holt

Det. Martin Honeycutt

Sgt. Summer Kerkau

Lt. Robert Koehler

Cpl. Farrah Lormil

Ofc. Kim Madsen

Cpl. Wade Priester

Det. Amanda Rodonis

Cpl. Lonnie Scott Jr.

Sgt. Sara Shipman

Sgt. Victoria Young

## ***Award Recipients***

### ***Police Service Award***

Matthew Culverson

Ernestine Johnson

Eddie Pineiro Jr. and Eddie Pineiro Sr.

John Schiffli

### ***Education***

Sgt. Christopher Cardwell

### ***Exceptional Incident Response***

Ofc. John Angelino

Ofc. Casandra Ballenger

Det. Shawn Barnes

Det. Cpl. Warren Brown

Det. Sgt. Steve Girard

Det. Cpl. Jaron Griffin

Det. Steven Jones

Ofc. Drew Marshall

Sgt. Ariel Lugo

Det. Ryan McCazzio

Det. Sgt. Sheldon McKinzie

Sgt. Charles Owens

Det. Ronnie Pirtle

Ofc. Edward Ratliff

Ofc. Jack Salafrio

Ofc. Aaron Stemen

Ofc. Mark Sullivan

Ofc. Travis Williams

### ***Outstanding Unit Citation***

Ofc. John Maloney

Sgt. Courtney Roberts

Cpl. Lynne Valdes

Ofc. Aaron Wagle

Cpl. Ed Wilkins

### ***Award of Excellence***

Det. Steven Jones

Ofc. Warren Meek

Det. Amy Owens

### ***Police Star***

Ofc. Lindsey Allen

Ofc. Jeffrey Bailey

Ofc. Jesse Bostick

Ofc. Katie Boyett

Ofc. Brittany Hendrix

Sgt. Ariel Lugo

Det. Sgt. Sheldon McKinzie

### ***Distinctive Service***

Ofc. Ratavia Rivers

### ***Closing Remarks***

Lt. Robert Fanelli

**Owen, Pamela J.**

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**From:** Tobias, Benjamin R.  
**Sent:** Tuesday, January 23, 2018 10:43 AM  
**To:** Stout, Whitney R.; Schentrup, Mike R.; Pierce, Terrence J; Jones, Tony R.; Rhodenizer, Brett; Forgey, Arthur  
**Cc:** Owen, Pamela J.; Narayan, Rabindranauth; Marshall, Drew P; Barnes, Shawn T.; Walsh, Casey E; Boyett, Katie J; McCarty, Daniel T; Quimbayo, Monica N; Bailey, Jeffery S.; Crews, Joseph K.; Wendt, Hendrik J.; Rogers, Robert W.; Clark, Major Z.; Grunder, Tristan D.; Dose, Steven T; Salafrio, Jack L; Mullins, Shane A; Fuentes, Melissa C; Plourde, Marc E.; Cavett, Michael R.; Angelino, John M; Devito, James E.; Lugo, Ariel A.; Young, Victoria B.; Turner, Kendrick T; Johnson, Travis L  
**Subject:** FW: Online Kudos from GPD Website

Please see the below Kudos for the 706W 21. I have gone through CAD and THINK I have everyone in the CC section that was involved so a copy will end up in their personnel file.

Art or Brett – will you please pass this along to the appropriate CCC personnel as well?

-BT719

**From:** [GPDwebmaster@cityofgainesville.org](mailto:GPDwebmaster@cityofgainesville.org) [mailto:[GPDwebmaster@cityofgainesville.org](mailto:GPDwebmaster@cityofgainesville.org)]  
**Sent:** Monday, January 22, 2018 11:10 AM  
**To:** Tobias, Benjamin R. <[tobiasbr@cityofgainesville.org](mailto:tobiasbr@cityofgainesville.org)>  
**Subject:** Online Kudos from GPD Website

A new online message has been received from the "Commend an Officer" section of the GPD Website.

Name	Content
Employee Name	All officers on duty who responded
Employee ID Number	
Date of Incident	01/22/2018
Incident Location (Street Address, if known)	706 W University Avenue
Case Number (if known, or applicable)	01 2018 CF 000216 A
Comments	I would like to extend sincere gratitude to all officers who arrived on the scene in response to my call. The crime took place around 2 a.m. on the morning of January 22. The dispatcher as well as all police officers who arrived exemplified the utmost professional behavior. They kept me calm and made me feel safe, despite the circumstances. I am grateful for their quick action and their commitment to keeping the citizens of Gainesville secure. Thank you all!



Your Name

Rebecca [REDACTED]

Your Street Address

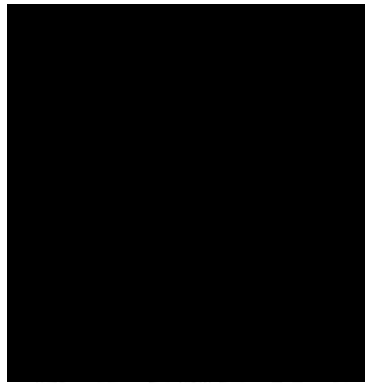
Your State Address

Your City Address

Your ZipCode

Your Phone Number

Your Email Address



From Page Url: <http://www.gainesvillepd.org/Virtual-Front-Desk/Online-Services/Commend-an-Officer/Commendations-Form>

User Name: Anonymous

User Email: [REDACTED]

User IP: 23.121.36.245

Submission Date: 1/22/2018 8:10:04 AM



**Office of the City Manager**

PO Box 490, Station 6  
Gainesville, FL 32627  
(352) 334-5010  
(352) 334-3119 (fax)  
[www.cityofgainesville.org](http://www.cityofgainesville.org)

**Sergeant Ariel Lugo**

Gainesville Police Department  
545 NW 8<sup>th</sup> Avenue  
Gainesville, FL 32601

December 6, 2017

Dear Sergeant Lugo:

I want to extend my congratulations to you on your recent promotion to Sergeant. It is a promotion that was earned by your willingness and dedication to serve the force and the city. The critical role you play is one filled with immense sacrifice, all in an effort to protect the citizens of Gainesville and that is greatly appreciated.

Your efforts have not gone unnoticed and it is with that, that I thank you for being an intricate part of both the Gainesville Police Department and the City of Gainesville.

Congratulations,

Anthony Lyons | City Manager

Cc: Tony Jones, Chief of Police  
Terrence Pierce, Assistant Chief of Police



# GAINESVILLE POLICE DEPARTMENT

## PRESS RELEASE

Thursday, July 20, 2017  
FOR IMMEDIATE RELEASE

### **GPD's School Resource Officers named "Florida Unit of the Year" by Florida Association of School Resource Officers (FASRO)**

**GAINESVILLE, FLA** – It's official. The Gainesville Police Department's School Resource Officers (SROs) are the best in the state, and now they have an official award to prove it.

GPD's SRO Unit was recently awarded the "Florida Agency of the Year" by the Florida Association of School Resource Officers (FASRO) at the 2017 FASRO Annual Training Conference in Orlando, Florida. Over 600 School Resource Officers from all of Florida were in attendance during the ceremony.

The Florida Association of School Resource Officers "Agency of the Year" Award is presented annually to an agency that has made a significant contribution to the development of the School Resource Officer profession. This award is to recognize an agency that has made an impact in training, professional development and organizational efficiency in order to make schools in their community a safer place. FASRO is the largest state-based organization of its kind, and they offer the most advanced and comprehensive training for SROs in the state of Florida.

GPD's SROs applied for the award earlier this year, and had to compete against all of the other police and sheriff agencies around the state. It has been nine years since a municipal law enforcement agency has received this prestigious award – a sheriff's office has historically been granted the award.

Officer Ben Tobias, GPD's spokesman praised the hard work of GPD's SROs. "We always knew these folks were the best," Tobias said. "These School Resource Officers are much more than security guards. They are involved in the students' lives and genuinely care about them. I'm so happy that a statewide organization realizes just how hard our folks work to help keep our kids safe and healthy."

###

**Contact:**

Officer Ben Tobias, PIO  
352.393.7525  
tobiasbr@cityofgainesville.org

Gainesville Police Department PO Box 1250, Gainesville, FL 32627

 [www.facebook.com/GainesvillePolice](https://www.facebook.com/GainesvillePolice) ::  [@GainesvillePD](https://twitter.com/GainesvillePD)  
[www.gainesvillepd.org](http://www.gainesvillepd.org)

*Ariel Lugo*

Canterbury, Vanesa G

*Lugo, Ariel*

**From:** Bradford, Steven L.  
**Sent:** Friday, June 02, 2017 8:04 AM  
**To:** DG\_GPD  
**Subject:** GPD SRO Unit Wins SRO Unit of the Year Award for the state of Florida

It has been announced that the GPD SRO Unit **won the SRO Unit of the Year for the entire state of Florida!** The unit will be recognized on July 10<sup>th</sup>, 2017 at the annual state conference in Orlando, before hundreds of other SROs from around the state, along with Chief Jones. There was a lot of great competition among all the other units in the state, but the GPD SRO Unit won the competition due its untiring effort to make the world of the youth in Alachua County a better place.

A special thanks to Cpl Lugo for coming up with idea to enter the competition during our annual goals/objectives meeting back in August, then heading up the nearly year-long project to gather the information/photos for all the great things/projects/events that the GPD SROs do for the youth and then submitting the application. Also, kudos out to PIO Ben Tobias for putting together a superb video of all of our activities that was submitted into the competition. And a special thanks to Cpl R Guyan and Debra Holt for assisting Cpl Lugo with editing the application letter. And most of all, thank you to the men and women of the GPD SRO Unit for all of the tireless work that often goes unnoticed with the youth and at-risk kids of our community. It's a job that not many folks could or would want to do, but you do it every day with pride and professionalism. And now, you finally will be recognized for your efforts!

# Gainesville Police Department



This is to certify

The

## Excellence in Community Policing

Has been awarded to

*Corporal Ariel Lugo*

For

### DEMONSTRATION OF DILIGENCE, INNOVATION OR EXCELLENCE IN THE PERFORMANCE OF DUTY IN THE COMMUNITY

*During the past year Corporal Lugo has gone above and beyond as far as service to the community, almost entirely using his personal money. Some examples of Corporal Lugo's service to the community are as follows: months of cutting the grass and landscaping at Duval Elementary School; paying a needy family's GRU bill to have service returned to their apartment; delivering basic toiletry need items and food to people in need; delivering furniture, bedding, baby products to teenage mothers in need; assisting teens in graduating high school; and, donation of a bounce house to a student's birthday party and to the 2015 Gardenia back pack giveaway. Corporal Ariel Lugo is commended for a job well done and is hereby awarded the Excellence in Community Policing Award.*

Chief of Police

A handwritten signature in black ink, appearing to read "Tony R. Jones".

This 25<sup>th</sup>

Day of January, 2017

Attn: Corporal Ariel Lugo

On December 9<sup>th</sup>, 2016 the Gainesville Police Department partnered with Target to host an event called "Heroes and Helpers".

Thirty two students who perform well in school, set a good example for others, and come from families who may not otherwise be able to provide Christmas presents were selected from local elementary schools by principals and guidance counselors. The participating children were picked up from school by a uniformed police officer in a marked patrol car before being driven to a delicious breakfast sponsored by Beef O'Brady's. Once at Target, each child received \$100.00 to spend on whatever they like. The items selected could be for loved ones or themselves, though many opted to buy for family members first.

Corporal Lugo willingly volunteered his time to make the event a success and provided a truly positive experience for the child he was paired with. Without the kindness of the personnel at the Gainesville Police Department, many of the children selected would have missed out on this unique experience.



Thank you,

Officer Nicole Lardner

# Certificate of Completion



Awarded to

**ARIEL LUGO**

**GAINESVILLE POLICE DEPARTMENT**

Who has successfully completed the course of instruction for the

**CHICAGO POLICE DEPARTMENT**

**3 DAY – TRAIN THE TRAINER**

**PROCEDURAL JUSTICE AND POLICE LEGITIMACY**

**JULY 25-27 2016**

---

Procedural Justice Supervisor  
Education and Training Division



---

Deputy Chief  
Education and Training Division

# **FLORIDA ASSOCIATION OF SCHOOL RESOURCE OFFICERS**

*Awards this certificate of completion*

*To*

*Ariel Lugo*

*As evidence of the successful completion of 24 hours of training*

*At the 37th Annual Training conference in Naples, Florida.*

**Given this 22<sup>nd</sup> day of July 2016**

*Timothy Enos*

*President*





February 22, 2016

CPL Lugo,

We the Days family would like to extend our thanks to you and those who reached out to our family and became a blessing to us during our time of need. We are forever grateful. I must tell you that we were at a point where we really did not know what we were going to do for house hold items, so I told my daughter Autumn to see if "Loften," had an assistance program that could assist HER with at least a bed for herself, and I would figure out for the rest of the house hold, and then you and your wonderful colleagues unselfishly responded by going beyond what we expected with your gifts to us. This is a testament that we still have some wonderful good hearted people in our society who simply cares. That meant so much to us. Once again we would like to sincerely extend our thanks to you for taking the time to be generous to us.

Sincerely,

The Days Family

**From:** Castor, Joseph J.

**Sent:** Wednesday, September 02, 2015 8:38 AM

**To:** DG\_GPD

**Subject:** THANK YOU for PAYING IT FORWARD Gardenia Gardens (Duval Area) Back to School Bash

During the Summer of 2015, Cpl. F. Lormil and I came up with the idea to have a back to school/ block party for the residents of Gardenia Gardens and the surrounding Duval area. On August 15, 2015, in conjunction with a Job Fair coordinated with Chief Jones and our CPO's (Reedy Graham Lardner Torres), the idea became a reality. With the assistance of several donors, sponsors, and many volunteers this event was a SUCCESS. There were approximately 200 backpacks given out to area school children and approximately 300 people were served food. With the food that was left over, we donated to 2 area churches and also to St Francis House. Needless to say the event went better than expected. Without the help and sweat of everyone involved this event would not have happened. The community has already vocalized man thanks to all involved and they deserve the recognition amongst you all. So if you see the following GPD folks who helped us with this event (in some way shape or form) give them a pat on the back.

Lt Koehler, Lt Kurnick, Lt's W and D Stout, Lt Weaver, Cpl Lugo, Cpl and Mrs Priester, Cpl Prince, Cpl Reedy, Cpl V Young, Ofc Bailey, Ofc L. Cook, Ofc E Graham, Ofc Jallad, Ofc N Lardner, Ofc Mazlaghani, Ofc Page, Ofc Torres, and PT Holmes

November 25, 2013

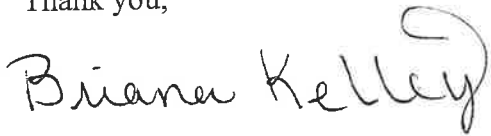
To whom it may concern:

I have known Ariel Lugo since 2003 and have had the opportunity of working with him closely since 2010 as we often schedule trainings together.

Officer Lugo's commitment to continual education and training to ensure all have the most up-to-date information available within the profession is exceptional. His passion is evident in his speech, presentation, and interaction with his audience and he makes sure they understand the concepts being presented. We have, on several occasions, planned and executed both officer and dispatcher trainings to provide simulation trainings that allowed trainees to apply the skills they have been taught in a controlled environment and receive feedback to ensure they are best equipped to handle live calls post-academy.

Officer Lugo is very hard working and dedicated both inside the classroom and on the road. I have also interacted with him from within the Communications Center as a dispatcher. He applies the knowledge, skills, and abilities that he teaches while working on the road. I am very confident that Officer Lugo will utilize his abilities to continue to better the profession and elicit positive change in the future.

Thank you,

A handwritten signature in cursive script that reads "Briana Kelley". The signature is written in dark ink and is positioned below the "Thank you," text.

Briana Kelley

To Whom It May Concern:

I have been a Pre-k ESE teacher at Wyomina Park Elementary school since the beginning of last school year. Since that time Mr. Lugo has spent many days volunteering in my classroom. My class services young children with special needs. We have a very diverse class serving children with the most severe disabilities and those with more mild ones. Mr. Lugo has always shown patients and compassion for each child. He is also an asset since many of my students do not have a male role model in the home. Although he is willing to work with them academically he is best when interacting one on one with them. He is very comfortable talking to them, teaching them to play catch or giving them a hug when they need it. I am glad that he has chosen to donate his time to my students.

