

May 1, 2004

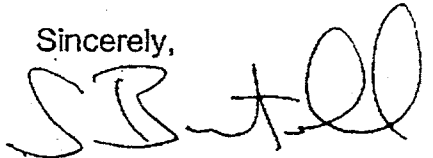
Pam Williams, Director
Classification and Records
Texas Department of Criminal Justice
P. O. Box 99
Huntsville, Texas 77342-0099

Dear Ms. Williams:

After much consideration, this letter is to inform you of my decision to retire from the services of the Texas Department of Criminal Justice effective May 1, 2004. This agency has been my life for the past 25 years.

Thank you for your continued support and I wish you and TDCJ well in your future endeavors.

Sincerely,

A handwritten signature in black ink, appearing to read "SBuentello", written in a cursive style.

Salvador Buentello



Texas Department of Criminal Justice

NO REHIRE STATEMENT

TO: Employee Services Office, Human Resources Headquarters
(for inclusion in employee's Employee Master Personnel File)

EMPLOYEE NAME: Buentello, Salvador SSN: _____
(Last, First MI)

On April 30, 2004, the above named former Texas Department of Criminal Justice employee:
(Date: MM/DD/YYYY)

- 1. _____ resigned his/her position in lieu of disciplinary action.
- 2. _____ resigned his/her position during a unit investigation.
- 3. X resigned his/her position during an Internal Affairs investigation.
- 4. _____ resigned his/her position during an EEO investigation.

This employee is not to be considered for rehire unless personally approved by the Executive Director, Deputy Executive Director, or the appropriate Division Director.

The above named employee resigned in relation to allegations that he or she had:
(check one box)

(Provide a brief synopsis of the allegation and note any supporting evidence) Employee retired from the Agency during an investigation for criminal conduct.

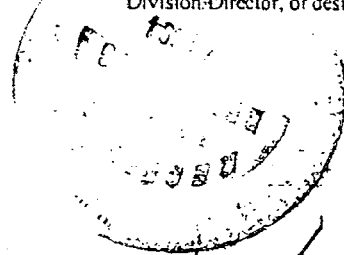
Pam Williams, Manager IV, Classification and Records
(Printed Name and Title of Person Initiating Form)

Date: 11/01/04
(MM/DD/YYYY)

Pamela Williams
(Signature of Person Initiating Form)

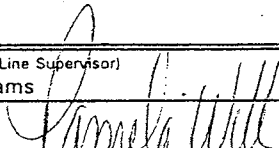
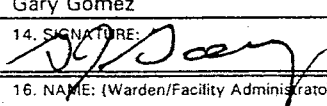
Approved: *P. Williams*
(Name and Title of Approving Official)
(Executive Director, Deputy Executive Director, Division Director, or designee)

Copy To: IAD Case file No.: _____
EEO Case File No.: _____
Grievance File No.: _____



Texas Department of Criminal Justice
EMPLOYEE PERFORMANCE EVALUATION

PART I - ADMINISTRATIVE DATA

DATE: 11-18-02	02. PERIOD OF REPORT: FROM: 10-01-02 TO: 10-01-03	03. REASON: <input type="checkbox"/> INTERIM <input checked="" type="checkbox"/> ANNUAL
EMPLOYEE	04. NAME: (Last, First, MI) Buentello, Salvador	05. JOB TITLE: Manager II - Chairman of Classification and Records and Security Threat Group Management Office
		07. UNIT/DEPARTMENT: Classification and Records
RATING SUPERVISOR	08. NAME: (First Line Supervisor) Pamela Williams	09. JOB TITLE: Manager IV
	10. SIGNATURE: 	11. DATE: 12-1-03 1-23-04
SENIOR RATER	12. NAME: (Second Line Supervisor) Gary Gomez	13. JOB TITLE: Director III
	14. SIGNATURE: 	15. DATE: 1/26/04
REVIEWER (If Applicable)	16. NAME: (Warden/Facility Administrator/Department Head/Designee)	17. JOB TITLE:
	18. SIGNATURE:	19. DATE:

