



**Ohio Attorney General's Office
Bureau of Criminal Investigation
Investigative Report**



2025-0512

Officer Involved Critical Incident - 294 Ira Avenue, Akron,
OH 44301, Summit County

Investigative Activity: Involved [REDACTED] Personnel File Review

Involves: [REDACTED]

Activity Date: 03/20/2025

Activity Location: 4055 Highlander Parkway, Richfield, Summit County,
Ohio, 44286

Authoring Agent: SA John P. Tingley #154

Narrative:

On Thursday, March 20, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) John Tingley (SA Tingley) received the personnel file for Akron Police Department (APD) [REDACTED] from APD Sergeant Orrand. SA Tingley reviewed the personnel file, training records, and qualification records and noted the following:

Law Enforcement Employment History:

[REDACTED] was hired by the APD as a full-time Officer on [REDACTED]. The entire extent of [REDACTED] law enforcement experience has been with the APD.

Basic Training:

[REDACTED] attended and successfully completed the Ohio Peace Officer Training Academy (OPOTA) Basic Training Class [REDACTED]. [REDACTED] also took and passed the OPOTA certification examination on [REDACTED] and was issued Peace Officer Certificate [REDACTED] by the Ohio Peace Officer Training Commission.

Current Peace Officer Status:

Based on the records received and reviewed, it is noted that [REDACTED] was a duly certified and sworn Ohio Peace Officer at the time of the officer involved critical incident.

Training File:

[REDACTED] has completed a number of advanced training classes from various sources. Some of those classes include:

- Clandestine Drug Labs

This document is the property of the Ohio Bureau of Criminal Investigation and is confidential in nature. Neither the document nor its contents are to be disseminated outside your agency except as provided by law - a statute, an administrative rule, or any rule of procedure.



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Officer Involved Critical Incident - 294 Ira Avenue, Akron,
OH 44301, Summit County

- Human Trafficking
- Drone Operator
- Fraud Reporting and Training
- Crisis Negotiation

Firearms Qualification:

On September 18, 2024 [REDACTED] qualified on the following weapon:

- Glock 45 – 9mm – Serial [REDACTED] (this was the weapon used by [REDACTED] in the Officer Involved Critical Incident)

Disciplinary Records:

Based on the records received, [REDACTED] has no discipline related to the use of force.

The personnel file, training records, and qualification records are attached as Reference Item J in Evidence.com. Please refer to the reference item for further details.

References:

Ref Item J – Personnel Files and Training Records of Involved Officers – Stored in Evidence.com

Attachments:

None

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Re: Certificate Needed



To Bole, Dayna



CITY OF AKRON, OHIO

DEPARTMENT AKRON POLICE Subdivision

To: Major Caprez, Capt. Micozzi, Capt. Yohe, Lt. Forney, Sgt. Wood
From: Off. R.J. Lehman 974
Ref: [REDACTED] range session after OIS
Date: 1/16/20

Sirs,

On this date 1/16/20 Off. Strainer and myself met [REDACTED] at the University of Akron range. We began the session with casual conversation. We then had [REDACTED] shoot the OPOTA qualification. [REDACTED] shot very well and passed the qualification. We then moved into more challenging shooting drills and [REDACTED] performed above average. After the session we talked again.

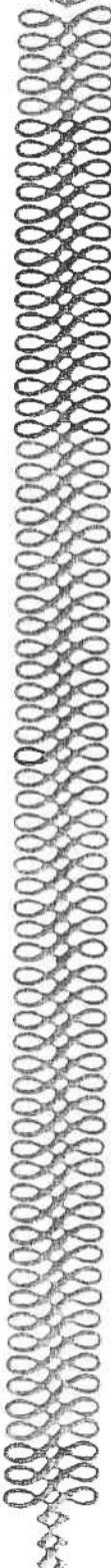
In my personal opinion [REDACTED] performed above average and did not exhibit anything that would cause any concern for him returning to duty.