*Melissa Gilliland*  
Pre-k ESE  
Wyomina Park Elementary School



## OPERATIONS BUREAU OFFICER OF THE YEAR

This certificate is awarded to

**Officer Ariel Lugo**

An incident occurred in 2009 where an officer took a report of a sexual battery of a child. A BOLO was issued for the suspect's vehicle and that night, Ofc. Lugo and his trainee were diligently looking for the vehicle and found it. The driver was stopped by Ofc. Lugo and arrested for habitual charges of driving while license suspended or revoked, and was transported to GPD where Detective Roberts received a full confession from the suspect to sexually battering his daughter. Had Ofc. Lugo not been persistent to find the suspect, the suspect may have battered her again. Earlier Ofc. Lugo checked out a suspicious vehicle at the CITGO on NW 13th Street & NW 16th Avenue. The driver fled in a stolen vehicle, was caught and confessed to 2 other business burglaries that was committed that same night. Additionally, Ofc. Lugo was involved in several high profile arrests involving residential burglary, narcotics, and possession of a handgun throughout the year. Ofc. Lugo is quick to help co-workers with calls in a professional manner. Ofc. Lugo is a positive role model, a leader for all officers, an excellent Field Training Officer, and an asset to the Department. Consequently, Ofc Lugo has been selected as Officer of the Year for the year 2009.

**GAINESVILLE POLICE DEPARTMENT**

Capt. *[Signature]*  
Signature

*4-9-10*  
Date

*[Signature]*  
Signature

*04/06/10*  
Date



For Personnel file

TOP COPS Award Nominations  
Fraternal Order of Police - Gator Lodge #67

will take place on Saturday, May 22nd, 2010  
at the Paramount Plaza Hotel & Suites

Requirements: All nominees must meet the following requirements in order to be considered.

- Nominees must be a full-time, sworn law enforcement officer from any federal, state, county or local law enforcement agency within the United States, its territories and possessions.
- Nomination must be submitted by a sworn law enforcement officer, who must provide his/her signature in the space designated below, certifying the facts as accurate.
- Nomination must involve an incident or case occurring or concluding between January 1, 2009 and December 31, 2009.

Instructions:


Please write a short essay on why your nominee should be considered for a 2010 TOP COPS Award. This essay should be composed specifically for consideration of a 2010 TOP COPS Award on a separate sheet of paper. Remember to be as specific as possible with references to dates, events, etc. In addition, you will need to complete the areas below and attach this form to your essay. We encourage you to send additional information in support of your nominee: newspaper articles, police reports and video tapes all help our judges in their decision making process. Kindly send your package by May 13th, 2010 to:

Donna Van Wie  
2010 Heroes Ball Chairman  
4103 NW 50th Avenue  
Gainesville, FL 32653

Nominee:

Title: OFFICER  
Full Name: ARIEL LUGO  
Department: CPD  
Work Street Address: 721 NW 6 ST  
City, State and Zip: GAINESVILLE, FL 32602-1250  
Telephone (W): 334-2400 (H): \_\_\_\_\_ (C): \_\_\_\_\_  
Fax Number: \_\_\_\_\_ E-mail: lugoaa@cityofgainesville.org

Nominator:

Title: LIEUTENANT  
Full Name: MICHAEL SCHIBUOLA  
Department: CPD  
Work Street Address: 721 NW 6 ST  
City, State and Zip: GAINESVILLE, FL 32602-1250  
Telephone (W): 334-2422 (H): \_\_\_\_\_ (C): 316-3968  
Fax Number: \_\_\_\_\_ E-mail: schibuolmg@cityofgainesville.org  
Signature: 

DM 266  
05/12/10

SK 175  
5-12-10

Ofc. Lugo has been working at GPD since 1996. In 2006 Ofc. Lugo left GPD to start his own business. He was rehired by GPD in January of 2009 and since that time he has made numerous high profile arrests and been a true leader an experienced officer on Midnight Shift. Ofc. Lugo was also reactivated as an FTO due to his work ethic and experience.

In August of 2009, Ofc. Lugo was nominated by Sgt. Whitney Stout nominated for officer of the month due to several high profile arrests. On 08-09-09, Ofc. Lugo investigated a domestic battery/car burglary. Ofc. Lugo conducted a thorough investigation and was able to eventually arrest an uncooperative suspect. On 08-16-09, several officers were investigating a burglary in which four suspects broke into a house and battered the victims and threatened them with knives. Ofc. Lugo located the vehicle and conducted a felony stop leading to the arrest of two of the suspects. On 08-23-09, Ofc. Lugo assisted in an attempt to contact a suspect involved in a home invasion robbery. The suspect's brother came out in an effort to interfere with the investigation and Ofc. Lugo took him to the ground. A gun was later found in a nearby bush that the suspect had thrown down when he saw officers at the front of his house. On 08-29-09, Ofc. Lugo conducted a traffic stop on a car that was seen leaving the area of a residential burglary. Ofc. Lugo's stop ended up leading to the arrest of the driver who had been involved in a robbery.

On October 21<sup>st</sup>, Ofc. Lugo was checking out with a suspicious person matching the suspect description of a window smash burglary that had occurred in the area. The suspect fled on foot from Ofc. Lugo and a K-9 officer were able to track the suspect down and make the arrest. Numerous stolen items were recovered from the suspect's truck.

On October 22<sup>nd</sup>, Ofc. Lugo assisted in investigating an armed robbery that had occurred in his zone. Citizens living in the area contacted Ofc. Lugo by phone and provided some information. The information led Ofc. Lugo to use a high school yearbook to identify the suspect that had robbed the victim at gun point.

On October 23<sup>rd</sup>, Ofc. Lugo stopped a subject that matched the description of a robbery suspect from UPD. The subject Ofc. Lugo had stopped that night was ultimately identified as the robbery suspect and was arrested.

Officer Lugo was nominated again for Officer of the Month in December of 2009. During this month Ofc. Lugo had located and stopped a suspect vehicle that had been involved in the sexual battery of a minor. Ofc. Lugo's diligence in locating the suspect, who had fled from the area of the crime, allowed him to be interviewed quickly by CID which ultimately ended with the suspect confessing. During this same month Ofc. Lugo conducted a traffic stop which led to a seizure of 23 grams of cocaine. Ofc. Lugo also made two L&P arrests during the month.

In conclusion, Ofc. Lugo was recognized numerous times for his outstanding work by both his supervisors and peers. Ofc. Lugo has proven to be a dedicated officer in

identifying and arresting dangerous offenders. Due to his tireless work ethic Ofc. Lugo has made the City of Gainesville a safer place for its citizens.



# Gainesville Police Department



This is to certify

The

## Exceptional Incident Response Citation

Has been awarded to

*Officer Ariel Lugo*

For

**DEMONSTRATION OF DILIGENCE AND DEDICATION IN RESPONSE  
TO AN UNUSUAL OR EXTRAORDINARY EVENT**

*On July 16<sup>th</sup>, 2011, several officers from evening and midnight shift responded to Colony Park after a vehicle fled into that neighborhood and was then used to assault three officers. The call was prolonged in its intensity, and based on the radio traffic, officers responding knew they were going to a very dangerous incident as it was unfolding. As the numerous officers arrived, they quickly assessed where they could contribute and fell in accordingly. All of the officers who participated in this call did so in an admirable manner. They are recognized for their contribution to the agency, the safety of the citizens of Gainesville, and mostly for their brave dedication to their fellow officers.*

Chief of Police

A handwritten signature in black ink, appearing to read "Tony R. Jones".

This

29<sup>th</sup>

Day of August, 2012

Ofc A Lugo had an incredible month. It began on October 3<sup>rd</sup> 2011 at about 2355 hours. He responded to the Florida Book Store area where Ofc R Foster observed a W/M Travis Pavlovski exiting the rear of a business with \$4300 in clothing merchandise. Ofc Lugo and Cpl Clinton were canvassing the area 40 minutes after the suspect had been lost in the area and the perimeter had been broken down. Due to his tireless effort and dogged determination not to give up the search Ofc Lugo was directed to a laundry room by some passer-bys and located the naked suspect. The suspect escaped after a brief struggle with Ofc Lugo and Cpl Clinton with one handcuff and was subsequently bitten by K-9 Argos.

Ofc Lugo also had a business burglary at the Bagel Bakery in his zone. The burglary occurred on his day off. He conducted unwavering follow-up on the burglary and obtained information that Erica Phillips B/F 10-27-82 was involved in the burglary and he located her. She admitted post Miranda that she drove John Victor Harrington WM 08-21-60 to the location and stood by while he broke the window and removed the cash register from the business. Ofc Lugo assisted detectives in the follow-up and located pieces of the stolen safe in Harrington's car. This type of follow-up is un-common and extraordinary.

Ofc Lugo located a stolen vehicle out of ASO and conducted a felony traffic stop. He made contact with Michael Pippenger W/M 11-07-69 who was the driver of the vehicle and he had a revoked license. Ofc Lugo also found a sexual predator Alvin Barnes B/M 07-20-63 for Sgt Fanelli at the downtown plaza that may soon be sentenced to life in prison.

Ofc Lugo possesses great instinctive and investigative skills that make him invaluable to our shift and our agency. He also is currently a Field Training Officer and completed most of these captures while training a new Officer. He consistently produces high quality investigations and dogged determination in his follow-up. He has had a tremendous month and has stood out among all the shifts with his work ethic. He deserves to be selected as Officer of the Month for October 2011. I have attached all the status updates he was involved during the month to this letter.

Sgt Lisa S Satcher #170



## POLICE DEPARTMENT Inter-Office Communication

To: Chief Jones  
via chain of command

Date: 06-25-11

From: Sgt Lisa S Satcher

Subject: COMMENDATION: OFFICERS S. Meffen Jr and A. Lugo

Field Training Officers are recognized as the 'back bone' of an agency, as they have the opportunity and responsibility to mold the new officers into law enforcement professionals. Officer Scott Meffen Jr and Officer Ariel Lugo have demonstrated their outstanding ability in this area. Each officer has taken a proactive role to assist with new trainees on Shift III. Both Officers have worked diligently and closely with the Operational Skills Unit to accomplish basic training for the new officers before they are deployed to Operations. They have recognized this additional responsibility as an opportunity and it is obvious they have undertaken this role with a high degree of seriousness and dedication. As veteran members on the Shift, they both understand the need for strong mentoring program and the criticality of this assignment in having trainees become acclimated to the agency.

To aid all Field Training Officers in this endeavor, Officer Lugo and Officer Meffen created a detailed checklist to ensure all new officers receive a comprehensive training regimen aimed at increasing their skill set. This is in addition to the checklists already in use. It is this 'raising of the bar' that creates a climate for high expectations, not only among trainees, but other FTO's as well.

In addition to their work with the Field Training Officer Program, Officer Meffen is assisting with training officers on Shift III in building searches, along with the assistance of Cpl Dave Blizzard. Officer Lugo continues to be a strong, vocal leader on Shift III and is quick to volunteer for any assignment to assist other officers. It is the enthusiasm of Officers Meffen and Lugo that is so impressive. These officers should be commended for their willingness to lead, their professionalism and dedication to the Gainesville Police Department and the officers they work with. They are a credit to the City and the community they serve.

Sgt Lisa S Satcher

*Lisa Satcher*

Sgt Dana Strama

*Dana Strama*

Sgt Michael Douglas

*Michael Douglas*

Cpl Victor Norman

*Victor Norman*

Cpl James Powell

*James Powell*

Lt. Arthur Adkins

*Great work!*  
*CREATING AND MOLDING  
NEW OFFICERS IS ONE OF  
THE MOST IMPORTANT THINGS  
WE DO. THANK YOU FOR  
EFFORTS.*  
*CAPT. POSEY*

*EXCELLENT WORK!  
LGA 7-15-11  
CC. PROUSE FID*

*SPW #161  
7-6-11*



## POLICE DEPARTMENT

### Inter-Office Communication

To: Chief Tony Jones  
via Chain of Command

Date: 5-14-11

From: Lt. Art Adkins *AA #320*

Subject: COMMENDATION FOR FRIDAY THE 13<sup>TH</sup>.

#### Involved Personnel:

Sgt. M. Douglas #315, Sgt. L. Satcher #170, Sgt. D. Strama #184, Officer N. Loveland #829, Officer K. Rosell #823, Officer C. Welch #778, Officer V. Nicoloff #785, Officer R. White #797, Cpl. D. Blizzard #514, Officer K. Carlisle #371, Cpl. V. Norman #158, Officer J. Alford #817, Officer A. Lugo #411, Officer J. Hutchinson #717, Officer S. Teasley #768, Officer W. Brown #857, Officer J. Dixon #521, Officer J. Pandak #695, Officer A. Zawadzki #814, Officer D. Houston #772, Officer K. Davies #815, Officer J. Griffin #723, Officer M. Greene #685, Officer J. DeCastro #788, Officer N. Tierney #839, Officer S. Meffen #736, Officer R. Nichols #494, Officer H. Young #448, Officer J. Crews #746, Officer J. Guyan #779, Officer B. Long #751, Officer B. Warren #8511.

On Friday, May 13<sup>th</sup>, 2011, Shift 3 personnel had one of the busiest nights in recent memory, handling an array of calls from noise complaints to a homicide. Leading up to this evening, Shift Supervisors had been emphasizing the need for communication, taking a leadership role, teamwork, placing emphasis on the minor details, assuming command at crime scenes, and seeing a job through to completion. On this particular evening all of the talents and skills developed by Shift personnel were brought into play.

Immediately upon clearing roll call, several officers were involved in a foot pursuit of a wanted suspect. Radio traffic discipline was outstanding and the coordination between units was superb which resulted in the arrest of the wanted suspect. Officers quickly debriefed and resumed normal duties.

During the course of the Shift two burglary details, with some officers in a covert capacity, were deployed in both the north and south areas of the City. Officers were extremely proactive in their assignments, but broke off from their details to handle calls for service (without being asked to do so by supervisors).

*ALSO A.W. IN PROGRESS  
Burglary ARREST  
EXCELLENT  
BY ALL  
INVOLVED!  
E. ROSLEY*

*SPW #161  
5-19-11*

*OUTSTANDING EFFORT BY  
ALL... IN ADDITION  
TOP WAS LED BY THE  
INSPIRED SUPERVISORS!  
WELL DONE!  
5-27-11  
C. BRADLEY  
FILES*

Shortly after midnight a tragic shooting occurred at the Lions Club, 3315 N. Main Terrace, resulting in the death of a young girl. Hundreds of young people were attending the function where the homicide occurred and as a result pandemonium reigned during the initial stages immediately succeeding the event. Teenagers were fleeing the scene, parents were arriving to provide transport and emergency medical personnel were responding to provide assistance to the victim. In the midst of all this chaos, Shift 3 personnel established an inner crime scene and started interviewing potential witnesses; additional personnel created an outer perimeter and stopped countless motorists from entering the area, thus preserving evidence. Officers on the outer perimeter also obtained license plate information of people responding and they located pivotal witnesses that would eventually help lead to the identification of the suspect. The remaining officers not involved in the incident, immediately triaged calls to provide service to the rest of the City.

Officers quickly started canvassing for a potential suspect once the name and description was broadcast. Officers located a possible suspect and a high speed chase ensued, resulting in the capture of the suspect in Hawthorne - it turned out he was not the suspect responsible for the shooting. Additional units responded to Village/Forest Green, Tree Trail Apartments, Carver Gardens and other potential hot spots in the City to ensure there would be no retaliation for the shooting – their quick thinking helped to stabilize potential areas of unrest and provided much needed information to the Shift Commander regarding community response to the shooting.

Another possible suspect was located in Tree Trail Apartments and officers responded, locating the potential suspect where a volatile encounter ensued resulting in the TAZING of the individual. In addition, another key witness was located by Shift personnel and transported to CID.

Several other calls came into the Communications Center regarding the shooting and Shift 3 personnel quickly responded to each incident. Officers remained past their normal end of watch to check neighborhoods and ensure no aggressive behavior developed.

The officers and supervisors should be commended for the service provided to the citizens of Gainesville on this date. At one time, there was a homicide scene, an in-progress burglary, a high speed chase and countless other calls for service requiring quick and swift police action. The impressive aspect was the lack of direct supervision necessary to achieve this outstanding response by personnel. Their attention to duty, initiative, understanding of the overall job function and mission, their willingness to work to conclusion and help identify the suspect speaks volumes about their professionalism, dedication and work ethic. Each officer and supervisor

ensured their efforts worked harmoniously with the overall mission to achieve a desired outcome. The effort put forth by the Shift was an outstanding example of not only individual effort, but an unyielding desire to see the 'team' perform exemplary. This synergistic effect created an environment where the concept of success was not only desired, but expected.