PART II - PERFORMANCE ASSESSMENTS

A. ESSENTIAL FUNCTIONS:

1. Manages the activities of staff in the program areas; plans, implements, coordinates, monitors, and evaluates policies and procedures; develops guidelines, policies, procedures, rules, and regulations; monitors compliance with policies and procedures; develops and implements techniques for evaluating program activities to include gang intelligence, offender evaluation, classification, and placements; and oversees a complaint processing system for the administration and enforcement of agency rules, regulations, policies, and procedures.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

2. Establishes short and mid term goals and objectives; develops and approves schedules, priorities, and standards for achieving goals; directs evaluation activities; identifies needed areas of change and makes recommendations to improve operations; and represents the agency at meetings, hearings, trials, conferences, and seminars or on boards, panels, and committees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

3. Oversees the preparation of management and productivity reports and studies; oversees the preparation of and evaluates budget requests; oversees special investigations, internal audits, and research studies; oversees the preparation, development, review, and revision of legislation; and testifies at hearings, trials, and legislative meetings.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

4. Plans, assigns, and supervises the work of others; serves as the Texas Department of Criminal Justice-Institutional Division receiving officer for offenders and custodian of active and inactive offender records; provides technical guidance in the program areas; and assists in the planning, development, and operation of special programs.

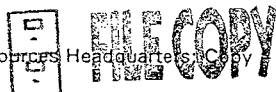
NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

5.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

B. TDCJ SAFETY POLICY: Employee has adhered to TDCJ Safety Policy YES NO

COMMENTS: (Rating Supervisor)



Employee Name: Buentello, Salvador

SSN: _____

C. SUPERVISORY FUNCTIONS (IF APPLICABLE):

1. Schedules employee's work and off duty time.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

2. Provides training and instruction to subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

3. Evaluates and counsels subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

4. EEO Support: Adheres to TDCJ EEO Policy. (If no, identify deficiency and corrective action that has been taken.)

YES NO

PART III - PERFORMANCE DESCRIPTION

Needs much improvement - Does not meet standard requirements. All aspects of performance are poor. Corrective action is needed.
Needs some improvement - Inconsistently meets standard requirements, performance still needs improvement.
Meets standards - Meets standard requirements. Performance has been as expected of employees in same or related positions.
Somewhat exceeds standards - Always meets standard requirements. Performance exceeds that normally expected of employees in same or related positions.
Exceeds standards - Consistently meets and exceeds standard requirements. Performance is outstanding on a regular basis.

WRITTEN JUSTIFICATION REQUIRED FOR RATINGS OF "NEEDS MUCH IMPROVEMENT", "NEEDS SOME IMPROVEMENT" AND "EXCEEDS STANDARDS")

Sammy Buentello is a very dedicated and loyal employee. This year, he has worked very hard, to improve communications, promote teamwork and employee involvement. He has been instrumental in identifying areas where changes have been made to improve the effectiveness of the Classification & Records Department. He continues to be a vital player in this department, agency and our community.

(Employee may attach comments or provide comments within 3 workdays of performance evaluation review)

EMPLOYEE SIGNATURE (For Performance Evaluation):

DATE:

1-27-04

Note to Employee: With few exceptions, you are entitled upon request: (1) to be informed about the information the agency collects about you; and (2) under Sections 552.021 and 552.023 of the Government Code, to receive and review the collected information. Under Section 559.004 of the Government Code, you are also entitled to request, in accordance with the agency's procedures, that incorrect information that the agency has collected about you be corrected.