Respectfully Submitted,

Off. R.J. Lehman 974

AKRON POLICE DEPT.
CHIEF'S OFFICE

2020 JAN 16 PM 3:56



I, [REDACTED] DO SOLEMNLY PLEDGE

UPON MY HONOR THAT I WILL UPHOLD AND SUPPORT THE CONSTITUTION OF THE UNITED STATES AND THE LAWS THEREOF, THE CONSTITUTION OF THE STATE OF OHIO AND THE LAWS THEREOF, THE CHARTER AND ORDINANCES OF THE CITY OF AKRON AND THE RULES AND REGULATIONS OF THE AKRON POLICE DEPARTMENT, AND THAT I WILL FAITHFULLY, HONESTLY AND IMPARTIALLY DISCHARGE AND PERFORM THE DUTIES OF A POLICE OFFICER TO THE BEST OF MY ABILITY.

I DO SO PLEDGE.

[REDACTED]

Signature

**AFFIRMED BEFORE ME AND SUBSCRIBED IN MY PRESENCE
THIS [REDACTED]**



DONALD L. PLUSQUELLIC, MAYOR

OHIO PEACE OFFICER TRAINING COMMISSION

PEACE OFFICER COMMISSION AND OATH OF OFFICE

I. TO BE COMPLETED BY APPOINTEE:

On this date, you are hereby appointed as a peace officer to serve as a Police Officer for the Akron Police Department pursuant to 737.02 position/title
the Akron Police Department department name ORC Section

As such, you shall swear or affirm the following:

I, [REDACTED], do solemnly swear or affirm that I will support the
appointee

Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio,
and the Laws and Ordinances of City of Akron political subdivision and to the best of my ability will
discharge the duties of the office of Police Officer position/title.

[REDACTED]
Signature of Appointee

[REDACTED]
Date of Appointment

II. TO BE COMPLETED BY APPOINTING AUTHORITY:

By signing below, I hereby swear or affirm that [REDACTED] is
appointee

appointed to the above position pursuant to the authority vested in me by 737.02, and
ORC Section

that the individual has personally appeared before me and signed this oath in my presence.

[REDACTED]
Signature of Appointing Authority

Donald L. Plusquellic, Mayor
Typed Name of Appointing Authority and Title

III. NOTARY:

Sworn to and subscribed before me this [REDACTED].

My commission expires February 16, 2011



Signature of Notary/Clerk of Courts

CARRIE L. STOLL, Notary Public

Residence - Summit County

State Wide Jurisdiction, Ohio

My Commission Expires 2-16-11

FW: incident March 7, 2013 around 8:30pm

Calvaruso, Paul

Sent: Friday, March 15, 2013 9:51 AM

To: McNeil, Jeff

Put in file

From: Brown, Charles
Sent: Monday, March 11, 2013 9:40 AM
To: Calvaruso, Paul
Subject: FW: incident March 7, 2013 around 8:30pm

C.A. Brown, Assistant Chief of Police
Akron Police Department
217 South High Street, Suite #320
Akron, Ohio 44308
330.375.2470

www.akroncops.org

Get signed up for our Nixle alerts & our Facebook Fan page!

From: Laura Smrcina Hill [REDACTED]
Sent: Friday, March 08, 2013 4:47 PM
To: Brown, Charles
Subject: incident March 7, 2013 around 8:30pm

Hi!

I wanted to write a note to thoroughly thank the two kind-hearted police officers that helped my friend Stephanie and myself last evening with her missing dog, Louie. The two police officers met us at the corner of Arlington and 7th and drove with us to the house where Louie was being held on Homestead. We were very nervous and unsure about trying to collect Louie on our own. The police officers were so nice and helpful. It all happened so quickly, that I was not able to get a badge number or their names.

I just want to commend them on their service and rescuing of Louie. We are so very grateful!!!

Sincerely,

Laura Hill

--

LAURA HILL - [REDACTED]
Allen & Hodgman

Police Incident Power Filter

[Search] [Reset] [Back] [Navigate]

Display Options		Sort Options		Load Search	Save Search
SEARCH CRITERIA		OPERATOR	SEARCH VALUE		
Incident Date	on		03/07/2013		
Notes	includes		dog	Remove Row	
				Remove Row	
				Add Row	Add Column