An outstanding job by Shift 3.

**Harden, Holly B.**

---

**From:** White, Robert P.  
**Sent:** Saturday, January 02, 2010 10:10 PM  
**To:** DG\_GPD  
**Subject:** D1 Officer of the Month Recommendation

To Whom It May Concern,

I would like to make a recommendation for Officer of the Month in D1.

On 12-31-09 I took a report of a sexual battery of a child. A BOLO was issued for the suspect's vehicle. That night, Officer Ariel Lugo and his trainee were diligently looking for the vehicle and it paid off. The driver was stopped by Lugo, arrested for DWLSR Habitual and transported to GPD where Detective C. Roberts received a full confession to sexually battering his daughter. If he was not stopped that night, he may have battered her again.

A month or so ago, Lugo checked out with a 13V at the Citgo on NW 13th St/NW 16th Ave. The driver fled in a stolen vehicle, was caught, and confessed to 2 other 21B's committed that night. Not to discount the efforts of any other Officer, but I was shocked that he was not selected for Officer of the Month that month.

Let's make sure he gets the recognition he deserves on this one.

Officer Bobby White #797

Gainesville Police Dept

352-334-2400

352-870-5090 cell

[whiterp@cityofgainesville.org](mailto:whiterp@cityofgainesville.org)



**POLICE DEPARTMENT**  
Inter-Office Communication

To: All Personnel

Date: September 28, 2009

From: Tony Jones  
Interim Police Chief

Subject: Capulet/Montague Letter Of Appreciation

During the first six months of 2009, the City of Gainesville was experiencing an unprecedented rise in robberies. The number of robberies was escalating to the point where the sheer number threatened to eclipse all previous records. They were not limited to one area, but included business, personal and beat down robberies. The Gainesville Police Department had to respond to this criminal element threatening the safety of our city.

For a two month period all facets of the agency united to form the Operation Capulet and Montague detail. Officers and supervisors from every entity within the agency committed resources to this worthwhile and much needed endeavor. The results were nothing short of miraculous. During an eleven day period there were no robberies reported and crime across the board dropped significantly. More importantly, the citizens of Gainesville had the opportunity to witness their officers project a positive, professional image while curtailing a violent spree of crimes. The image portrayed by GPD personnel will be a lasting one and an outstanding representation of a modern law enforcement organization.

On behalf of the command staff, I would like to personally thank you for an outstanding job and your diligence to serve the citizens of Gainesville during these times. I am proud to be associated with such a fine staff and your professionalism has once again demonstrated the level of commitment the Gainesville Police Department has to this City.





# Gainesville Police Department

Inter-Office Communication

Chief Norman B. Botsford

**To:** Officer A.A. Lugo

**From:** Chief Norman B. Botsford *NBB*

**Subject:** Your commendable performance

**Date:** March 16, 2006

*Good job*

The attached letter from Mr. Earl White, advised me of your assistance and kindness following the death of Mr. White's mother. I commend your actions, and want you to know that your efforts are greatly appreciated.

Letters of this nature always make me feel proud to have officers as yourself who show care and compassion during cases of this type. Keep up the good work.

NBB/nt



## CITY OF GAINESVILLE

*Gainesville Police Department*

March 17, 2006

Mr. Earl White  
[REDACTED]

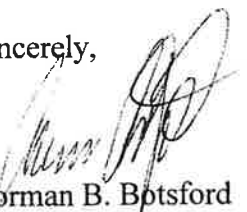
Gainesville, FL 32601

Dear Mr. White:

Thank you for your letter commending Officer Ariel Lugo for his assistance following the recent passing of your Mother. I was saddened to learn of your loss, and I hope you have been able to find peace and comfort through pleasant memories of your time with her.

I will share your letter with Officer Lugo and will have a copy placed in his personnel file. Thank you for taking the time to share your thoughts with me.

Sincerely,

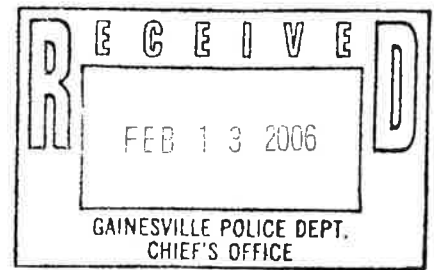
  
Norman B. Botsford  
Chief of Police

NBB/nt

c: Officer Ariel Lugo

February 10, 2006

*M*



GAINESVILLE POLICE DEPARTMENT  
CHIEF NORMAN BOTSFORD  
721 NW 6TH ST  
GAINESVILLE, FL 32601

Dear Chief Botsford,

Please express my thanks to Officer A A Lugo who came to my Mother's house (Jean [REDACTED] [REDACTED] when I found her deceased in her bedroom on Sunday, Jan 29th.

Officer ~~as~~ Lugo called Forest Meadows Funeral Home and stood by the scene until someone arrived.

My appreciation and thanks to Officer Lugo, the Forensics Team , and all the fine officers who helped in this matter.

Sincerely,

*Earl White*  
Earl White

[REDACTED]  
Gainesville, Fl 32601

**Johnson, Elaine P.**

---

**Subject:** FW: Citizen Compliment to Ofc Ariel Lugo - Medical Assistance

Ariel,

Thanks for the good work in handling this call. Obviously you had quite an impact on this individual and your actions are a credit to the Department, and are a testament to your willingness to get involved and lend a hand when needed. Thanks for all your hard work.

E.J.,

Please place this email in Ofc Lugo's personnel file.

*Sgt David Rowe*

-----Original Message-----

**From:** Book, Edwin A.

**Sent:** Monday, January 30, 2006 7:33 PM

**To:** Rowe, David H.

**Cc:** Johnson, Ernestine D.; Welch, T. Dee

**Subject:** Citizen Compliment to Ofc Ariel Lugo - Medical Assistance

Sgt David Rowe, Ofc Lugo's performance may be worthy of formal nomination if you wish to pursue. I can assist with a template.

Exec Staff Ernestine Johnson, Please await Sgt Rowe's comments on this email and then have placed in Ofc Lugo's personnel file as evidence of excellent police service. (XC: Ofc Lugo)

**Ed Book, Lieutenant**  
**District 2**

---

**From:** Welch, T. Dee

**Sent:** Monday, January 30, 2006 1:30 PM

**To:** South, Justine M.; Lugo, Ariel A.

**Cc:** Rowe, David H.; Book, Edwin A.; Washington, Willie J.

**Subject:** RE: citizen compliment

Ariel,

Thanks for showing compassion. It's great to get positive feedback from citizens. Justine, thanks for passing it along. Lt.

-----Original Message-----

**From:** South, Justine M.

**Sent:** Sunday, January 29, 2006 11:15 AM

**To:** Lugo, Ariel A.

**Cc:** Rowe, David H.; Book, Edwin A.; Welch, T. Dee; Washington, Willie J.; Hanna, Marlene R.

**Subject:** citizen compliment

While working the front desk this morning (01-29-06) a gentleman named John Carr called and stated that he had been in the roadway yesterday having a seizure and Officer Lugo pulled up to help him.

Mr. Carr wanted to express his thanks to Officer Lugo and tell him how much he appreciated his help with his medical situation and also with preventing him from being run over by passing cars. He was very grateful.

2/15/2006

**Johnson, Ernestine D.**

**From:** Book, Edwin A.  
**Sent:** Monday, February 27, 2006 6:47 PM  
**To:** Johnson, Ernestine D.  
**Cc:** Baker, Steven D.; Rowe, David H.  
**Subject:** Ofcs Lugo, Lormil, D Smith

Ernestine,

Once receiving email comments from Sgts Baker & Rowe, Please place email in these officers' personnel files as evidence of good work & then let the officers know.

Ed Book, Lieutenant  
District 2

---

**From:** Lugo, Ariel A.  
**Sent:** Monday, February 27, 2006 11:53 AM  
**To:** Welch, T. Dee; Lormil, Farrah E.; Smith, Diamond G.  
**Cc:** Book, Edwin A.; Rowe, David H.; Washington, Willie J.; Scott, Lonnie  
**Subject:** RE: Looking Good

Thank you very much. Farrah, Diamond, and I feed off of each other very well. Each arrest that we have made has all been a team effort by the three of us.

---

**From:** Welch, T. Dee  
**Sent:** Mon 2/27/2006 10:15 AM  
**To:** Lormil, Farrah E.; Lugo, Ariel A.; Smith, Diamond G.  
**Cc:** Book, Edwin A.; Rowe, David H.; Washington, Willie J.; Scott, Lonnie  
**Subject:** Looking Good

I've seen your names on the status quite a bit lately and we appreciate all the good work you folks are doing out there. Sorry for the delay in recognizing it. Things get shoved to the back burner sometimes but no excuse. Dayshift D2 is working hard and short handed and the pipeline for new blood is looking grim, but we appreciate what you are able to get accomplished. Thanks for keeping us the envy of other districts by doing such a good job. I didn't cut and paste all of the things, but I was able to easily locate these. Thanks again much. Lt.

**06-4032 Possession of < 20g Cannabis, Possession of controlled substance (morphine, methadone, Amitriptyline).** Ofc. Lormil stopped [REDACTED] for trespassing at 1200 NW 5<sup>th</sup> Ave. Search incident to arrest revealed a pill bottle containing several different prescription drugs. Def Weldon stated that someone gave it to him. DOJ

**06-3015 Possession of Controlled Substance (Cocaine)/Possession of Drug Paraphernalia/RWOV/ /Possession of Cannabis < 20 gms/Providing False Information To A Law Enforcement Officer/ AOA (Possession of New Legend Drug Without Prescription):** On 02-11-2006, at 0900 hours, at 1100 SW 6th Ave. Ofc. Lugo conducted a traffic stop for an expired tag. He arrested the driver [REDACTED] after she advised that her license was suspended. A computer check verified the above. A search of her purse incident to arrest revealed a

2/28/2006

baggie containing cannabis. Ofc. D. Smith was on scene and observed an open can of beer on the floorboard of the vehicle. The passengers had exited the vehicle and entered the residence of Mary Garrison the front seat passenger. Susp Garrison returned to the vehicle and was cited via Uniform Traffic Citation for open container. Another passenger had given Ofc. Lugo a false name of Carol Sharon Johnson, when Ofc. Lormil arrived on scene and advised that her real name was [REDACTED] [REDACTED] had attempted to exit the residence via a back door when Ofc. Lormil attempted to handcuff her. Susp. Watson physically resisted Ofc. Lormil's efforts and was subdued with the assistance of Ofcs. Smith and Lugo. Susp. Watson had an active ASO warrant which she was trying to conceal. Search of Susp. Watson incident to arrest revealed a rock of crack cocaine, a push rod, and a broken end of a pipe, which had a burnt brillo pad in it. A presumptive field test on all of these items proved positive for crack cocaine. Susp. Watson was transported to ASODOJ. Susp. Blakney was issued an NTA and traffic citation and released.

Lt. T. D. Welch  
P. O. Box 1250  
Gainesville Police Department  
352-334-3314  
[welchtd@ci.gainesville.fl.us](mailto:welchtd@ci.gainesville.fl.us)



# Gainesville Police Department

Inter-Office Communication

Chief Norman B. Botsford

**To:** Department Member  
**From:** Chief Norman Botsford  
**Subject:** 2004 Hurricane Season

A handwritten signature in black ink, appearing to be "N. Botsford", written over the "From:" line.

**Date:** November 15, 2004

The 2004 Hurricane Season will long be remembered throughout the state; not just for the destruction and devastation it brought, but moreover for the solidarity displayed by so many.

I salute the members of the Gainesville Police Department for your assistance in the recovery efforts. Many of you were away from your homes and families during the storms, in order to provide a service to the citizens of Gainesville. Some of you traded your duty weapon for a chain saw. Others of you traveled to other municipalities to assist under-staffed agencies.

Whatever your role was, whether it was simply reporting to your normal duty in the foul weather, or assisting with special details - I want you to know how much I appreciate your efforts. Let this memo serve as my expression of thanks, and be placed in your personnel file, as evidence of your contributions to the Gainesville Community, and other areas throughout the state that were affected by the Hurricanes of 2004.

NBB/nt




# Gainesville Police Department

Inter-Office Communication

Chief Norman B. Botsford

**To:** Officer Ariel Lugo

**From:** Chief Norman B. Botsford 

**Subject:** Your commendable performance

**Date:** June 21, 2004

Chief Linda Stump of the University of Florida Police Department was very complementary (as you will see in the attached copy of her letter) of your quick assessment of the situation and subsequent actions on May 6, when you responded to assist UPD officers.

I commend your actions, and want you to know that your efforts are greatly appreciated. I am pleased to have officers as yourself serving the citizens of Gainesville and assisting other agencies.

NBB/nt

*GOOD WORK*





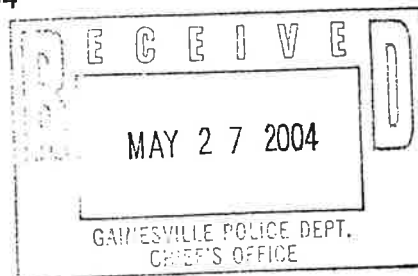
# UNIVERSITY OF FLORIDA

Finance and Administration  
University Police Department

Building 51 Museum Road  
PO Box 112150  
Gainesville, FL 32611-2150  
(352) 392-1111  
Fax (352) 392-0539

May 25, 2004

Chief Norman Botsford  
Gainesville Police Department  
PO Box 1250  
Gainesville, FL 32601



Dear Chief Botsford:

I would like to take this opportunity to extend my sincere thanks and appreciation for the quick response by your officers in coming to our assistance on May 6, 2004. Our officers had responded to a domestic call at the Shands Cancer Center involving a suspect with a gun. While our Victim Advocate was transporting the victim to a safe place, they encountered the suspect at that location and quickly left. Our officer's accompanying the Victim Advocate lost sight of them while in pursuit of the suspect and called our dispatch for assistance. Your officers responded quickly and also made a request for the helicopter to assist as well.

I especially appreciate GPD Officer Ariel Lugo (ID 411) who made the request for the helicopter that was approved by Sgt. Chuck Reddick (ID 153). Their quick assessment of the situation and request was of great assistance to us.

I truly appreciate the spirit of cooperation between our departments and the officers on the street. Please pass along my appreciation to your officers and staff and I look forward to our continued excellent working relationship.

Sincerely,

Chief Linda J. Stump  
Director





## CITY OF GAINESVILLE

*Gainesville Police Department*

June 21, 2004

Chief Linda J. Stump  
University of Florida Police Department  
Building 51, Museum Road  
Gainesville, Florida 32611-2150

Dear Chief Stump:

Thank you for your kind letter commending Gainesville Police Officers who responded on May 6, 2004 to the Shands Cancer Center to assist UPD Officers with a domestic call. I appreciate your positive comments, and will pass a copy of your letter on to Officer Ariel Lugo, and Sergeant Chuck Reddick. I will also have a copy placed in their personnel files.

I thank you for taking the time to share your thoughts with me.

Sincerely,

Norman B. Botsford  
Chief of Police

NBB/nt

c: Officer Ariel Lugo  
Sergeant Chuck Reddick



# Gainesville Police Department

Inter-Office Communication

Chief Norman B. Botsford

**To:** Officer Ariel Lugo

**Date:** May 7, 2002

**From:** Chief Norman B. Botsford

A handwritten signature in black ink, appearing to be "N. Botsford", written over the printed name.

**Subject:** Your commendable performance

I have been advised through the attached letter of your professionalism in dealing with an incident involving Dr. Clawson. I commend your actions, and want you to know that your efforts are greatly appreciated.

I am pleased to have officers as yourself serving the citizens of Gainesville.

NBB/nt



## CITY OF GAINESVILLE

*Gainesville Police Department*

May 2, 2002

Lyn Clawson, Ph.D.  
P.O. Box 12966  
Gainesville, FL 32604

Dear Dr. Clawson:

Thank you for your letter commending Officer Ariel Lugo. Our standards of professionalism are high and it is gratifying to know that our officers continue to perform at the level expected of them.

I will be sure to share your letter with Officer Lugo and will have a copy placed in his personnel file.

I appreciate and understand the concerns outlined in your letter, and again, thank you for taking the time to share your thoughts with me.