CONFIDENTIAL INFORMATION AGREEMENT

I understand that information concerning any person, system, or asset of the Texas Department of Criminal Justice which is obtained while performing my duties is to be held in strictest confidence and may not be disclosed except as required by job duties or law. I understand that computer system password(s) I receive or devise are confidential. I will not disclose to any unauthorized person any password(s) which I am given or devise and will not write such password(s) or post them where they may be viewed by unauthorized people. I understand that the use of a password not issued to me is expressly prohibited. I agree to abide by all written conditions and restrictions imposed by the Information Security Manual. I agree further NOT to attempt to circumvent the computer security system by using or attempting to use, in any transaction, hardware, software, files or resources I am not authorized to use. I understand that any copyrighted material, including but not limited to commercial software which may be made available, is protected by copyright laws and is not to be copied for any reason without permission from the copyright owner. I understand that a violation of copyright laws, including those applicable to computer software, may result in fines and/or other legal action. I also understand that unauthorized access or use of the computer system of the Texas Department of Criminal Justice constitutes a "Breach of Computer Security" as defined under Chapter 33 of the TEXAS PENAL CODE, and may be a criminal offense under Texas Penal Code, Section 33.02.

EMPLOYEE SIGNATURE:

DATE:

1-27-04

Rec'd Jan 27-2004

**Texas Department of Criminal Justice
EMPLOYEE PERFORMANCE EVALUATION**

PART I - ADMINISTRATIVE DATA

DATE: 11-18-02	02. PERIOD OF REPORT: FROM: 10-01-01 TO: 10-01-02	03. REASON: <input type="checkbox"/> INTERIM <input checked="" type="checkbox"/> ANNUAL
EMPLOYEE	04. NAME: (Last, First, MI) BUENTELLO, SALVADOR	05. JOB TITLE: Manager II-Offender Records
RATING SUPERVISOR	08. NAME: (First Line Supervisor) Pamela E. Williams	07. UNIT/DEPARTMENT: Classification and Records
	10. SIGNATURE: <i>Pamela Williams</i>	09. JOB TITLE: Manager IV
SENIOR RATER	12. NAME: (Second Line Supervisor)	11. DATE: 1-30-03
	14. SIGNATURE:	13. JOB TITLE:
REVIEWER (If Applicable)	16. NAME: (Warden/Facility Administrator/Department Head/Designee) Gary Gomez	15. DATE:
	18. SIGNATURE: <i>Gary Gomez</i>	17. JOB TITLE: Director III
		19. DATE: 2/4/03

PART II - PERFORMANCE ASSESSMENTS

A. ESSENTIAL FUNCTIONS:

1. Manages the activities of staff in the program areas; plans, implements, coordinates, monitors, and evaluates policies and procedures; develops guidelines, policies, procedures, rules, and regulations; monitors compliance with policies and procedures develops and implements techniques for evaluating program activities to include gang intelligence, offender evaluation, classification, and placements; and oversees a complaint processing system for the administration and enforcement of agency rules, regulations, policies, and procedures.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

2. Establishes short and mid term goals and objectives; develops and approves schedules, priorities, and standards for achieving goals; directs evaluation activities; identifies needed areas of change and makes recommendations to improve operations; and represents the agency at meetings, hearings, trials, conferences, and seminars or on boards, panels, and committees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

3. Oversees the preparation of management and productivity reports and studies; oversees the preparation of and evaluates budget requests; oversees special investigations, internal audits, and research studies; oversees the preparation, development, review, and revision of legislation; and testifies at hearings, trials, and legislative meetings.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

4. Plans, assigns, and supervises the work of others; serves as the Texas Department of Criminal Justice-Institutional Division receiving officer for offenders and custodian of active and inactive offender records; provides technical guidance in the program areas; and assists in the planning, development, and operation of special programs.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

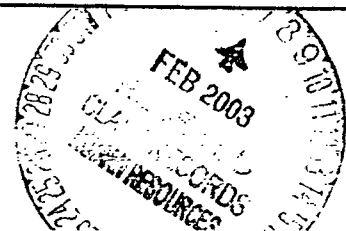
5.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