Search Results: 10

Incident All+V Number	Incident Date/Time	Incident Address Apt/Lot	Dist	Prty	Nature	Units	Officers	Reports
View 13038872	03/07/13 23:36:05	627 MARDON AV	9	6	2-MEET A PARTY	A9	1334 CHETTO, SHAWN E	
Print								
View 13038852	03/07/13 23:09:56	938 WHITTIER AV	8	3	CKPR-CHK PROP * OPEN DR/WND	A8	1288 MILES, MICHAEL W	
Print							1343 CUNNINGHAM, KYLE S	
View 13038814	03/07/13 22:05:06	68 PALMETTO AV	6	6	16-ANIMAL COMPLAINT/PROBLEM	E16, E15	1164 TASSIELLO, VINCENT J	
Print							1173 AEY, WILLIAM J	
							1248 REA, JAMIE J	
							1231 DIDYK, PATRICK T	
View 13038808	03/07/13 21:59:15	1376 OTTAWA AV	3	6	2-MEET A PARTY	E47	1033 GARRETT, GARY R	
Print								
View [REDACTED]	03/07/13 20:03:20	530 S ARLINGTON ST P LOT	11	6	2-MEET A PARTY	E22	[REDACTED]	1300 TERSIGNI, VINCENT R
Print								
View 13038756	03/07/13 18:49:25	700 HOME AV	2	6	CIP-CHECK IN PATROL FOR	E24	1301 WINEBRENNER, JUSTIN R	
Print							1264 MORRIS, JUSTIN M	
View 13038693	03/07/13 18:42:25	1106 SYLVAN AV	5	6	2-MEET A PARTY	D5	1285 BAUKNECHT, BRENT A	
Print							1284 JASKOLKA, JANUSZ M	
View 13038473	03/07/13 13:07:47	455 WHITE POND DR	9	4	CKW-CHECK THE WELFARE	C19	893 FORESTER, WILLIAM S	
Print								
View 13038439	03/07/13 12:27:35	1414 KENMORE BLVD	7	4	9B-SUSP PERSON(S) ON FOOT	B7, C16, M960	1179 PATALON, EDWARD D	
Print							960 HOOPER, PAUL M	
							1056 HOTTINGER, JANET R	
View 13038271	03/07/13 02:36:20	2042 LORENA AV	9	6	CIP-CHECK IN PATROL FOR	A12, A9A, A9	1296 HILL, PAUL J	
Print							1297 MOENICH, GREGORY S	
							1162 KELLEY, ANTHONY J	
							1319 TURNURE, JOHN D	

Akron Police Department
Incident [749243]

Friday, March 15, 2013 10:11
Page 1 of 1



**Incident
POLICE, DIVISION, AKRON, OHIO**

INCIDENT								
INCIDENT#	DATE/TIME 03/07/2013 20:03	ADDRESS 530 S ARLINGTON ST	APT/LOT P.LOT	NATURE 2-MEET A PARTY	PRIORITY 6	DISTRICT 11	GRID 443	
ALARM METHOD 1	TIME DISPATCHED 03/07/2013 20:34	TIME CLOSED 03/07/2013 20:57		COMPLAINANT NAME STEPHANIE FALK	COMPLAINANT PHONE	DISPOSITION(S) 23		
CALL TAKER PMP	DISPATCHER REJ							
Unit	Dispatch	Enroute	Arrived	Open Rpt		Cleared		
E22	20:34:07	20:34:09				20:57:04		
Time	Notes							
20:03:45	REF DOG THAT WAS TAKEN (08PMP)							
20:04:20	ETA 10MINS SIL BUICK VERANA (08PMP)							
20:04:29	WANTS TO PU DOG FROM PERSON WHO TOOK IT (08PMP)							
20:31:28	C/B FROM CALLER, IS IN THE ARLINGTON CHURCH OF GOD P/LOT (02SNS)							
20:31:38	WAITING FOR APD (02SNS)							
20:32:17	*Location changed from S ARLINGTON ST/7 AV							
20:34:07	P.D. Response area is 11							
20:51:39	Unit E22 current location: 406 HOMSTEAD (REJ)							



U.S. Department of Justice

Bureau of Alcohol, Tobacco,
Firearms and Explosives
5005 Rockside Road, Suite 700
Independence, Ohio 44136
RECEIVED
AKRON POLICE DEPT.
CHIEF'S OFFICE
2013 FEB - 1 PM 3:05

www.atf.gov

January 23, 2013

Chief James Nice
Akron Police Department
217 S. High Street
Akron, Ohio 44308

Dear Chief Nice,

I would like to commend the efforts of [REDACTED] David Hileman, and Jude Carroll in connection with the recently concluded investigation and prosecution of Garrett J. Patterson (AKA: "Gan"), for Federal firearms and narcotics violations.