Sincerely,

Norman B. Botsford  
Chief of Police

NBB/nt

c: Officer Ariel Lugo



P.O. Box 1250 • Gainesville, FL 32602-1250  
352.334.2400

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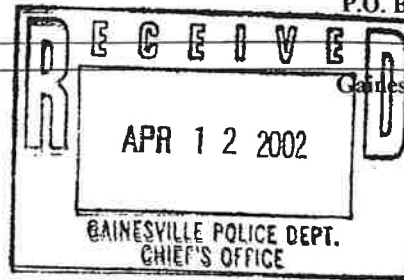
# Lyn Clawson, Ph.D., LMHC

Phone (352) 336-4956

Biven's Lake Office  
P.O. Box 12966

By Appointment Only  
April 8, 2002

Chief Norman B. Botsford  
Gainesville Police Department  
721 N. W. 6<sup>th</sup> Street  
Gainesville, Florida 32601



Gainesville, Florida 32604

Incident: Florida Credit Union, N. W. 13<sup>th</sup> Street  
Time and Date: 12:00pm: April 3, 2002

Dear Chief Botsford:

I would like to take this occasion to thank your Police team (uniformed and others) who displayed color-blind, justice-seeking police authority when they answered a call to the Florida Credit on N. W. 13<sup>th</sup> Street on the date and time stated above. For the first time in my life I was face to face with the possibility of an arrest. I attempted to deposit into my checking account what I later learned was a counterfeit \$10 bill. While my Credit Union of eleven years had no faith in the innocence of my act, the GPD officer, first on the scene, asked me straight away if I had been to any of the local grocery stores. I had. I did not feel suspected by the **Police** as much as I did by my **Credit Union** despite the fact that it had gained thousands of dollars in profit from me over the years in fees. I noted the excellent police work by Officer Lugo in verifying the story I told them. After taking my information, he allowed me to leave the scene within 90 minutes of the complaint. While I am sure my activities were monitored further, I felt trust in the team's authority and in GPD for the first time in weeks. [A few weeks earlier, an Officer had *tried* to ID me inside my own property (supposed 911 call) because she did not believe my credentials displayed on the wall, and to search my place without a warrant; I resisted such poor treatment.]

As a minority, I have lived in the Gainesville community for 27 years. I have owned property in the city for 19 years. I was first a student and later worked in mental health care for most of the time throughout this North Central Florida Catchment area. I administered a human service volunteer program via at Santa Fe Community College where I helped to initiate Volunteer Week in Gainesville in the 1980's. I am vested with the state retirement system after serving as a Psychological Specialist at UF and shortly with the Department of Corrections. I have helped over 1,000 persons as a therapist who started young. I am semi-retired due to my own stress-related health problems. I have been exclusively in private practice since 1991, mainly in the surrounding areas where mental health care was less available. I have focused more on the Gainesville community the last few years with some regret.

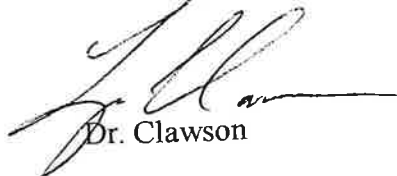
Continued

As you know, societal vigilance has increased recently via information gleaned technologically. The profiling, looking mostly for drug-business has been both good and bad. There are many players helping the police do its work. Unfortunately, many of these players are incapable of judging unsubstantiated information. I have observed the suspicious aggression displayed by the technologically empowered "limited" who detect their own desires and beliefs more so than real violations. There is extensive research in the literature on lack of critical thinking, racism, class prejudice, and sexism concerning the interpretation of information. As I go about my work in various communities as an independent, professional counseling, doctoral level person, it has been with feelings of indignation to observe some *recent* reactions to me, particularly in the larger city, how even the organized crime element is compel to practice their brand of surveillance. While freedom and independence are American values, in the real world, they seem to be *red flags* of illegitimacy, and/ or vile opportunity of various sorts. Society seems confused.

For example, before your time, or shortly there after, even GPD Officers frightened an elderly client whom I had taken to a downtown festival along with her nurse. Their aggressive facial expressions, verbal overtures, and body language toward us as I pushed her wheelchair along the street toward them, caused me to wonder about their motives. They seemed frustrated with something that they could not act on. My frightened elderly client, with the overriding credibility of being a white woman, felt that she had to protect **me** by shouting to the mixed-race group of Officers, "this is *my* doctor". I eventually left that contract because that incident eventually undermined my work. Nobody wants a doctor/ counselor who is treated like a suspect or a second class citizen by the police, true or not. As the word spreads about this Credit Union incident, in all probability, I will lose some of the few clients I have managed to hang on to through the Health Care Industry crisis of 1995-96, when those doctors with political clout and connection dominated the moves to managed care plans. In our shallow society, one cannot earn a living when the police or your financial institution is putting you down in front of your clients or potential clients. Nevertheless, I have earned the right to be an independent private practitioner just as my counterparts are allowed to, although with less rewards and support.

As I accept the difficulties of my position, it is encouraging to know that when it comes to the **real test**, the local police can provide protection against bad treatment, bad people, and in my case, when bad things happen unwittingly. I was most appreciative of your GPD Officers on April 3, 2002. Also, I trust that color-blind, justice-seeking police authority and police work will continue to be encouraged at GPD on your watch.

Sincerely,



Dr. Clawson



## CITY OF GAINESVILLE

*Gainesville Police Department*

March 1, 2001

Dr. Ona Colasante

Hawthorne, FL 32640

Dear Dr. Colasante:

Thank you for your letter of December 5, 2000 commending Officer Ariel Lugo. I apologize for the delay in responding to your letter.

It is always pleasant to receive a letter such as yours. Our standards of professionalism are high and it is gratifying to know that our officers continue to perform at the level expected of them.

Although Officer Lugo is no longer with this agency, I will have a copy placed in his personnel file. Again, thanks for taking the time to share your thoughts with me.

Sincerely,

Norman B. Botsford  
Chief of Police

NBB/nt



P.O. Box 1250 • Gainesville, FL 32602-1250  
352.334.2400

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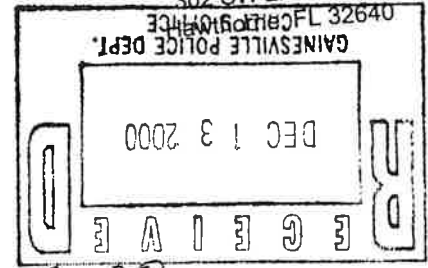
olasante, M.D.  
Certified Family Physician

Rosario-Carlo, M.D.  
Certified Family Physician

ra Mohrman, PA-C  
ian Assistant



Tel: 352-481-2400  
Fax: 352-481-2777  
302 SW 2nd Avenue  
Gainesville, FL 32640



12-5-00

Dear Alachua County Police Department Chief:  
I had reason to file a police report  
this past weekend. The report was taken  
by your Deputy Avery Lugo.

I want to commend you on the  
high quality service Deputy Lugo provided.  
He is a policeman of the highest caliber.  
~~and~~ He was intelligent and respectful, but  
was also able to offer compassion and  
reassurance to me & my family. He stated  
the relevant details of the law pertaining to  
our report and made me feel that a thorough  
investigation would be made.  
Thank you for reaffirming my confidence  
in police force!

Sincerely, Ona Colasante MD





# Gainesville Police Department

Inter-Office Communication

Chief Norman B. Botsford

**To:** Officer Ariel Lugo

**Date:** June 19, 2000

**From:** Chief Norman B. Botsford

**Subject:** Your commendable performance

I have been advised through the attached letter, or your assistance to Mr. and Mrs. Williams. I commend your quick actions, and want you to know that your efforts are greatly appreciated.

I am pleased to have officers as yourself serving the citizens of Gainesville.

NBB/nt



## CITY OF GAINESVILLE

*Gainesville Police Department*

June 16, 2000

Ms. Elizabeth Williams

[REDACTED]

Gainesville, FL 32601


Dear Ms. Williams:

Thank you for your letter commending Officer Robert Hager, and Officer Ariel Lugo. Please forgive my delay in responding.

It is always pleasant to receive a letter such as yours. Our standards of professionalism are high and it is gratifying to know that our officers continue to perform at the level expected of them.

I will be sure to share your letter with Officer Hager, and although Officer Lugo is no longer with this agency, I will have a copy placed in both of their personnel files. Again, thanks for taking the time to share your thoughts with me.

Sincerely,



Norman B. Botsford  
Chief of Police

NBB/nt

c: Officer Robert Hager  
Officer Ariel Lugo

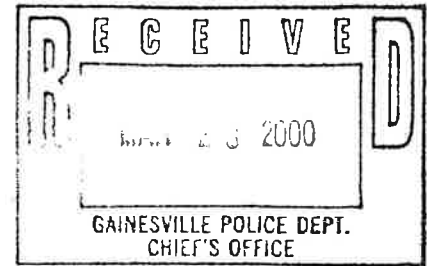


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P.O. Box 1250 • Gainesville, FL 32602-1250  
352.334.2400

March 27, 2000

Chief Botsford  
721 NW 6<sup>th</sup> Street  
Gainesville, Florida 32606



In RE: Ofc. Robert Hager #408

Ofc A. Lugo #411

Just a note of thanks and praise to the above mentioned officers with your department.

On Monday morning, March 20<sup>th</sup>, 2000 I heard a car stop and a door slam. This was approx. 3:45 to 4am that morning. I looked out and saw my father-in-law headed to a vehicle that I could not tell what the vehicle looked like due to a large bush. All of the lights were on outside of their house and this really frightened me.

In my haste to get to the door to see what was taking place at this hour with two very handicapped in-laws and to get my house keys, since our house is locked up with numerous deadbolts, I hit the front door in a short while. As soon as I opened the door our alarm system went off. What a noise at 4am!!!!!! I took off to get my husband up to help get the thing shut off. He was stumbling up the hallway wondering what was going on. The security system was calling and we could not get the alarm off. The security said to go back and CLOSE THE DOOR!!!!!! OKAY!!!!

As I picked up the phone to call the in-laws to tell them that I knew what was going on at our house, but what was going on at their house my husband said the police are HERE!!!! But they are not to come unless security can't get us!!!! OH NO!!!! Man I had really messed up this time. But no I was checking on my in-laws.

The two above mentioned officers were walking up the street. We opened the door and I shared with them that I was the one who set the alarm off and why I did it. By this time the lights were going off across the street but I knew the only reason they would be out at this hour was to go to the hospital. By the time the officers left the lights across the street were out. Did I call or did I wait until later to check on them.????

The two officers told us that they were in the area of Waldo road and 8<sup>th</sup> avenue and that they heard the alarm go off and they headed in the direction of the noise. Upon getting nearer to the noise the alarm reset and quit making the noise!!!! They were trying to locate if there was a problem. Now I really felt bad but was so happy to find out that the alarm system can be heard for many blocks at 4am.

I just want to let you know that you probably have many Ofc Hager and Ofc Lugo's working in your department but I wanted to thank them for their brave and fast response to a situation that could have been very much needed. I think they felt much better to know that they located where the alarm was coming from.

My husband and I went back to bed. No sleep the rest of that morning!!!! I waited until about 9:15am and called my mother-in-law. I told her that I knew what had happened at our house but what happened at their house??? She took my father-in-law to the hospital due to pain in his eye. Well, after their daughter told them off about not calling some of us (we tell them all the time to call if they need us) we decided that they were sneaking in just like children because they did not want to get caught.. I was awake when I heard the car come in so they should have called when they went out. I am talking about an 83yr old father-in-law and mother-in-law in her 70's with one on a walker and one on a cane and can hardly walk..

We know that someone was watching over our parents that night and they were safe through their being out in Gville during the 1 o'clock to 4 o'clock time. We also know that two Officers were doing a great job while they were on duty that morning..

We pray for all of you who serve our community in such a caring manner.

Thanks,

*Elizabeth Williams*

Elizabeth Williams

Gainesville, Fl 32601

*Personnel File*

**Gainesville Police Department**  
Inter-Office Communication  
Chief Norman B. Botsford

MAR - 6 2000

**To:** Lt. Peter Backhaus

**Date:** March 4, 2000

**From:** Sgt. John Galbraith

**Subject:** February 2000, Officer of the Month (CRN 2000-3175)

I am nominating Officer Ariel Lugo, 411, for Officer of the Month. Officer Lugo works on shift 3, however the incident for which I am nominating him occurred after his regular shift was over.

On February 20, 2000 at 0259 hrs Ofc. Lugo was leaving the jail after transporting a prisoner for one of our units. As he was driving west on N.E. 39<sup>th</sup> Ave. Ofc. Lugo heard a radio broadcast that we were looking for a Ford Explorer, which had just been taken during an armed carjacking. As Ofc. Lugo reached the 1500 blk of N.E. 39<sup>th</sup> Ave. he observed a vehicle resembling the one taken. Ofc. Lugo turned around and caught up with the vehicle on N.E. 39<sup>th</sup> Ave. at the intersection of Waldo Road. He then verified the tag as being the same as on the vehicle reportedly taken at gunpoint.

Ofc. Lugo advised communications, via radio, that he was behind the stolen vehicle and the direction of travel. Ofc. Lugo continued to give updates on his location as the vehicle turned in the road leading to the Juvenile Detention Center, 3400 N.E. 39<sup>th</sup> Ave. The subject who had been driving the vehicle then jumped from the moving vehicle and fled into the wooded area, west of the road.

A perimeter was set around the wooded area and Ofc. Lugo entered the woods with the K-9 and his handler. After a lengthy walk/trot through the woods, the K-9 apprehended the suspect. Ofc. Lugo placed the suspect in handcuffs and escorted the suspect out of the woods. This was a difficult task as the suspect was bitten several times and was having difficulty walking. It was made even more difficult as the woods were almost impenetrable.

*forward to Ofc. M. Fitzgerald -  
Personnel*

*Cpt. S. [Signature]  
3/6/00*

Nomination of Officer A. Lugo

It was learned that the suspect, Jason Isaac Lenon 19 years of age, had just been released from prison for robbery about 1 ½ months prior to this incident.

Ofc. Lugo was technically off-duty at 0230 hrs, however this did not lessen his state of awareness. He paid attention to what was happening and was alert enough to spot the vehicle involved. He then became involved in the lengthy investigation resulting in the apprehension of a violent felon. The suspect has a long history of robberies and there is little doubt that he would have continued to commit armed robberies if not apprehended. It is also very likely that sooner or later someone would be injured or killed by the suspect or an accomplice.

It is this type of diligent police work that needs to be recognized by our community. Ofc. Lugo did a very professional job and deserves to be nominated as Officer of the Month of February 2000.



## CITY OF GAINESVILLE

*Gainesville Police Department*

January 22, 1999

Ms. Barbara Brasington  
[REDACTED]

Gainesville, FL 32609-3410

Dear Ms. Brasington:

Thank you for your letter commending Officer Ariel Lugo

It is always pleasant to receive a letter such as yours. Our standards of professionalism are high and it is gratifying to know that our officers continue to perform at the level expected of them.

I will be sure to share your letter with Officer Lugo and will have a copy placed in his personnel file. Again, thanks for taking the time to share your thoughts with me.

Sincerely,

Donald L. Shinnamon, Sr.  
Chief of Police

DLS/nt

c: Officer Ariel Lugo



---

P.O. Box 1250 • Gainesville, FL 32602-1250  
352.334.2400



BRASINGTON  
Cadillac-Oldsmobile Inc.



P.O. BOX 5669  
2001 N.W. 13th STREET  
GAINESVILLE, FLORIDA 32609-3410

PHONE 378-5301

January 5, 199

Chief Donald L. Shinnamon, Sr.  
G.P.D.  
721 N.W. 6th Street  
Gainesville, Fl. 32601

Dear Chief Shinnamon, Sr.

We would like to tell you how efficient, pleasant and helpful Officer Ariel Lugo was at our recent party. His performance of this off duty detail was well received by all the guests. He is a credit to G.P.D.

We would like to wish you and yours a Happy New Year.

Sincerely,

Barbara Brasington





# GAINESVILLE POLICE DEPARTMENT

Post Office Box 1250  
Gainesville, FL 32602  
(352) 334-2400

Donald L. Shinnamon, Sr.  
Chief of Police

December 1, 1998

Dr. Ariel E. Lugo  
Calle Tamesis #1528  
El Paraiso, Rio Piedras, PR 00926

Dear Dr. Lugo:

Thank you for your letter commending Officer Anthony Ferrara, Corporal Ed Barry, Lieutenant Willie Washington, Sergeant Joe Stein and your own son, Officer Ariel A. Lugo.