B. TDCJ SAFETY POLICY:

Employee has adhered to TDCJ Safety Policy YES NO

COMMENTS: (Rating Supervisor)



Employee Name: Buentello, Salvador

SSN: _____

C. SUPERVISORY FUNCTIONS (IF APPLICABLE):

1. Schedules employee's work and off duty time.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

2. Provides training and instruction to subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

3. Evaluates and counsels subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

4. EEO Support: Adheres to TDCJ EEO Policy. (If no, identify deficiency and corrective action that has been taken.)

YES NO

PART III - PERFORMANCE DESCRIPTION

Needs much improvement - Does not meet standard requirements. All aspects of performance are poor. Corrective action is needed.

Needs some improvement - Inconsistently meets standard requirements, performance still needs improvement.

Meets standards - Meets standard requirements. Performance has been as expected of employees in same or related positions.

Somewhat exceeds standards - Always meets standard requirements. Performance exceeds that normally expected of employees in same or related positions.

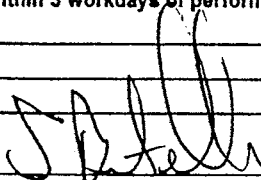
Exceeds standards - Consistently meets and exceeds standard requirements. Performance is outstanding on a regular basis.

(WRITTEN JUSTIFICATION REQUIRED FOR RATINGS OF "NEEDS MUCH IMPROVEMENT", "NEEDS SOME IMPROVEMENT" AND "EXCEEDS STANDARDS")

Mr. Buentello is a very dependable and delightful co-worker. He is straight in his approach to his work and sets a positive example for his employees to follow. He has a clear understanding of the goals and mission of this department and the agency as a whole. It is a pleasure to work with him.

(Employee may attach comments or provide comments within 3 workdays of performance evaluation review)

EMPLOYEE SIGNATURE (For Performance Evaluation):



DATE:

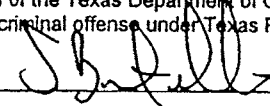
2/10/03

Note to Employee: With few exceptions, you are entitled upon request: (1) to be informed about the information the agency collects about you; and (2) under Sections 552.021 and 552.023 of the Government Code, to receive and review the collected information. Under Section 559.004 of the Government Code, you are also entitled to request, in accordance with the agency's procedures, that incorrect information that the agency has collected about you be corrected.

CONFIDENTIAL INFORMATION AGREEMENT

I understand that information concerning any person, system, or asset of the Texas Department of Criminal Justice which is obtained while performing my duties shall be held in strictest confidence and may not be disclosed except as required by job duties or law. I understand that computer system password(s) I receive or devise are confidential. I will not disclose to any unauthorized person any password(s) which I am given or devise and will not write such password(s) or post them where they may be viewed by unauthorized people. I understand that the use of a password not issued to me is expressly prohibited. I agree to abide by all written conditions and restrictions imposed by the Information Security Manual. I agree further NOT to attempt to circumvent the computer security system by using or attempting to use, transaction, hardware, software, files or resources I am not authorized to use. I understand that any copyrighted material, including but not limited to commercial software which may be made available, is protected by copyright laws and is not to be copied for any reason without permission from the copyright owner. I understand that violation of copyright laws, including those applicable to computer software, may result in fines and/or other legal action. I also understand that unauthorized access or use of the computer system of the Texas Department of Criminal Justice constitutes a "Breach of Computer Security" as defined under Chapter 33 of the TEXAS PENAL CODE, and may be a criminal offense under Texas Penal Code, Section 33.02.