On November 4, 2011, these officers conducted a traffic stop upon Patterson, who was driving a 2005 Dodge Magnum, at the intersection of Copley Road and Seward Avenue, as this vehicle had illegally tinted windows. After the officers noticed the odor of marijuana from inside of Patterson's vehicle, they then observed a loaded Smith & Wesson, model SW40VE, .40 caliber pistol in plain view on the driver's side floor board. Patterson was placed under arrest and search incident to arrest revealed that he had approximately 4.2 ounces of suspected crack cocaine and five suspected Ecstasy pills in his pockets. Approximately 6.6 ounces of marijuana was found in the rear passenger seat of the vehicle.

As Patterson was the subject of a previous ATF investigation in 2007, (which resulted in his subsequent Federal conviction for Felon in Possession of a Firearm and a sentence of 24 months imprisonment with 3 years Federal supervised release) ATF again became involved in an investigation of Patterson. Follow-up investigative activity by an ATF agent revealed that the firearm that Patterson was found to be in possession of was allegedly a stolen firearm.

On November 22, 2011, Patterson was indicted for one count of violating Section 922(g)(1), Title 18, United States Code – Felon in Possession of a Firearm/Ammunition, and Section 841(a)(1), Title 21 – Possession of a Controlled Substance With Intent to Distribute, in U.S. District Court, Cleveland, Ohio.

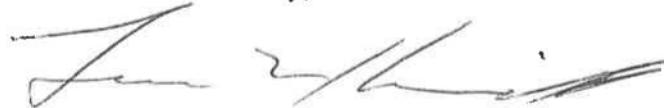
[REDACTED] David, Jude, [REDACTED]
No work No [REDACTED]
No chief [REDACTED]

On November 9, 2012, Patterson pled guilty to both offenses and subsequently, on January 18, 2013, he was sentenced to 108 months imprisonment, with 6 years supervised release.

I would like to recognize the efforts and spirit of cooperation shown by [REDACTED] Hileman, and Carroll in the investigation and successful prosecution Patterson; a multi-convicted felon, repeat offender, and drug trafficker.

These officers are truly assets to your department, as well as to the citizens of Akron. As always, I look forward to such continued ventures.

Sincerely,



Lance L. Kimmell
Group Supervisor

Miller, Marcus

From: JOHN SHREVE [REDACTED]
Sent: Wednesday, September 26, 2007 6:13 PM
To: police@ci.akron.oh.us
Subject: Thanks

Dear Sirs:

On September 15, 2007, my wife and I were riding with our son. As we were entering the intersection of E Cuyahoga Falls Avenue and Gorge Blvd, we had to stop suddenly as a fire engine appeared from the left. The vehicle behind us was unable to stop and hit us.

I do not know the names of the two officers that responded. The report number was [REDACTED] and I believe they were in vehicle #24.

We would like to thank both officers for the way they handled the situation. They were efficient, courteous, and went out of their way to take care of us, even remaining on the scene until my daughter-in-law could come from work and pick us up. They even offered to let us sit in the back of the cruiser since it was quite cool and we weren't dressed very warmly. I did decline their offer telling them that I had never really had any desire to sit in the back seat of any police car. (My nephew is an police officer and I've heard too many stories about what goes on.)

Please thank the officers involved for us, and thanks to your department for making an uncomfortable situation bearable.

Sincerely,

John Shreve
PO Box 686
Beverly, OH 45715



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Michael T. Matulavich, *Chief of Police*

September 27, 2007

*Mr. John Shreve
P.O. Box 686
Beverly, OH 45715*

Dear Mr. Shreve:

*Thank you for contacting the Police Department expressing your gratitude
for the service provided by Officers Kevin Evans and [REDACTED]*

*It is always appreciated when someone contacts us regarding our officers
in the performance of their duties. It makes us proud to know that they
made such a favorable impression.*

*For your information, a copy of your message was forwarded to both
officers with an additional copy placed in their respective personnel file.*

Again, thank you for your comments.

Sincerely,

Michael T. Matulavich

*Michael T. Matulavich
Chief of Police*

cc: Captain Caprez



RE: Great Job

Caprez, Michael

Sent: Thursday, February 25, 2010 7:28 PM**To:** Nemet, Jacqueline

Thanks we'll let them know

From: Nemet, Jacqueline**Sent:** Thursday, February 25, 2010 8:56 AM**To:** Caprez, Michael**Cc:** Hall, Augustus**Subject:** Great Job

I received a telephone call in the Chief's Office yesterday from Ms. Phyllis Rosadso. She informed me that on February 9, 2010 [REDACTED] and Officer Hileman went above and beyond to assist her.