It is always pleasant to receive a letter such as yours. Our standards of professionalism are high and it is gratifying to know that our officers continue to perform at the level expected of them.

I will be sure to share your letter with Officer Ferrara, Corporal Barry, Lieutenant Washington, Sergeant Stein and Officer Lugo, and will have a copy placed in their personnel files. Again, thanks for taking the time to share your thoughts with me.

Sincerely,

Donald L. Shinnamon, Sr.  
Chief of Police

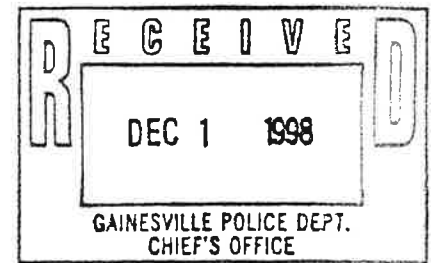
DLS/nt

c: Officer Anthony Ferrara  
Corporal Ed Barry  
Lieutenant Willie Washington  
Sergeant Joe Stein  
Officer Ariel Lugo

To Protect and to Serve,  
In Partnership with the Community



**Calle Tamesis #1528  
El Paraíso, Río Piedras, PR 00926**



November 22, 1998

Donald Shinnamon  
Chief of Police  
721 NW 6th St.  
Gainesville, Florida

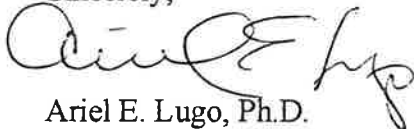
Dear Chief Shinnamon:

I thank the Gainesville Police for the opportunity of spending a shift with Officer 411, my son, on the evening of November 18-19, 1998. I believe it is a good idea for the Police to allow civilians to accompany officers in their patrol through the city. One obtains a new perspective of reality and in my case, a new respect for Police Officers and the work they do.

That evening I came in contact, among others, with Officers Anthony Ferrary (375), Ed Barry (36), Lt. Willie Washington (217), and Sgt. Joe Stain (83). I head a Federal Agency in Puerto Rico and was interested in evaluating employee behavior and customer service as we rushed from one call to another. I am sure you are aware of the professionalism of your officers, their sense of fairness, and their sensitivity to human problems. I was pleasantly surprised by what I saw. In addition, I was impressed by the effective use of time, the effectiveness of communications, and the high degree of team work.

After that evening I have a heightened admiration for your Department and a sense of pride that my son works for the Gainesville Police. Thank you for allowing me to ride in the patrol car, and don't be surprised if in the future I ask for a second opportunity.

Sincerely,



Ariel E. Lugo, Ph.D.

CITY OF

INTER-OFFICE-COMMUNICATION-----

GAINESVILLE  
POLICE DEPARTMENT

Chief Donald L. Shinnamon, Sr.

TO: Lt. Rick Zenuch

DATE: 10-01-98

FROM: Sgt. Paul Forsberg *P.D.F.*

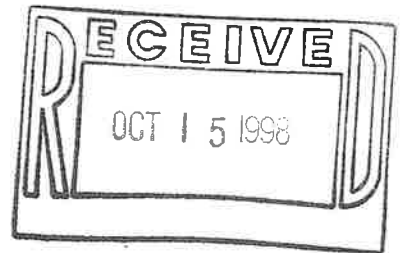
SUBJECT: Officer of the Month for September 1998

*Personal File*

Squad 3A's Officer of the month nomination is Officer Ariel Lugo. This nomination is based on Officer Lugo work ethic. Ofc. Lugo is a hard worker who makes good use of his pro-active time. Ofc. Lugo leads the squad in citations issued (64 this month) every month. Ofc. Lugo also lead the squad in reports written (38), misdemeanor numbers (24), and parking tickets issued with 18. Ofc. Lugo is very helpful to the shift with his G-Unit capabilities and is also working the mall one day a week.

While working the mall on September 26, 1998 Ofc Lugo worked a strongarm robbery that occurred in the parking lot, CR#98-19667. Ofc Lugo obtained a good description of the suspects and their vehicle. On September 27, 1998 Ofc Lugo obtained information on one of the suspects Troy Hollingsworth, w/m, 7-10-80. Ofc Lugo was able to get Mr. Hollingsworth to come to GPD and confess his involvement in the case. Mr. Hollingsworth gave Ofc. Lugo a nickname of the second suspect who was ultimately identified. Charges are pending on the second suspect who is in CSU for trying to shoot himself after learning Ofc. Lugo was looking for him. This is just an example of Ofc. Lugo's work habits and I feel he should be recognized as the Officer of the Month for September, 1998.

cc: FILE



*Daneel*  
*original to file*  
*copy to Ofc Fitzgerald - Personal*  
*10/14/98*

COPY



## STATE ATTORNEY

ELEVENTH JUDICIAL CIRCUIT OF FLORIDA

E. R. GRAHAM BUILDING  
1350 N.W. 12TH AVENUE  
MIAMI, FLORIDA 33136-2111

KATHERINE FERNANDEZ RUNDLE  
STATE ATTORNEY

TELEPHONE (305) 547-0100

August 21, 1998

Gainesville Police Department  
Lt. Richard Zenuch  
P.O Box 1250  
Gainesville, Florida 32601

Dear Lt. Zenuch:


I want to take this opportunity to commend Officer Ariel Lugo, and thank the Gainesville Police Department for its assistance and cooperation. Officer Lugo arrested Mr. Mark [REDACTED] for simple battery on November 12, 1997. Unbeknownst to Officer Lugo, Mr. [REDACTED] was on probation in Dade County for a particularly violent offense. While Mr. [REDACTED] was originally tried and convicted in 1994, he was able to take advantage of certain appellate procedures and secure an eventual release, well prior to serving out his twenty-two year sentence.

It is in large part as a result of Officer Lugo's diligence in the execution of his duties, that he correctly arrested Mr. [REDACTED] thus creating the basis upon which an affidavit of violation of probation was filed.

During the ensuing months and during the pendency of Mr. [REDACTED] Probation violation Hearing, Officer Lugo conducted himself with the highest degree of professionalism and courtesy, and was extremely cooperative in assisting the undersigned with the preparation of said hearing. Additionally, and on very short notice, Officer Lugo presented himself as a witness in a Miami courtroom and was instrumental in assisting this office with the incarceration of Mr. [REDACTED]

On behalf of the citizens of Dade County and the State of Florida, I want to express my sincere gratitude to Officer Lugo and congratulate him on a job well done.

Sincerely,

  
Mark A.J. Shapiro  
Assistant State Attorney

*Of Lugo -  
excellent work +  
well deserved  
recognition -  
Cpt. Daniels  
9/13/98*



*GREAT JOB!  
OFC LUGO represented  
HIMSELF AND GPD WITH  
GREAT PROFESSIONALISM.  
RFB 105 9/1/98  
RFB 9/2/98  
CJD*



# GAINESVILLE POLICE DEPARTMENT

Donald L. Shinnamon, Sr.  
Chief of Police

Post Office Box 1250  
Gainesville, FL 32602  
(352) 334-2400

May 11, 1998

Ms. Darla Brill, R.N.

Gainesville, FL 32607

Dear Ms. Brill:

Thank you for your letter commending Officer Ariel Lugo.

It is always pleasant to receive a letter such as yours. Our standards of professionalism are high and it is gratifying to know that our officers continue to perform at the level expected of them.

I will be sure to share your letter with him and will have a copy placed in his personnel file. Again, thanks for taking the time to share your thoughts with me.

Sincerely,

Donald L. Shinnamon, Sr.  
Chief of Police

DLS/mh

✓ c: Ofc. Ariel Lugo

Off. Lugo,  
Great job!  
Chief Shinnamon

To Protect and to Serve,  
In Partnership with the Community



Darla Brill R.N.

[REDACTED]  
Gainesville FL 32607

Chief Shinnamon  
Gainesville Police Dept  
PO BOX 1256  
Gainesville FL 32602

RECEIVED

MAY 11 1998

April 30, 1998

Dear Chief Shinnamon,

I would like to express my appreciation for the professional and efficient action of Officer Ariel Lujo.

On Sunday April 26th 1998, I called GPD in reference to the usual loud music coming from some college students next door to me. For the past year I knew that there was more then the music that was troubling but could only ask GPD to attempt to give these students a warning. Being an E.R. nurse I recognized the students behavior to possibly be drug related. When Officer Lujo arrived, he was very professional and listened carefully without prejudging the situation as a typical noise problem. He was alert and was able to arrest three of the students on drug related charges.

I realize GPD handles many of these calls, but I can not express the relief that someone took me seriously and the proof was obvious. On behalf of myself and the vulnerable children that live in the area, I would like to thank Officer Lujo. (Report # 98 - 8502)

Sincerely,



Darla Brill R.N.  
Shands Hospital

# CITY OF GAINESVILLE

## FRATERNAL ORDER OF POLICE PERFORMANCE EVALUATION

<b>LUGO, ARIEL</b>	<b>10122</b>	<b>Police/Operations</b>	<b>OCT 2016</b>
LAST NAME	FIRST	EMPLOYEE ID #	DEPT./DIV. DATE ISSUED

<b>10/1/15 - 9/30/16</b>	<b>POLICE CORPORAL</b>	<b>7313</b>
PERIOD COVERED	JOB TITLE	TITLE CODE

<b>TYPE OF REVIEW</b> ("X" ONE <input type="checkbox"/> )	<b>RATING SCALE</b>
<input checked="" type="checkbox"/> TYPE 1 Annual October 1 Evaluation (For prior fiscal year) <input type="checkbox"/> TYPE 2 Probationary Evaluation (Twelve months - New Hires) <input type="checkbox"/> TYPE 3 Initial October 1 Evaluation <input type="checkbox"/> TYPE 4 Promotional Probationary Evaluation (Twelve Months) <input type="checkbox"/> TYPE 5 Extended Probation Evaluation (New Hires or Promotion) <input type="checkbox"/> TYPE 6 Other - RETURN FROM MILIARY LEAVE (Not Elsewhere Classified)	5 = OUTSTANDING 4 = EXCEEDS STANDARDS 3 = MEETS STANDARDS 2 = CONDITIONAL 1 = UNSATISFACTORY

Type 2: For employees hired after October 1 and who complete probation during same fiscal year in which hired.  
 Type 3: For employees hired before October 1 and complete probation after October 1.  
 Type 4: For employees who complete promotional probation.  
 Type 5: For employees who complete extended new hire or promotional probation.

PLEASE "X" APPROPRIATE LEVEL OF EMPLOYEE

☒ **SUPERVISORY EMPLOYEE**
☒ **NON-SUPERVISORY EMPLOYEE**

(FILL IN A NUMBER BETWEEN 1 AND 5; 1 BEING THE LOWEST, 5 BEING THE HIGHEST; 3 MEETS EXPECTATIONS)

### I. GENERAL FACTORS

1. ATTENDANCE
2. PUNCTUALITY
3. SAFETY
4. COOPERATION AND TEAMWORK
5. ATTITUDE TOWARD WORK
6. ATTITUDE TOWARD SUPERVISION
7. FOLLOWING POLICIES AND PROCEDURES
8. INITIATIVE/WORKING WITHOUT SUPERVISION
9. COMMUNICATION - INTERNAL
10. COMMUNICATION - EXTERNAL
11. COMMUNICATION - WRITTEN
12. ADAPTABILITY TO CHANGE
13. PROFESSIONAL DEVELOPMENT
14. DEALING WITH THE PUBLIC
15. LEVEL OF JOB SKILL & KNOWLEDGE
16. UTILIZING JOB SKILL & KNOWLEDGE
17. APPEARANCE
18. CARE & USE OF FACILITIES AND EQUIPM

5
5
4
5
5
4
5
5
5
4
4
5
4
4
4
5

19. ABILITY TO PLAN AND ORGANIZE
20. PROBLEM SOLVING
21. EFFECTIVENESS UNDER PRESSURE/STRESS
22. DECISION MAKING
23. CREATIVITY
24. MEETING OBJECTIVES/GETTING RESULTS
25. TIME MANAGEMENT

4
5
5
5
5
5
5

### II. SUPERVISORY ONLY

- If non-supervisory, leave blank*
26. SUBORDINATE DEVELOPMENT
  27. LEADERSHIP
  28. MAINTAINING MORALE
  29. MOTIVATING PERSONNEL
  30. STAFF PRODUCTIVITY & COORDINATION
  31. ABILITY TO DEAL WITH EQUAL EMPLOYMENT OPPORTUNITY CONCEPTS


### III. OVERALL PERFORMANCE

32. QUALITY OF WORK
33. QUANTITY OF WORK

5
5

**SCORE** **4.70**

**IV. REMARKS**

Describe incidents and events (both positive and negative) which were the basis for this rating.  
Describe steps to be taken to improve performance. ( Attach additional sheets if necessary )

see attached

**V. SUMMARY OF APPRAISAL**

Complete this section for New Probationary Employees only.

( "X" appropriate boxes )

☒ I do recommend that this employee remain in the service of the City in this capacity.

☐ I do not recommend that this employee remain in the service of the City in this capacity.

☐ I recommend that the appraisal period be extended an additional  days during which time the incumbent will be required to upgrade his/her performance to a satisfactory level. For six (6) month probationary employees the extended probationary period shall not exceed ninety (90) days. For twelve (12) months probationary employees the extended probationary period shall not exceed one hundred eighty (180) days.

Mr. Bradford 6/29/17  
Appraiser Date

LT. Stephen P. Allen 06/29/17  
Bureau Commander or Designee Date

[Signature] 7.12.17  
Chief of Police or Designee Date

EMPLOYEE MAY DISCUSS THIS EVALUATION WITH THE APPRAISER'S IMMEDIATE SUPERVISOR

**VI. EMPLOYEE COMMENTS:**

The performance appraisal has been discussed with me and I agree ☒ disagree ☐.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

[Signature] 6-29-17  
Employee's Signature Date

Employee Comments: Complete additional sheets in ink; Permanent Record.



**IV. REMARKS**

Describe incidents and events (both positive and negative) which were the basis for this rating.  
Describe steps to be taken to improve performance. ( Attach additional sheets if necessary )

see attached

**V. SUMMARY OF APPRAISAL**

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*M. Bradford* 6/29/17  
Appraiser Date

*LT. Stephen P. Wren* 06/29/17  
Bureau Commander or Designee Date

Chief of Police or Designee

Date

EMPLOYEE MAY DISCUSS THIS EVALUATION WITH THE APPRAISER'S IMMEDIATE SUPERVISOR

**VI. EMPLOYEE COMMENTS:**

The performance appraisal has been discussed with me and I agree ☒ disagree ☐.

*[Signature]* 6-29-17  
Employee's Signature Date

Employee Comments: Complete additional sheets in ink; Permanent Record.

#### IV. REMARKS (ATTACHMENT)

EMPLOYEE: Cpl Ariel Lugo

ID #:411/10122

PERFORMANCE APPRAISAL DATES: 10/01/2015 thru 09/30/2016

During this rating period, the following has been noted for Cpl Ariel Lugo:

MISCELLANEOUS – MISCELLANEOUS – During this evaluation period, Cpl Ariel Lugo was assigned to the Youth Services Division as one of the School Resource Officers (SRO). Since that time, he was assigned to the Duval early Learning Academy and the Lofton High School.

I preface this evaluation by saying that I did not supervise/lead Cpl Lugo during this evaluation period (10/1/15 - 09/30/16) for overwhelming majority of this time period, except for the last approximate 1 ½ month. He was assigned to Sgt G Armagost, who retired prior to completion of this evaluation. I have attempted to give an accurate description of Cpl Lugo during evaluation period based upon all available resources.

First of all, this was Cpl Lugo's first school year serving as an SRO and he received his SRO Basic certification during this evaluation period. Since that time, he has served with professionalism and pride at his schools.

In addition to his duties as an SRO, he also took on many supervisory duties on his own initiative. These included assisted with scheduling in Telestaff, reviewing officers' reports in MCT, and completing daily status reports. Moreover, he completed the vehicle inspections for the Unit and was often called upon by the SROs for his decision making abilities. In addition, he often filled in at other schools when their assigned SROs were unavailable.

Cpl Lugo also could be found assisting Patrol on several calls in the area, often taking a primary role in the apprehension of suspects/solving the crime.

During this evaluation period, Cpl Ariel Lugo has gone above and beyond as far as service to the community.