EMPLOYEE SIGNATURE:



DATE:

2/10/03

**Texas Department of Criminal Justice
EMPLOYEE PERFORMANCE EVALUATION**

PART I - ADMINISTRATIVE DATA

DATE: 06-21-2002	02. PERIOD OF REPORT: FROM: 10-01-2000 TO: 10-01-2001	03. REASON: <input type="checkbox"/> INTERIM <input checked="" type="checkbox"/> ANNUAL
EMPLOYEE	04. NAME: (Last, First, MI) Buentello, Salvador	05. JOB TITLE: Manager II-Offender Records
		07. UNIT/DEPARTMENT: Classification and Records
RATING SUPERVISOR	08. NAME: (First Line Supervisor) Pamela E. Williams	09. JOB TITLE: Manager IV
	10. SIGNATURE: <i>Pamela Williams</i>	11. DATE: 6-21-02
SENIOR RATER	12. NAME: (Second Line Supervisor)	13. JOB TITLE:
	14. SIGNATURE:	15. DATE:
REVIEWER (If Applicable)	16. NAME: (Warden/Facility Administrator/Department Head/Designee) Edward G. Owens Jr.	17. JOB TITLE: Director III
	18. SIGNATURE: <i>E. Owens Jr.</i>	19. DATE: 6/24/02

PART II - PERFORMANCE ASSESSMENTS

A. ESSENTIAL FUNCTIONS:

1. Plans, organizes, and directs all activities related to gang intelligence operations ensuring compliance with Agency and Division policies and procedures; and oversees development, implementation, and evaluation of program goals, objectives, and operational procedures.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

2. Directs the development of the program budget request to carry out program goals and objectives; and directs allocation of budgeted funds for program expenditures.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

3. Coordinates program functions with other Agency and Divisional operations; and represent program through liaison with local, state, and federal agencies and organizations.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

4. Oversees the development of program management and productivity reports; oversees staff development and human resource actions related to program staff; and makes periodic visits to field operations to inspect, evaluate and direct activities.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

5.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

6.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

B. TDCJ SAFETY POLICY: Employee has adhered to TDCJ Safety Policy YES NO

COMMENTS: (Rating Supervisor)

JUL 11 11 41 AM '02

Employee Name: Buentello, Salvador

SSN: _____

C. SUPERVISORY FUNCTIONS (IF APPLICABLE):

1. Schedules employee's work and off duty time.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

2. Provides training and instruction to subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

3. Evaluates and counsels subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

4. EEO Support: Adheres to TDCJ EEO Policy. (If no, identify deficiency and corrective action that has been taken.)

YES NO

PART III - PERFORMANCE DESCRIPTION

Needs much improvement - Does not meet standard requirements. All aspects of performance are poor. Corrective action is needed.
Needs some improvement - Inconsistently meets standard requirements, performance still needs improvement.
Meets standards - Meets standard requirements. Performance has been as expected of employees in same or related positions.
Somewhat exceeds standards - Always meets standard requirements. Performance exceeds that normally expected of employees in same or related positions.
Exceeds standards - Consistently meets and exceeds standard requirements. Performance is outstanding on a regular basis.

(WRITTEN JUSTIFICATION REQUIRED FOR RATINGS OF "NEEDS MUCH IMPROVEMENT", "NEEDS SOME IMPROVEMENT" AND "EXCEEDS STANDARDS")

Mr. Buentello consistently meets and exceeds the standard requirements it takes to fulfill his duties as Manager II of the Security Threat Group Management Office as Vice Chairman of SCC. He routinely works with various law enforcement agencies throughout the state by assisting them in combating gang activity. He takes time to listen to the concerns of his staff and is always willing to give them the necessary guidance to help them accomplish their goals. Although, I have only supervised Mr. Buentello since October of 2001, he has proven to be a valuable asset to this Department, Agency and our community.

(Employee may attach comments or provide comments within 3 workdays of performance evaluation review)

DATE: 6/21/02

EMPLOYEE SIGNATURE (For Performance Evaluation):

Note to Employee: With few exceptions, you are entitled upon request: (1) to be informed about the information the agency collects about you; and (2) under Sections 552.021 and 552.023 of the Government Code, to receive and review the collected information. Under Section 559.004 of the Government Code, you are also entitled to request, in accordance with the agency's procedures, that incorrect information that the agency has collected about you be corrected.