Ms. Rosadso had been walking home around 11:15 PM from East Market around the Central Garage headed to her home on Exchange Street across from Dave's Supermarket. She is 63 years of age and walks with a cane, the sidewalks were snow covered and the officers stopped and offered her a ride home. She also stated that when she exited the cruiser the officers made sure she made it around the snow safely and asked if she would like help up her stairs.

Ms. Rosadso was so grateful for the service our officers provided and asked that I make their supervisor aware of what a fine job they did. I assured her that I would pass along the information as well as place a copy of this e-mail in their personnel files. Ms. Rosadso can be contacted at [REDACTED]

EMPLOYEE ID NO.	
[REDACTED]	

RECEIVED
AKRON POLICE DEPT.
CHIEF'S OFFICE

SETUP & CHANGE PERSONAL INFORMATION

2010 MAY 11 AM 8:51

As an Equal Employment Opportunity employer, the City of Akron follows all federal, state, and local laws, rules, and regulations that pertain to Equal Employment Opportunity. The information obtained will be kept confidential except as otherwise provided by law and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the state or federal government for civil rights enforcement. When used in a report to the state or federal government, the data will not identify any specific individual.

Social Security Number	Last Name	First Name	Middle Name
[REDACTED]			

New Social Security Number (if applicable)	New Last Name	New First Name	New Middle Name
[REDACTED]			

Street Address	City and State	Zip Code
[REDACTED]		

Resident (Circle response below)	Phone Number (complete the information below)	Marital Status (Circle response below)	Birth Date	Gender (Circle response below)
<input checked="" type="radio"/> Yes <input type="radio"/> No	CELL: HOME:	1. Single 2. Married 3. Separated	4. Divorced 5. Widowed	MALE FEMALE

Education (Circle response below)				
B-Less Than HS Graduate C-HS Graduate or Equivalent <input checked="" type="radio"/> D-Some College E-Technical School	F-2- Year College Degree G-Bachelor's Level Degree H-Some Graduate School I-Master's Level Degree	J-Doctorate (Academic) K-Doctorate (Professional) L-Post-Doctorate		

Emergency Contact Information				
Title	Last Name	First Name	Middle Name	
[REDACTED]				

City and State	Phone Number	Relationship Code
[REDACTED]		

I hereby certify that every statement I have made on this Setup & Change Personal Information form is true and complete. I understand that any false or incomplete answer may be grounds for dismissal.

SIGNATURE: [REDACTED]

DATE 5-4-16

Personal Information Form

The Chief's Office is updating database files on sworn, civilian and safety communications employees as well as Reserve Officers. The required information is **bolded**. All other information is optional. Cross off any information listed below that is incorrect and neatly print the correct information on the line provided.

Rule and Regulation 600.01: Officers/employees of the Police Division are required to have a telephone at their place of residence, and shall submit a report of their address and telephone number to their commanding officer.

- a. All changes of address or telephone number shall be reported to the officer's/employee's commanding officer within twenty-four (24) hours after such change.
- b. This rule shall be complied with by all officers/employees of the Police Division whether such officer/employee is working or on leave.

This signed form is due in the Chief's Office by Monday, September 14, 2015.

ID# [REDACTED] Badge#: [REDACTED] DB Badge#: [REDACTED]

Last: [REDACTED] _____

First: [REDACTED] _____

Middle: [REDACTED] _____

Address: [REDACTED] _____

City: [REDACTED] _____ Zip: [REDACTED] _____

Phone #1: [REDACTED] _____ None

Phone #2: [REDACTED] _____

Spouse/Significant Other [REDACTED] _____

College Degree(s): *Example – B.S. in Political Science; Assoc. in Criminal Justice*

CERTIFICATION - MASSOTHERAPY

Emergency Contact Information:

Name: [REDACTED] _____

Relation: [REDACTED] _____

Phone # [REDACTED] _____ Phone #2: [REDACTED] _____

Employee's Signature: [REDACTED] _____ Date: 9-3-15

Supervisor's Signature: Agt. JR Garrett



Personal Information Form

The Chief's Office is updating database files on sworn and civilian employees as well as Reserve Officers. The required information is bolded. All other information is optional. Cross off any information listed below that is incorrect and print the correct information on the line provided.
This form is due in the Chief's Office by Monday, November 26, 2012.