For instance, while assigned to Lofton, Cpl Lugo obtained furniture for a pregnant student who had become homeless. In addition, he helped a homeless student graduate high school who had been arrested for robbery by taking her school work to the jail, assisted her with food, and legal system.

In addition, while assigned to Lofton High School, he noticed that there was a Lofton school student whose utilities had been turned off due to nonpayment. The youth is at-risk and has had many run-ins with law enforcement. Despite this, Cpl Lugo saw the need and paid the GRU bill to have service returned to the student and his mother's apartment.

Ariel Lugo 10122

In addition, Cpl Lugo is the SRO at Duval Elementary School. During his time there, he noticed that Duval's lawn equipment was broken. So to keep the campus looking presentable, Cpl Lugo started coming in on his off-duty duty time and uses his personal lawn equipment to cut the grass and landscape the campus to ensure that the campus is always beautiful.

Moreover, again out of his own pocket, Cpl Lugo identifies families who are in need and delivers many basic needs products (ie toilet paper, diapers, wipes, dish and laundry detergent, toothpaste/brushes, soap, shampoo, blankets, etc) to families who he or the schools on an ongoing/continual basis.

Also, on more than one occasion, he donated the use of a bounce house to a student's birthday party and also for a 2015 backpack giveaway. He also has delivered furniture, bedding, baby products, such as cribs, to teenage mothers in need.

Finally, to accomplish all of these things, Cpl Lugo works many hours of overtime and uses these funds to assist others. These selfless acts has benefited many needy families and has served to put the Gainesville Police Department in a good light. For these acts, I nominate Cpl Ariel Lugo for the award of Excellence in Community Policing.

As far as future plans at the Department, Cpl Lugo advised that he will participate in the Sergeant's Promotional Process in the Spring of 2017. I fully expect him to excel in the process and hopefully obtain the rank of Sergeant, which he will truly do an excellent job as a leader!

Lastly, I did not receive his prior year's evaluation from his previous supervisor(s), so I do not have any prior year's objectives to evaluate to see if those were met.

In conclusion, Cpl Lugo has become an essential person at his assigned schools. In addition, he has embraced the no-arrest policy of youth and works with the youth and school administrators to find alternatives to arrest. He has done an excellent job and has gained the admiration of the teaching staff and students with whom he works as well as the other members of the SRO unit. He is a leader among his peers and will continue to excel at this Department, and strive to advance to the rank of Sergeant.

 6-29-17  
Employee Signature Date

 (Bradford) 6/29/17  
Appraiser/Supervisor Signature Date

2 SPW#161  
06/29/17

# PERFORMANCE OBJECTIVES PLANNING SHEET

## DEPARTMENT COPY

Employee: Cpl Ariel Lugo

Dept/Div: Police/Youth Division (810/8143)

NUMBER	OBJECTIVES	COMPLETION DATE	FOLLOW-UP
1	<b>Character Objectives...</b> Each member will display exemplary character which reflects positively on the community, agency, individual, oath, and one another. *Demonstrated through role modeling with peers, at community meetings, field training, coordinating efforts in their assigned area, constructive input on external and internal GPD concerns, etc. *Holding ourselves accountable	Ongoing	
2	<b>Competency Objective...</b> Each member will demonstrate an effective level of law enforcement competency. * Demonstrated through providing training in briefings * Attending specialized training * Identifying or recognizing crime or quality of life problems in their assigned areas and facilitating resolve * Being result oriented * Participating in community outreach * Displaying knowledge of the job and core components of our Community Policing mission	Ongoing	
3	Request, attend and successfully complete at least one career development course or training relevant to the job/duties of a School Resource Officer	Oct 2017	
4	Provide mentoring to problem children who are in need of Intervention in hopes of correcting mischievous, deviant, or criminal behavior	Oct 2017	
5	Conduct at least one lockdown drill on your campus to ensure That staff, teachers, and students know what to do in the Case of an intruder on campus.		

 6-29-17  
Employee Signature Date

 6/29/17  
Appraiser/Supervisor Signature Date

SPW #161  
6/29/17

# *Certificate of Achievement*

*Awarded to*

**ARIEL A. LUGO**

*For Successful Completion of*

**FCIC/NCIC Limited Access Certification**

2 Training Hours

*Presented by the*

**Florida Department of Law Enforcement**

*on*

**July 4, 2024**

*This certification expires one year from the date of issuance.*



*Lucy Saunders, Director*  
*Criminal Justice Information Services*



# CERTIFICATE OF COMPLETION

This certificate is awarded to

ARIEL LUGO

In recognition for your participation in:

THE GAINESVILLE POLICE DEPARTMENT'S  
MEDIA TRAINING FOR SUPERVISORS BY CHIEF FRANK SOUSA  
5 HOUR COURSE



*Jaime Kurnick*  
Chief Inspector Jaime Kurnick

*05/16/23*  
05/16/2023



# *Certificate of Achievement*

Awarded to

***Ariel Lugo***

*For Successful Completion of*  
***Officer Discipline Training***

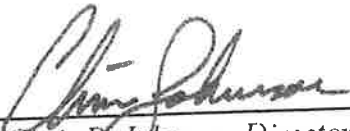
*February 13 – 16, 2023*

***28 Training Hours***

Presented by the  
Florida Department of Law Enforcement

February 16, 2023



  
Chris E. Johnson, Director  
Florida Criminal Justice Executive Institute

# *Certificate of Achievement*

Awarded to

*Ariel Lugo*

*For Successful Completion of  
Officer Discipline Training*

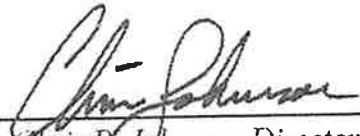
*February 13 – 16, 2023*

*28 Training Hours*

Presented by the  
Florida Department of Law Enforcement

February 16, 2023



  
Chris B. Johnson, Director  
Florida Criminal Justice Executive Institute



# ***Certificate of Achievement***

*Awarded to*

**ARIEL A. LUGO**

*For Successful Completion of*

**FCIC/NCIC Limited Access Certification**

2 Training Hours

*Presented by the*

**Florida Department of Law Enforcement**

*on*

**July 7, 2022**

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



**Robin Sparkman, Director**  
**Criminal Justice Information Services**





# CERTIFICATE OF COMPLETION


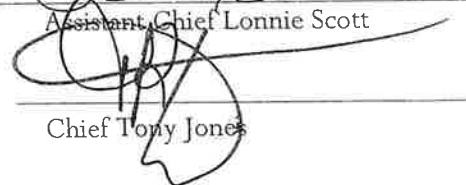
This certificate is awarded to

SGT. ARIEL LUGO

In recognition for your participation in:

THE GAINESVILLE POLICE DEPARTMENT'S  
NEIGHBORHOOD POLICING TRAINING



  
\_\_\_\_\_  
Assistant Chief Lonnie Scott  
  
\_\_\_\_\_  
Chief Tony Jones

\_\_\_\_\_  
04/10/2021

\_\_\_\_\_  
04/10/2021



# OPERATIONS BUREAU

## Supervisor of the Quarter

This certificate is awarded to

***Sergeant Ariel A. Lugo***

*Congratulations to Sergeant Ariel A. Lugo for being voted the  
3rd Qtr. 2020 Supervisor-of-the-Quarter*

*This certificate is awarded for providing outstanding police services to the citizens of  
Gainesville with the highest order of integrity and dependability and in a manner  
that exemplifies the goals of the Department*

**GAINESVILLE POLICE DEPARTMENT**

Signature

*Captain Kevin Owens*

Signature

Date

*8-10-20*

Date

*7/31/20*



# *Certificate of Achievement*

*Awarded to*

**ARIEL A. LUGO**

*For Successful Completion of*

**FCIC/NCIC Limited Access Certification**

2 Training Hours

*Presented by the*

**Florida Department of Law Enforcement**

*on*

**July 11, 2020**

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



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

**Charles I. Schaeffer, Director**  
**Criminal Justice Information Services**



# HANDLE WITH CARE

*Behavior Management System, Inc.*

## Basic Training Award

Ariel Lugo was trained in the Handle With Care  
Name of Participant

Basic Program at Gainesville PD  
Name of Agency

on August 9 2019. The award expires in one year.  
Date of Training

**HANDLE WITH CARE**  
***Behavior Management System, Inc.***

184 McKinstry Road, Suite A  
Gardiner, NY 12525  
(845) 255-4031

E-Mail: [HWCBruce@aol.com](mailto:HWCBruce@aol.com)

Web Site: [www.handlewithcare.com](http://www.handlewithcare.com)

D. Bruce #511  
Certified Instructor

# Gainesville Police Department



This is to certify

The

## Exceptional Incident Response Citation

Has been awarded to

*Sergeant Ariel Lugo*

For

### DEMONSTRATION OF DILIGENCE AND DEDICATION IN RESPONSE TO AN UNUSUAL OR EXTRAORDINARY EVENT

*On August 8<sup>th</sup> 2018 at 1:29 PM, a robber decided he was going to commit his sixth local bank robbery. This time, he chose the Wells Fargo Bank located directly across from Gainesville High School. At the time, the School Resource Officer (SRO) unit was about to hold a meeting at GHS. When the call came out of another bank robbery in progress, the entire unit deployed and saturated the area in hopes of containing and intercepting the robber, ultimately resulting in a superlative outcome. The quick response by the SRO unit finally put a stop to a robbery spree that had been vexing the city for several weeks. The response of the officers involved was immediate and coordinated. Officers filled roles and responsibilities that led to the immediate capture of a dangerous suspect. The SROs took perimeter positions, canvassed for witnesses and evidence, obtained vital information that was quickly disseminated, assisted in locating and arresting the suspect, and conducted follow up and scene security. The following members of the School Resource Officer unit are hereby awarded the Exceptional Incident Response Citation: Sgt. Matthew Walters, Sgt. Ariel Lugo, Cpl. Logan Mosher, Ofc. Mose Rochelle, Ofc. Nate Ellis, Ofc. Pat Penny, Ofc. Debbie Parker, Ofc. Sandy Teasley, Ofc. Freddie Perez, Ofc. Alicia Davis, Ofc. La'Jarvis Cook, and Ofc. Andrew Bunevich.*

Chief of Police

A handwritten signature in black ink, appearing to read "Tony R. Lugo".

This 12<sup>th</sup>

Day of April, 2019

**Lugo, Ariel A.**

---

**From:** OnlineTrainingBPD@fdle.state.fl.us  
**Sent:** Wednesday, March 06, 2019 9:15 AM  
**To:** Lugo, Ariel A.  
**Subject:** Introduction to Human Trafficking



## **Proof of Completion** **Introduction to Human Trafficking - 2 Hours**

**Date of Completion:** 3/6/2019 9:14:39 AM

This document serves as official proof of successful completion of this course with a passing score of 80% or higher.

You will receive 2 Hours of credit toward your mandatory retraining hours .

To obtain an FDLE certificate of completion and receive credit:


- Print, sign, and write in your date of birth.
- Provide a copy to your agency's training designee.
- Your signature certifies that you are the person who completed this course and that you are entitled to receive credit--only you will receive credit for that training.
- **FDLE DOES NOT** enter the credit for each training course into the Automated Training Management System (ATMS). This procedure is the responsibility of each agency designee.
- Direct questions to the Bureau of Professional Development at (850) 410-7373.

**Sergeant Ariel Lugo**

Your Name

 03/06/19

Signature and Date

  
Date of Birth

# ***FLORIDA ASSOCIATION OF SCHOOL RESOURCE OFFICERS***

*Awards this certificate of completion*

*To*

*Ariel Lugo*

*As evidence of the successful completion of 24 hours of training  
At the 39th Annual Training conference in Bonita Springs, Florida.*

Given this 3rd day of August, 2018

*James "Jimmy" Finnell  
President*





**Office of the Attorney General**  
**Florida Crime Prevention**  
**Training Institute**

*Hereby awards this certificate of recognition to*

**Ariel Lugo**

*as evidence of the successful completion of the course*

**CPTED for Schools**

*In witness thereof, this diploma has been issued by the Attorney General upon  
recommendation of the faculty on this 20th Day of July, 2018.*

**40 Hours**



A handwritten signature in black ink that reads "Pam Bondi". The signature is written in a cursive, flowing style.

---

**PAM BONDI**  
Attorney General  
State of Florida

# *Certificate of Achievement*

*Awarded to*

**ARIEL A. LUGO**

*For Successful Completion of*

**FCIC/NCIC Limited Access Certification**

2 Training Hours

*Presented by the*


**Florida Department of Law Enforcement**

*on*

**July 2, 2018**

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



  
**Charles I. Schaeffer, Director**  
**Criminal Justice Information Services**



# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**ARIEL LUGO**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00200.b**

**ICS for Single Resources and  
Initial Action Incident, ICS-200**

*Issued this 18th Day of September, 2017*



0.3 IACET CEU

Tony Russell  
Superintendent  
Emergency Management Institute

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**ARIEL LUGO**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00800.b**

**National Response Framework, An Introduction**

*Issued this 18th Day of September, 2017*



0.3 IACET CEU

  
Tony Russell  
Superintendent  
Emergency Management Institute



City of Gainesville

# Certificate of Completion

presented to  
Ariel lugo

for successfully completing  
Diversity and Inclusion in the  
Workplace

on  
August 05, 2017



**ALICE**  
TRAINING INSTITUTE

**CERTIFICATE OF TRAINING**

AWARDED TO:

**Ariel Lugo**

Who has successfully completed the:  
**ALICE Instructor Certification**

  
**Greg Crane**  
President & Founder, ALICE Training Institute

July 28, 2017

**Issue Date**

July 28, 2019

**Expiration Date**

Consisting of: **16 hours on-site training, 1 hour online testing**

**CERTIFIED INSTRUCTOR**

CERTIFICATE NUMBER: **L5JX7VHX**

# Florida Department of Law Enforcement Distance Learning Program

## Certificate of Completion

is hereby granted to:

**ARIEL A. LUGO**

having satisfactorily completed

**Juvenile Sexual Offender Investigations - 2 Hours**

Completed: April 28, 2017



*D Register*

Dean Register, Director  
Criminal Justice Professionalism Division

#82771

# Florida Department of Law Enforcement Distance Learning Program

## Certificate of Completion

is hereby granted to:

**ARIEL A. LUGO**

having satisfactorily completed

**Discriminatory Profiling & Professional Traffic Stops - 2 Hours**

Completed: April 27, 2017



*Dean Register*

Dean Register, Director  
Criminal Justice Professionalism Division

#82769



# Florida Department of Law Enforcement Distance Learning Program

## Certificate of Completion

is hereby granted to:

**ARIEL A. LUGO**

having satisfactorily completed  
**Domestic Violence - 2 Hours**

Completed: April 28, 2017



*Dean Register*

Dean Register, Director  
Criminal Justice Professionalism Division

#82770

# Florida Department of Law Enforcement Distance Learning Program

## Certificate of Completion

is hereby granted to:

**ARIEL LUGO**

having satisfactorily completed

**Criminal Justice Officer Ethics - 4 Hours**

Completed: September 29, 2016



*D Register*

Dean Register, Director  
Criminal Justice Professionalism Division

#86619

# ARISE

## *Certified Life-Skills Instructor*

*This certificate is presented to:* Ariel Lugo

August 2-3, 2016

14.0

*Date*

*Accredited Hours*

*For successfully completing the ARISE Life-Skills Instructor Certification and  
demonstrating the necessary aptitude to facilitate the ARISE Life-Skills Training Program*

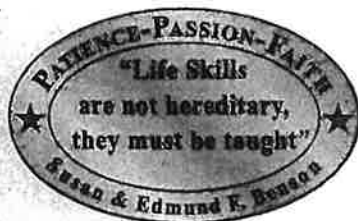
Susan Benson

Susan Benson

Edmund F. Benson

Edmund F. Benson

**Founders**



# ***Certificate of Achievement***

*Awarded to*

**ARIEL A. LUGO**

*For Successful Completion of*

**FCIC/NCIC Limited Access Certification**

2 Training Hours

*Presented by the*


**Florida Department of Law Enforcement**

*on*

**July 5, 2016**

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



  
\_\_\_\_\_  
**Charles I. Schaeffer, Director**  
**Criminal Justice Information Services**



NATIONAL CENTER FOR BIOMEDICAL RESEARCH AND TRAINING



# Certificate of Training

*Awarded to*

**Ariel Lugo**

*in recognition for successful completion of the  
National Center for Biomedical Research and Training  
Academy of Counter-Terrorist Education course*

**Campus Emergencies Prevention, Response, and Recovery  
Management and Planning Level**

A handwritten signature in black ink, appearing to read "Jim Fernandez", is written over a horizontal line.