CONFIDENTIAL INFORMATION AGREEMENT

I understand that information concerning any person, system, or asset of the Texas Department of Criminal Justice which is obtained while performing my duties I will be held in strictest confidence and may not be disclosed except as required by job duties or law. I understand that computer system password(s) I receive or devise are confidential. I will not disclose to any unauthorized person any password(s) which I am given or devise and will not write such password(s) or post them where they may be viewed by unauthorized people. I understand that the use of a password not issued to me is expressly prohibited. I agree to abide by all written conditions and restrictions imposed by the Information Security Manual. I agree further NOT to attempt to circumvent the computer security system by using or attempting to use, transaction, hardware, software, files or resources I am not authorized to use. I understand that any copyrighted material, including but not limited to commercial software which may be made available, is protected by copyright laws and is not to be copied for any reason without permission from the copyright owner. I understand that violation of copyright laws, including those applicable to computer software, may result in fines and/or other legal action. I also understand that unauthorized access or use of the computer system of the Texas Department of Criminal Justice constitutes a "Breach of Computer Security" as defined under Chapter 33 of the TEXAS PENAL CODE, and may be a criminal offense under Texas Penal Code, Section 33.02.

EMPLOYEE SIGNATURE:

DATE: 6/21/02

TEXAS DEPARTMENT OF CRIMINAL JUSTICE EMPLOYEE PERFORMANCE EVALUATION

I - ADMINISTRATIVE INFORMATION

01. DATE: 11-11-99	02. PERIOD OF REPORT FROM: 10-01-98 TO: 10-01-99	03. REASON <input type="checkbox"/> INTERIM <input type="checkbox"/> 180 DAYS <input checked="" type="checkbox"/> ANNUAL
EMPLOYEE	04. NAME: (Last, First, MI) Buentello, Salvador	05. JOB TITLE Manager II/Assist. Dire. Class. Operations
		07. UNIT/DEPARTMENT: Classification & Records
RATING SUPERVISOR	08. NAME: (First Line Supervisor) MICHAEL W. COUNTZ	09. JOB TITLE: MGR II
	10. SIGNATURE: <i>Michael W. Countz</i>	11. DATE: 12-8-99
SENIOR RATER	12. NAME: (Second Line Supervisor) Ed Owens	13. JOB TITLE: Deputy Director for Support Serv
	14. SIGNATURE: <i>Ed Owens</i>	15. DATE: 4/25/00
REVIEWER (If Applicable)	16. NAME: (Warden/Facility Administrator/Department Head/Designee)	17. JOB TITLE
	18. SIGNATURE:	19. DATE:

II - PERFORMANCE ASSESSMENTS

A. ESSENTIAL FUNCTIONS:

1. Plans, organizes, and directs all activities related to Classification operations; ensuring compliance with Agency and Divisional policies and procedures; oversees development, implementation, and evaluation of program goals, objectives, and operational procedures.

NEEDS MUCH IMPROVEMENT
 NEEDS SOME IMPROVEMENT
 MEETS STANDARDS
 SOMEWHAT EXCEEDS STANDARDS
 EXCEEDS STANDARD

2. Directs the development of program budget requests and directs allocation of approved budget funds.

NEEDS MUCH IMPROVEMENT
 NEEDS SOME IMPROVEMENT
 MEETS STANDARDS
 SOMEWHAT EXCEEDS STANDARDS
 EXCEEDS STANDARD

3. Coordinates program functions with other Agency and Divisional operations; oversees the development of program management and productivity reports.

NEEDS MUCH IMPROVEMENT
 NEEDS SOME IMPROVEMENT
 MEETS STANDARDS
 SOMEWHAT EXCEEDS STANDARDS
 EXCEEDS STANDARD

4. Represents program through liaison with other internal agency departments and external governmental and private entities involved in facilitating program goal achievement; keeps abreast of relevant scientific, technical, statutory, and executive administrative developments related to program area.