*Jim Fernandez, Director  
National Center for Biomedical Research and Training*

**LSU**



**preparing you today  
for tomorrow's threats**

Issued on: January 27, 2016

Contact Hours: 16.00

# HANDLE WITH CARE

*Behavior Management System, Inc.*

## Basic Training Award

Ariel Lugo was trained in the Handle With Care  
Name of Participant

Basic Program at Gainesville Police Department  
Name of Agency

on August 21 2015. The award expires in one year.  
Date of Training

**HANDLE WITH CARE**  
***Behavior Management System, Inc.***  
184 McKinstry Road, Suite A  
Gardiner, NY 12525  
(845) 255-4031  
E-Mail: [HWCBruce@aol.com](mailto:HWCBruce@aol.com)  
Web Site: [www.handlewithcare.com](http://www.handlewithcare.com)

  
Certified Instructor

# *Certificate of Achievement*

Awarded to

***ARIEL A. LUGO***

For Successful Completion of

***CJIS Limited Access Certification***

Presented by the

Florida Department of Law Enforcement

**June 27, 2014**

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



A handwritten signature in black ink, reading 'Jennifer C. Pritt', is positioned above a horizontal line.

***Jennifer Cook Pritt, Director  
Criminal Justice Information Services***

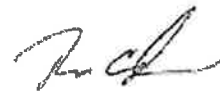
# TASER TRAINING ACADEMY

## TASER X26 Conducted Electrical Weapon INSTRUCTOR CERTIFICATION

**Ariel Lugo**

*This certifies that the above named individual, **Ariel Lugo**, has completed the training required and has passed a written examination in the use and instruction of the TASER X26 Conducted Electrical Weapon (CEW). The above named individual is hereby certified as a TASER CEW Instructor and may certify others as users under the guidelines of the TASER Training Academy. By accepting this Instructor Certificate, the Recipient accepts the terms of the Training Materials License Agreement, incorporated herein by reference, and agrees to be bound by its terms as a Licensee of TASER International, Inc.*

*In witness whereof, TASER International, Incorporated has caused this certificate to be signed by its duly authorized representative.  
This certification is valid until **08/27/2015**.*



**Timothy Price**  
Master Instructor



# *Certificate of Achievement*

Awarded to

***ARIEL A. LUGO***

For Successful Completion of

***CJIS Certification/Recertification***

Presented by the

Florida Department of Law Enforcement

**February 22, 2011**

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



*Donna M. Uzzell*

***Donna M. Uzzell, Director***  
***Criminal Justice Information Services***



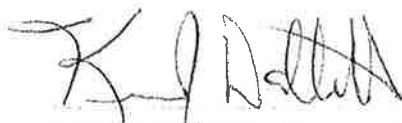
# CERTIFICATE

**AERKO INTERNATIONAL**

*Ariel Lugo*

HAS SUCCESSFULLY COMPLETED A COURSE ENTITLED

**AEROSOL CHEMICAL WEAPONS  
INSTRUCTOR**



EXAMINER, Kevin J. Dallett

October 8, 2013

Valid for 3 years from this date

# Florida Criminal Justice Executive Institute Distance Learning Program



Certificate of Completion

is hereby granted to:



**Ariel A. Lugo**

having satisfactorily completed

**Discriminatory Profiling & Professional Traffic Stops - 2 Hours**

Completed: April 23, 2013

A handwritten signature in black ink that reads "Jennifer C. Pritt". The signature is written in a cursive style with a horizontal line underneath.

Jennifer C. Pritt, Director  
Criminal Justice Professionalism Program

# Florida Criminal Justice Executive Institute Distance Learning Program



Certificate of Completion

is hereby granted to:



**Ariel A. Lugo**

having satisfactorily completed  
**Domestic Violence - 2 Hours**

Completed: April 23, 2013

A handwritten signature in black ink that reads "Jennifer C. Pritt". The signature is written in a cursive style with a horizontal line underneath.

Jennifer C. Pritt, Director  
Criminal Justice Professionalism Program

# Florida Criminal Justice Executive Institute Distance Learning Program



## Certificate of Completion

is hereby granted to:



# Ariel A. Lugo

having satisfactorily completed

## Juvenile Sexual Offender Investigations - 2 Hours

Completed: April 23, 2013

A handwritten signature in black ink that reads "Jennifer C. Pritt". The signature is written in a cursive style with a horizontal line underneath.

Jennifer C. Pritt, Director  
Criminal Justice Professionalism Program

**Santa Fe College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This is to certify that**

**Ariel A. Lugo-Guzman**

**has satisfactorily completed all requirements in**


**Glock Armorer's School  
August 28, 2012**

**A Criminal Justice Standards and Training  
Specialized 8-Hour Course**

**and is hereby presented this**

**Certificate of Completion**

**On August 28, 2012.**



**Daryl Johnston, Director**



RICK SCOTT  
GOVERNOR



GERALD M. BAILEY,  
COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

STATE OF FLORIDA

# THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

*Ariel A Lugo*

**INSTRUCTOR CERTIFICATION**

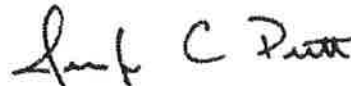
**School 0**

**CERTIFICATION EXPIRATION DATE: March 31, 2017**

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



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



JENNIFER C. PRITT, PROGRAM DIRECTOR  
CRIMINAL JUSTICE  
PROFESSIONALISM PROGRAM

# COLLEGE OF CENTRAL FLORIDA

## Criminal Justice Institute

**ARIEL LUGO**

*has successfully completed the 8 - hour course in*

## **FBI STREET SURVIVAL**

*held January 26, 2012*

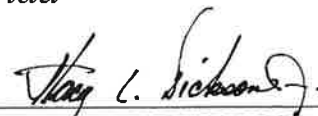
*and in recognition thereof is  
presented this certificate on this*

*26th day of January 2012*

*in Ocala, Florida*



  
PRESIDENT  
COLLEGE OF  
CENTRAL FLORIDA

  
EXECUTIVE DIRECTOR  
CRIMINAL JUSTICE  
INSTITUTE



7828



# *Certificate of Achievement*

Awarded to

***ARIEL A. LUGO***

For Successful Completion of

***CJIS Certification/Recertification***

Presented by the

Florida Department of Law Enforcement

**February 22, 2011**

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



*Donna M. Uzzell*

**Donna M. Uzzell, Director**  
***Criminal Justice Information Services***

# GAINESVILLE POLICE DEPARTMENT

## TRAINING CERTIFICATE

This is to certify that

*Ariel Lugo*

has successfully completed the course requirements for

*Taser<sup>®</sup> X26 Device User Certification*  
10 hours

*Awarded this 26<sup>th</sup> day of April, 2010*



Lieutenant Anthony Ferrara  
Operational Skills Unit



Officer John Mazzuca  
Operational Skills Unit

**Santa Fe College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This certifies that**

**Ariel A. Lugo**

**has satisfactorily completed the**

**Discriminatory Profiling  
and  
Professional Traffic Stops**

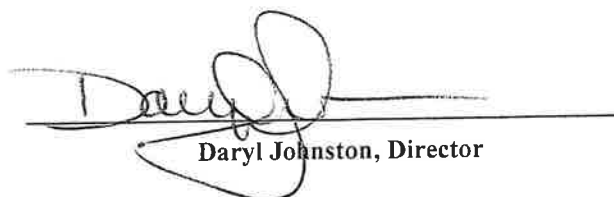
**A Criminal Justice Standards and Training**

**Specialized 4-Hour Course**

**and is hereby presented this**

**Certificate of Completion**

**On May 22, 2009.**



Daryl Johnston, Director

**Santa Fe College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This certifies that**

**Ariel A. Lugo**

**has satisfactorily completed the**

**Domestic Violence and Juvenile Sexual Offender**

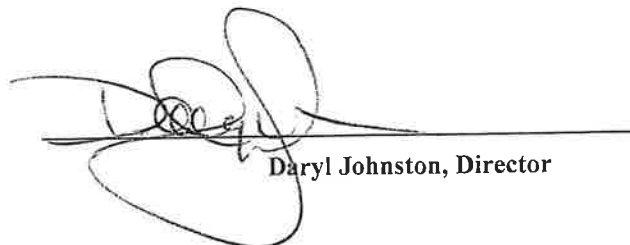
**A Criminal Justice Standards and Training**

**Specialized 4-Hour Course**

**and is hereby presented this**

**Certificate of Completion**

**On May 22, 2009.**

A handwritten signature in black ink, appearing to read 'Daryl Johnston', is written over a horizontal line. The signature is stylized with loops and a long horizontal stroke extending to the right.

**Daryl Johnston, Director**

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

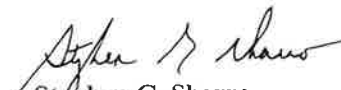
**ARIEL A. LUGO**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00700**

**National Incident Management System  
(NIMS) an Introduction**

*Issued this 26th Day of July, 2005*

  
**Stephen G. Sharro**  
Director, Training Division

0.3 CEU

DETACH THIS STUD

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that

**ARIEL A. LUGO**

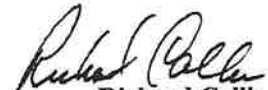
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course:

**IS-00100.LE**

**Introduction to the Incident Command System,  
I-100 for Law Enforcement**

*Issued this 03rd Day of May, 2006*

0.3 CEU

  
**Richard Callis**  
Acting Superintendent  
Emergency Management Institute

FEMA Form 16-31, October 05

DETACH THIS STUB

**Santa Fe Community College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This certifies that**

**Ariel A. Lugo**

**has satisfactorily completed the**

**CMS Defensive Tactics Instructor  
Course 802**

**A Criminal Justice Standards and Training  
Specialized 80-Hour Course**

**and is hereby presented this**

**Certificate of Completion**

**On May 20, 2005.**

  
Director

**Santa Fe Community College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This certifies that**

**Ariel A. Lugo**

**has satisfactorily completed the**

**Human Diversity / Traffic Stops Course**

**A Criminal Justice Standards and Training**

**Specialized 8-Hour Course**

**and is hereby presented this**

**Certificate of Completion**

**On June 3, 2005.**

  
Director



**Santa Fe Community College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This certifies that**

**Ariel A. Lugo**

**has satisfactorily completed the**

**CMS Law Enforcement Vehicle Operations  
Instructor Course #800**

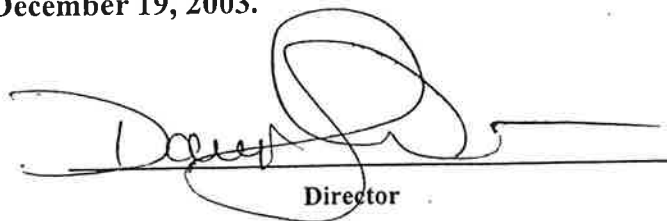
**A Criminal Justice Standards and Training**

**Specialized 40-Hour Course**

**and is hereby presented this**

**Certificate of Completion**

**On December 19, 2003.**

  
Director

Florida Department of Law Enforcement

Division of Emergency Management

Florida State Fire College

Alachua Fire & Rescue

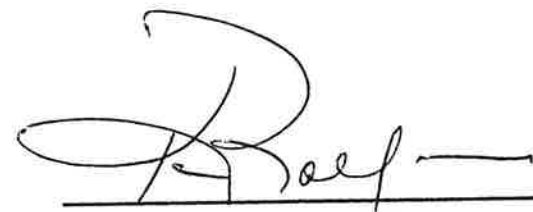
Awards this Training Certificate  
To

***Ariel Lugo***

As evidence of the successful completion of

***Level C Chemical Protective Clothing  
For  
Perimeter Control Personnel***

  
Instructor

  
Coordinator

Training Hours: 4 Hours

State of Florida  
Department of Law Enforcement  
Criminal Justice Information Services



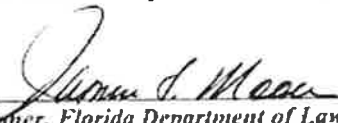
*Awards this certificate to*

**ARIEL A LUGO**



*As evidence of the successful completion of*  
**FCIC Certification**

**This certificate expires January 23, 2005**

  
\_\_\_\_\_  
*Commissioner, Florida Department of Law Enforcement*

State of Florida  
Department of Law Enforcement  
Criminal Justice Information Services



*Awards this certificate to*

**ARIEL A LUGO**



*As evidence of the successful completion of*  
**FCIC Certification**

**This certificate expires January 23, 2005**

  
\_\_\_\_\_  
*Commissioner, Florida Department of Law Enforcement*



# LOUISIANA STATE UNIVERSITY

AND AGRICULTURAL AND MECHANICAL COLLEGE

Academy of Counter-Terrorist Education · Division of Continuing Education

334 Pleasant Hall · Baton Rouge, LA 70803 · 877/829-8550 · 225/578-1375 · FAX: 225/578-9117 · [ace@doce.lsu.edu](mailto:ace@doce.lsu.edu)

May 28, 2002

To Whom It May Concern:

This is to verify that Ariel A. Lugo whose social security number is [REDACTED] has attended the following course through LSU Academy of Counter-Terrorist Education.

COURSE: 7 Hours Law Enforcement Response to WMD Incidents: Sustainment  
Modules: 2,3,4, & GB

LOCATION: Gainesville Police Department

INSTRUCTOR(S): William Benck

DATE: April 29, 2002

GRADE: Pass

CEU 0.70

HOURS 7.00

All courses conducted by LSU Academy of Counter-Terrorist Education meet or exceed the requirements of Peace Officer Standards and Training (POST) for Continuing Education Units (CEUs). If additional information is needed, please contact our office at (225) 578-1375.

Sincerely,

Stephen Guillot, Jr.  
Director

**Santa Fe Community College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This is to certify that**

**Ariel Lugo**

**has satisfactorily completed a**

**CMS General Instructor Transition Course**

**A Criminal Justice Standards and Training**

**Specialized Course**

**and is hereby presented this**

**Certificate**

**In WITNESS whereof we hereby affix our signatures on this**

**31st day of January, 2002.**



Director

# **Santa Fe Community College Institute of Public Safety**

Gainesville, Florida

## **Criminal Justice Program**

**This is to Certify that**

**Ariel A. Lugo**

has satisfactorily completed all requirements in the

### **Instructor Techniques**

A Criminal Justice Standards and Training

Specialized 80 Hour Course

and is hereby presented this

## **Certificate**

In WITNESS whereof we hereby affix our signatures on this

15<sup>th</sup> day of October, 1999



Director

*Jeb Bush*  
JEB BUSH  
GOVERNOR

*James T. Moore*  
JAMES T. MOORE, COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

STATE OF FLORIDA

# THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

ARIEL A LUGO

ADVANCED TRAINING CERTIFICATE  
FIELD TRAINING OFFICER  
40 HOURS

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

*Richard C Coffey*  
RICHARD C. COFFEY, CHAIRMAN  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING COMMISSION

*A. Leon Lowry, II*  
A. LEON LOWRY, II, PROGRAM DIRECTOR  
CRIMINAL JUSTICE  
PROFESSIONALISM SERVICES

August 13, 1999

28-1999-051-1



# Santa Fe Community College Institute of Public Safety

Gainesville, Florida

## Criminal Justice Program

This is to Certify that

**Ariel A. Lugo**

has satisfactorily completed all requirements in the

**Field Training Officer #051**

A Criminal Justice Standards and Training

Advanced 40 Hour Course

and is hereby presented this

## Certificate

In WITNESS whereof we hereby affix our signatures on this

13th day of August, 1999



Director

**Santa Fe Community College  
Institute of Public Safety**

Gainesville, Florida

**Criminal Justice Program**

**This is to Certify that**

**Ariel A. Lugo**

has satisfactorily completed all requirements in the

**Mobile Field Force Course**

A Criminal Justice Standards and Training

Specialized 8 Hour Course

and is hereby presented this

**Certificate**

In WITNESS whereof we hereby affix our signatures on this

28<sup>th</sup> day of August, 1998

  
Director

# Santa Fe Community College Institute of Public Safety

Gainesville, Florida

## Criminal Justice Program

This is to Certify that

**Ariel Lugo**

has satisfactorily completed all requirements in the

**Human Diversity**

A Criminal Justice Standards and Training

Specialized 8 Hour Course

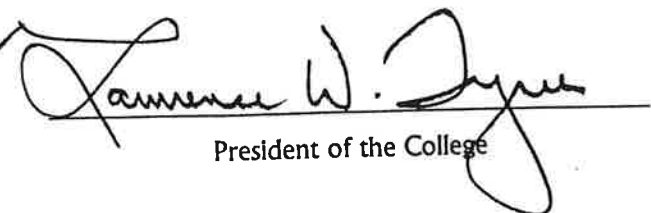
and is hereby presented this

## Certificate

In WITNESS whereof we hereby affix our signatures on this

18<sup>th</sup> day of June, 1998

  
Director

  
President of the College

# Santa Fe Community College Institute of Public Safety

Gainesville, Florida

## Criminal Justice Program

This is to certify that

**Ariel A. Lugo**

has satisfactorily completed all requirements in the  
Criminal Justice Standards and Training Commission approved

**RADAR Speed Measurement Course**

a 40 Hour Course

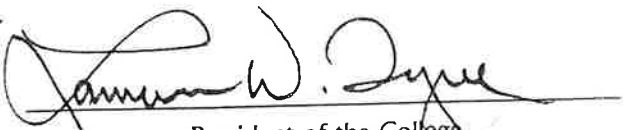
and is hereby presented this

## Certificate

In WITNESS whereof we hereby affix our signatures on this

3rd day of October, 1997

  
Director

  
President of the College

NOV 1 1997



LAWTON CHILES  
GOVERNOR



JAMES T. MOORE, COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

STATE OF FLORIDA

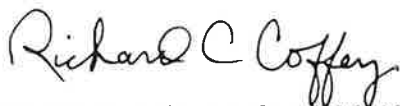
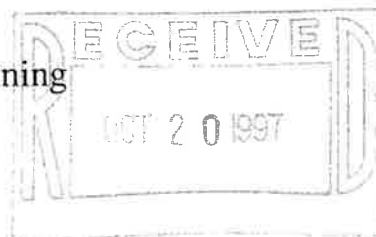
# THE COMMISSION ON CRIMINAL JUSTICE STANDARDS AND TRAINING

Hereby awards to

ARIEL A. LUGO

ADVANCED TRAINING CERTIFICATE  
RADAR SPEED MEASUREMENT  
40 HOURS

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



RICHARD C. COFFEY, CHAIRMAN  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING COMMISSION  
October 3, 1997



A. LEON LOWRY II, PROGRAM DIRECTOR  
CRIMINAL JUSTICE  
PROFESSIONALISM SERVICES  
28-97-055-03

# **Santa Fe Community College Institute of Public Safety**

Gainesville, Florida

## **Criminal Justice Program**

**This is to Certify that**

**Ariel A. Lugo**

has satisfactorily completed all requirements in

**Mobile Field Force**

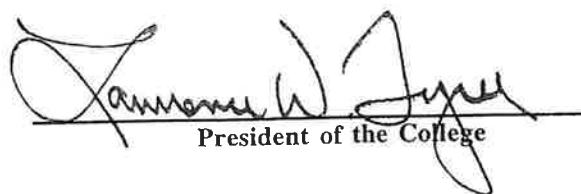
**A Criminal Justice Standards and Training  
Specialized 8 Hour Course**

and is hereby presented this


## **Certificate**

**In WITNESS whereof we hereby affix our signatures on this  
13th day of May, 1997**

  
Director

  
President of the College

  
LAWTON CHILES  
GOVERNOR

  
JAMES T. MOORE, COMMISSIONER  
FLORIDA DEPARTMENT OF  
LAW ENFORCEMENT

STATE OF FLORIDA


**THE COMMISSION ON  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING**


Hereby awards to

ARIEL A. LUGO

BASIC RECRUIT CERTIFICATE  
CERTIFICATE OF COMPLIANCE  
LAW ENFORCEMENT OFFICERS  
687 HOURS

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

  
WILLIAM A. LIQUORI, CHAIRMAN  
CRIMINAL JUSTICE STANDARDS  
AND TRAINING COMMISSION

  
A. LEON LOWRY II, DIRECTOR  
DIVISION OF CRIMINAL JUSTICE  
STANDARDS AND TRAINING

October 21, 1996

168511

## \*\*\*\*\*Other Available Courses\*\*\*\*\*

IS-001	Emergency Program Manager	IS-193	Introduction to Mitigation
IS-002	Emergency Preparedness, USA	IS-194	Mitigation for Homeowners
IS-003	Radiological Emergency Management	IS-513	The Professional in Emergency Management
IS-005	Hazardous Materials - A Citizen's Orientation	IS-600	Special Considerations for FEMA PA Projects
IS-007	A Citizen's Guide to Disaster Assistance	IS-630	Introduction to the Public Assistance Process
IS-008	Building for the Earthquakes of Tomorrow	IS-631	Public Assistance Operation I
IS-010	Animals in Disaster, Awareness and Preparedness	IS-632	Intro to Debris Opers in FEMA's Public Assis. Prg
IS-011	Animals in Disaster, Community Planning		
IS-015	Special Events Contingency Planning		
IS-111	Livestock in Disaster		
IS-170	An Orientation to Community Disaster Exercises		
IS-240	Leadership & Influence		
IS-241	Decision Making & Problem Solving		
IS-242	Effective Communication		
IS-244	Developing and Managing Volunteers		
IS-271	Anticipating Hazardous Weather & Community Risk		
IS-275	Role of the Emergency Operations Center		
IS-279	Retrofitting Flood Prone Residential Structures		
IS-288	Role of Voluntary Agencies in Emergency Mgmt		
IS-301	Radiological Emergency Response		
IS-324	Community Hurricane Preparedness		
IS-346	Hazardous Materials for Medical Personnel		
IS-386	Introduction to Residential Coastal Construction		

# EMERGENCY MANAGEMENT INSTITUTE

## Certificate of Achievement

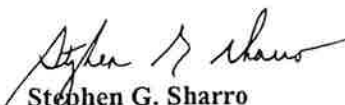
*This Certificate of Achievement is to acknowledge that*

**ARIEL LUGO**

Has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-195**  
**Basic Incident Command System**

*Issued this 11th Day of August, 2003*  
1.0 CEU

  
**Stephen G. Sharro**  
Director, Training Division

UNITED STATES FIRE ADMINISTRATION

DETACH THIS STUB



# **Santa Fe Community College Institute of Public Safety**

Gainesville, Florida

**This is to Certify that**

**Ariel A. Lugo**

596-18-2400

has satisfactorily completed all requirements in the


**State of Florida  
Law Enforcement Basic Recruit Program**  
(Basic Police Recruit Class #55)  
687 Hour Course

and is hereby presented this

## **Certificate of Completion**

In WITNESS whereof we hereby affix our signatures on this  
10th day of October, 1996

  
Director

  
President of the College

28 - 96 - 002 - 02

FLORIDA DEPARTMENT OF LAW ENFORCEMENT  
OFFICIAL GRADE NOTIFICATION



Exam Administration Number 96-037 - Exam Date 10/15/96

School: 049928 Santa Fe Community College

ARIEL A LUGO

SSN: [REDACTED]

Discipline: LAW

ReTakeNo:

Form: LE ONE

Effective Date: 10151996

<u>Section #</u>	<u>Raw Score</u>	<u>Percent Correct</u>	<u>Status</u>
1	55	92%	Pass
2	56	93%	Pass
3	58	97%	Pass
4	58	97%	Pass
5	49	82%	Pass
Overall Exam Status:			Pass

FLORIDA OFFICER CERTIFICATION EXAMINATION

This examination is one of the prerequisites for certification as an officer. Section 943.133, Florida Statutes, provides additional information regarding statutory requirements for employment and certification. The results of each section of the Certification Examination are reported above. Please see the last column entitled "Pass/Fail": PASS indicates a passing score was obtained on that section, FAIL indicates failure.

If this was your first time taking the examination and you did not pass all section(s) of the examination, you will be required to retake and pass only the section(s) failed.

OR

If this was your second time taking the examination and you did not pass all required section(s), you will be required to complete the basic training that corresponds to the examination area(s) failed before taking a second retake.

OR

If this was your third time taking the examination and you did not pass all required sections(s), you will be required to re-enter and successfully complete the entire basic training program and satisfy all requirements of the program. You must then apply for and retake the entire examination.

A new application must be submitted twenty-one days prior to your next requested examination date.

Include a copy of this notice with your new application.

Print Date: 10/25/96



Florida Department of  
Law Enforcement

## AFFIDAVIT OF SEPARATION

Incorporated by Reference in Rules  
11B-20.001(3)(a)5.a., and 11B-27.002(3)(a)15., F.A.C.



CJSTC  
61

1. Last Four Digits of Social Security Number: <u>                    </u>		<b>Employment Class</b> <input checked="" type="checkbox"/> Law Enforcement <input type="checkbox"/> Correctional <input type="checkbox"/> Correctional Probation <input type="checkbox"/> Concurrent <input type="checkbox"/> Special Elected or Appointed <input type="checkbox"/> Instructor <b>Employment Type</b> <input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Auxiliary
2. Name: <u>Lugo, Ariel A</u>		
3. Agency Name: <u>Gainesville Police Department</u>		
4. Agency ORI: <u>FL0010100</u>		
5. Date Employed: <u>02/20/2009</u>	6. Separation Date: <u>01/31/2025</u>	

### 7. Separation Reasons

<b>7A. ADMINISTRATIVE-ROUTINE</b> <input type="checkbox"/> Voluntary separation not involving misconduct <input type="checkbox"/> Transfer within agency. No break in service <input checked="" type="checkbox"/> Retired, Not involving misconduct <input type="checkbox"/> Deceased <input type="checkbox"/> Line of Duty Death <input type="checkbox"/> Budgetary constraints. Local and Federal grants not renewed <input type="checkbox"/> Extended leave of absence Type: <u>                    </u> Periods of Time: <u>                    </u> <input type="checkbox"/> Military leave of absence Periods of Time: <u>                    </u> <input type="checkbox"/> Suspension Periods of Time: <u>                    </u> <input type="checkbox"/> Administrative separation not involving misconduct <input type="checkbox"/> Special elected or appointed Position: <u>                    </u> Anticipated Term: <u>                    </u> <input type="checkbox"/> Instructor request for change of affiliation	<b>7C. ADMINISTRATIVE – SUBSTANDARD PERFORMANCE</b> <input type="checkbox"/> Failure to satisfactorily complete the agency fieldtraining program (training performance issues) <input type="checkbox"/> Failure to perform assigned tasks satisfactorily. <b>7D. OTHER - EXAMPLE</b> <input type="checkbox"/> Excessive absenteeism, failure to report for duty, sleeping on duty, etc. <b>7E. UNFAVORABLE – MISCONDUCT</b> <input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Voluntary separation or retirement in lieu of termination for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Terminated for violation of agency or training school policy not involving a moral character violation defined in Rule 11B-27.0011, F.A.C. <b>NOTE:</b> The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.	<b>7F.</b> Pursuant to Section 943.1395(5), F.S., an employing agency must conduct an internal investigation when having cause to suspect that an officer or instructor it employs or employed at the time of the alleged violation, or employed on a Temporary Employment Authorization is not in compliance with Section 943.13(4) or (7), F.S., or Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Voluntary separation or retirement while being investigated for violation of Section 943.13(4), F.S., or violation of moral character standards defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Voluntary separation or retirement in lieu of termination for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C. <input type="checkbox"/> Terminated for violation of Section 943.13(4), F.S., or violation of moral character standards as defined in Rule 11B-27.0011, F.A.C. <b>NOTE:</b> The agency administrator or designee shall provide written documentation of the internal or criminal investigation upon request by Commission staff.
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**NOTICE:** Section 943.139(2), F.S., requires the execution of an Affidavit of Separation by the employing agency in a case of officer separation.  
**WARNING:** Intentional false execution of this Affidavit of Separation constitutes a misdemeanor of the second degree.

8. Agency Administrator or Designee's Signature <u>Sergeant</u>	9. Agency Administrator or Designee's Printed Name <u>Joseph J. Castor</u>	10. Date <u>01/31/2025</u>
11. Agency Administrator or Designee's Title <u>Sergeant</u>		

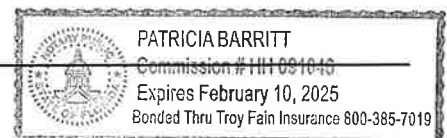
### 12. OATH

Pursuant to Section 117.05(13)(a), Florida Statutes

STATE OF FLORIDA, COUNTY OF

Sworn to (or affirmed) and subscribed before me by means of Physical Presence ☒ OR Online Notarization ☐ this 31  
day of January, year 2025, By Joseph Castor

Signature of Notary Public – State of Florida Patricia Barritt



Print, Type or Stamp Commissioned name of Notary Public Patricia Barritt Personally Known ☐ OR Produced Identification ☐  
Type of Identification Produced

## Florida Department of Law Enforcement Global Profile Sheet

Name:	Ariel A Lugo		
Race:	His	Sex: M	Education: Bachelor

### Employment

Agency	Class	Type	Start Date	Sep. Date	Sep. Reason	TEA	FP Date
Gainesville Police Department	LE	FT	10/21/1996	05/20/2000	Voluntary Separation (Not involving misconduct)	N	10/21/1996
Alachua County Sheriff's Office	LE	FT	05/22/2000	03/15/2002	Voluntary Separation (Not involving misconduct)	N	04/24/2000
Santa Fe College Institute Of Public Safety	Inst	FT	04/13/2001	11/14/2007	Voluntary Separation (Not involving misconduct)	N	
Gainesville Police Department	LE	FT	03/22/2002	11/02/2006	Transfer Within Agency (No break in service)	N	03/05/2002
Gainesville Police Department	LE	PT	11/02/2006	03/14/2007	Voluntary Separation (Not involving misconduct)	N	03/05/2002
Center Hill Police Department	LE	PT	03/15/2007	10/18/2007	Voluntary Separation (Not involving misconduct)	N	03/14/2007
Gainesville Police Department	LE	FT	02/20/2009	01/31/2025	Retired (Not involving misconduct)	N	11/05/2008
Gainesville Police Department	Inst	FT	05/16/2012			N	

### Salary Incentive

Basic LE	Education	Career Dev.	Maximum Eligible
\$0	\$0	\$0	\$0

### Mandatory Firearms Qualification

#### Law Enforcement Officer Firearms Qualification Standard

No Firearms found for this person



Start Date	End Date	Sequence	Version	Type	MR/SI	Title	Grade	Hours Taught
09/29/1997	10/03/1997	28-1997-055-3	1995.07	A	SI	Radar Speed Measurement Training Course For Law Enforcement Officers	P	40
08/09/1999	08/13/1999	28-1999-051-1	1987.01	A	SI	Field Training Officer	P	40
01/30/2002	01/31/2002	28-2002-803-1	2000.10	CMSINST		Cms General Instructor Transition Course	P	12
02/05/2002	02/06/2002	28-2002-806-1	2002.01	CMSINST		Cms Firearms Instructor Transition Course	P	13
12/15/2003	12/19/2003	28-2003-800-1	2003.04	CMSINST		Cms Vehicle Operations Instructor Course	P	40
05/09/2005	05/20/2005	28-2005-802-1	2005.01	CMSINST		Cms Defensive Tactics Instructor Course	I	80
04/16/2012	04/16/2012	28-2012-1115-2	2011.07	CMSINST		General Instructor Refresher Course	P	8
10/19/2015	10/29/2015	28-2015-090-1	2008.10	A	SI	School Resource Officer	P	40

### WMD/ICS Training for Certified Law Enforcement Officers

Training Name	Completion Date
Weapons of Mass Destruction(WMD)	Not Completed
Incident Command System (ICS)	Not Completed

**Gainesville Police Department  
Personnel Services Division  
Notice of Separation from Employment**

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Date of Notice: January 31, 2025

Employee's Name: Ariel Lugo #0411

City Employee ID: #10122

Duty Assignment: Police Lieutenant

Date of Separation: January 31, 2025

Type of Separation: Retired

***Congratulations***

Note: Former employees requesting to enter this facility, or any department facility, should be governed accordingly as outlined in the Department Manual.

# ***RETIREMENT***

*You are cordially invited to attend the retirement party for*

***Lieutenant Ariel A. Lugo***

*On*

***Friday, January 31, 2025  
4:30 P.M.***

***GPD's Hall of Heroes***

*Please come and join us in recognizing and honoring Lieutenant Ariel A. Lugo and his many contributions to the Gainesville Police Department and the community, and help us wish him well in his future endeavors.*

*Refreshments will be served*