NEEDS MUCH IMPROVEMENT
 NEEDS SOME IMPROVEMENT
 MEETS STANDARDS
 SOMEWHAT EXCEEDS STANDARDS
 EXCEEDS STANDARD

5. Oversees staff development and human resource actions related to program staff; conducts periodic visits to field operations and other related facilities to inspect, evaluate, and direct activities.

NEEDS MUCH IMPROVEMENT
 NEEDS SOME IMPROVEMENT
 MEETS STANDARDS
 SOMEWHAT EXCEEDS STANDARDS
 EXCEEDS STANDARD

Employee Name: Buentello, Salvador

SSN: _____

B. TDCJ SAFETY POLICY: Employee has adhered to TDCJ Safety Policy

YES

NO

COMMENTS: (Rating Supervisor)

C. SUPERVISORY FUNCTIONS (IF APPLICABLE):

1. Schedules employee's work and off duty time.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

2. Provides training and instruction to subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

3. Evaluates and counsels subordinate employees.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

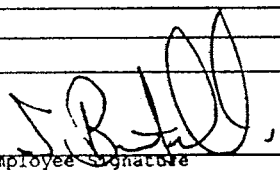
4. EEO Support: Adheres to TDCJ EEO Policy.

NEEDS MUCH IMPROVEMENT NEEDS SOME IMPROVEMENT MEETS STANDARDS SOMEWHAT SOMEWHAT EXCEEDS STANDARDS EXCEEDS STANDARDS

(WRITTEN JUSTIFICATION REQUIRED FOR RATINGS OF "NEEDS MUCH IMPROVEMENT", "NEEDS SOME IMPROVEMENT" AND "EXCEEDS STANDARDS")

Mr. Buentello is responsible for the creation of the Security Threat Group Management Office. He strives to expand the functions of the STGMO to meet the needs of the agency. He constantly looks for ways to improve his sections' operations and is nationally known for his expertise in gang intelligence.

COMMENTS: (Employee)



Employee Signature

12/13/99

Date

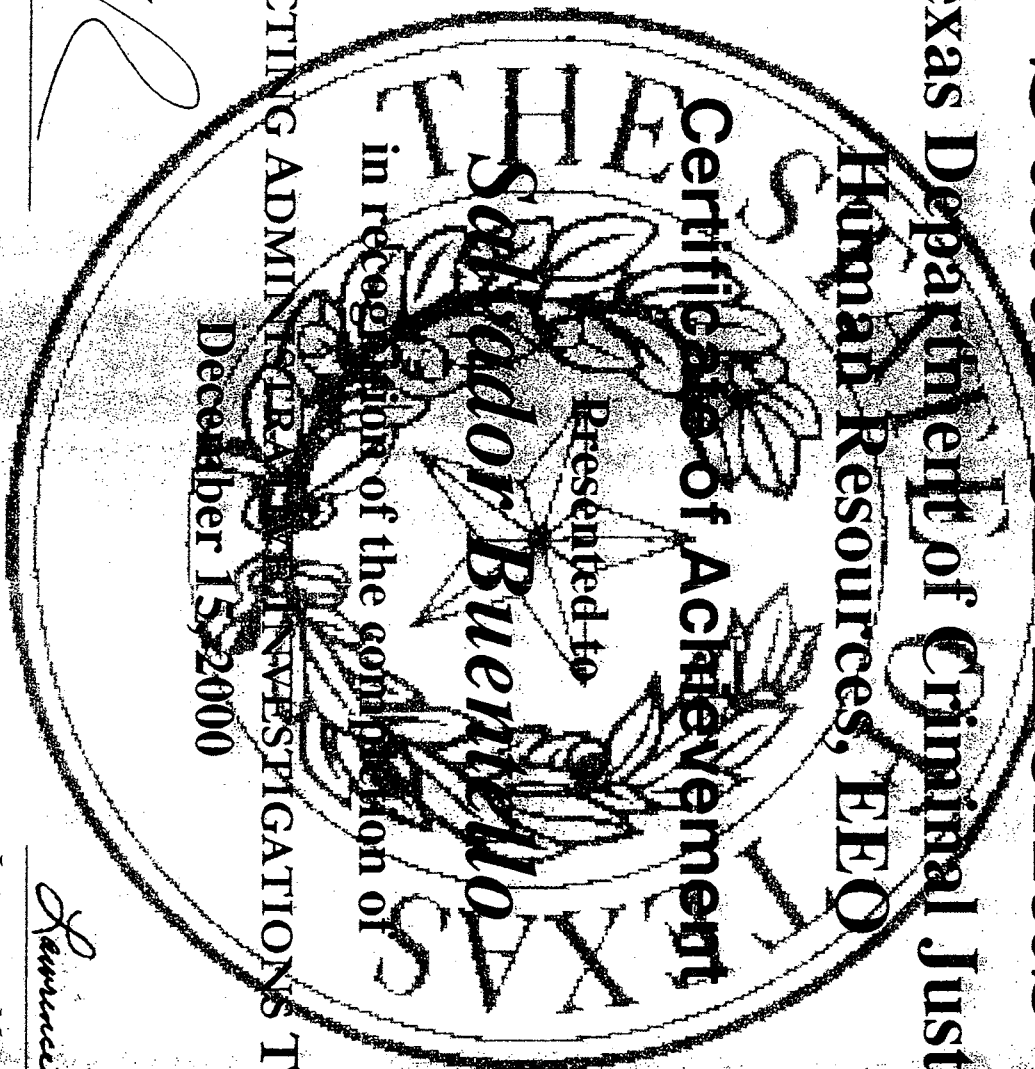
INSTRUCTIONS

- | | |
|---|---|
| 01. Date: Date of performance evaluation | 11. Date: Date of first line supervisor's review |
| 02. Period of Report: The period being rated | 12. Name: Type second line supervisor's name |
| 03. Reason: 180 days, Interim, or Annual | 13. Job Title: Payroll title of second line supervisor |
| 04. Employee's Name (Last, First, MI): Exactly as it is on social security card | 14. Signature: Signature of second line supervisor |
| 05. Job Title: Payroll title of employee being rated | 15. Date: Date of second line supervisor's review |
| 06. SSN: Social Security Number of employee being rated | 16. Name: Type name of Warden/Department Head/Designee |
| 07. Unit/Department: Unit/Department of employee being rated | 17. Job Title: Warden/Department Head/Designee |
| 08. Name: Type first line supervisor's name | 18. Signature: Signature of Warden/Department Head/Designee |
| 09. Job title: Payroll title of first line supervisor | 19. Date: Date of Warden/Department Head/Designee's review |
| 10. Signature: Signature of first line supervisor | |

Needs much improvement - Does not meet standard requirements. All aspects of performance are poor. Corrective action is needed.
Needs some improvement - Inconsistently meets standard requirements, performance still needs improvement.
Meets standards - Meets standard requirements. Performance has been as expected of employees in same or related positions.
Somewhat exceeds standards - Always meets standard requirements. Performance exceeds that normally expected of employees in same or related positions.
Exceeds standards - Consistently meets and exceeds standard requirements. Performance is outstanding on a regular basis.

State of Texas

Texas Department of Criminal Justice
Human Resources, EEO



Certificate of Achievement

Presented to

Salvador Buenillo

in recognition of the completion of

CONDUCTING ADMINISTRATIVE INVESTIGATIONS TRAINING

December 15, 2000

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

T. Hooker
Section Director, EEO

A handwritten signature in black ink, appearing to read "Lawrence S. Myers", is written over a horizontal line.

Lawrence Myers
Director, Employee Relations