ID#: [REDACTED]

Badge#: [REDACTED] _____

Last: [REDACTED] _____

First: [REDACTED] _____

Middle: [REDACTED] _____

Address [REDACTED] _____

City: [REDACTED] _____

Zip: [REDACTED] _____

Phone #1: [REDACTED] _____

Phone #2: [REDACTED] _____

Spouse: [REDACTED] _____

College Degree(s): CERTIFICATION - MASSOTHERAPY

Community Relations is creating an exhibit on family relationships for the museum. If you are related to a former or current officer(s) or someone with another law enforcement agency and would like to share that information, please complete the lines below. Please use the back of the form if additional space is needed.

Example: Officer James E. Conley has the following family relationships:

John "Jack" Conley, Jim's uncle, Akron Police Department, Officer, Retired/Deceased
Michael Conley, brother, Summit County Sheriff's Office, Deputy, Active

Name: _____

Relationship: _____

Agency: _____

Rank: _____ Status: _____

Name: _____

Relationship: _____

Agency: _____

Rank: _____ Status: _____

CITY OF AKRON SAFETY COMMUNICATIONS
CELL PHONE/PAGER PAGING AGREEMENT

Members of the City of Akron Safety Forces may now opt to have notification pages sent to their personal cell phones as well as their pagers. The following information and signed agreement must be received by Safetyforces Information Systems in order to receive the notifications on cellular devices. If you do not want to receive notifications sign and return without listing any groups.

NAME: [REDACTED]

PAYROLL ID NO.: [REDACTED]

AGENCY/ASSIGNMENT: APD/ [REDACTED]

CELL PHONE/PAGER NUMBER(S)/E-MAIL ADDRESS YOU WOULD LIKE PAGED ON:

(alpha pagers require us to know the provider)

CIRCLE ALL NOTIFICATION GROUPS APPLICABLE TO YOU (If a special unit is not listed, please mark it next to "Other"):

Chief's Office	Chief's Office Staff	Investigative Sub-Division	PIO
Major/Persons Crimes	Services Sub-Division	Uniform/Patrol	CIT
Uniform/Traffic	Accident Reconstruction	CLC Officers	CART
FOP Executive Board	Reserve Officer	Canine	CISD
Bus Driver	Gang	CLET	EMA
Domestic Response	Honor Guard	SWAT Negotiators	SWAT
Office of Professional Standards and Accountability		Chaplain	

Other: [REDACTED]

I, [REDACTED], UNDERSTAND THAT I MUST ASSUME RESPONSIBILITY FOR ALL CHARGES FROM MY CELLULAR CARRIER FOR ANY TEXT MESSAGING GENERATED BY THE SPECIAL OPERATIONS RESPONSE TEAM DISPATCH CENTER (i.e. Safety Communications).

MEMBER'S SIGNATURE: [REDACTED]

SUPERVISOR'S SIGNATURE: [REDACTED] *LoC Thru 1053*

DATE: 8/3/10

Return completed form with signatures to the Chief's Office.

Please note: If you "opt out" of the notification pages and are needed for any reason, you will still be contacted via phone. "Opting out" does not mean that you will not be called to report to duty. See Akron Police Department Rules and Regulations 1100.01, 1100.05, 1100.06a and 1100.06b.

Rev: 7/15/2010

EMPLOYEE ID NO.

SETUP & CHANGE PERSONAL INFORMATION

As an Equal Employment Opportunity employer, the City of Akron follows all federal, state, and local laws, rules, and regulations that pertain to Equal Employment Opportunity. The information obtained will be kept confidential except as otherwise provided by law and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the state or federal government for civil rights enforcement. When used in a report to the state or federal government, the data will not identify any specific individual.

Social Security Number	Last Name	First Name	Middle Name
[REDACTED]			

New Social Security Number (if applicable)	New Last Name	New First Name	New Middle Name
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Street Address	City and State	Zip Code
[REDACTED]		

Resident (Circle response below)	Phone Number (complete the information below)	Birth Date	Gender (Circle response below)
<input checked="" type="radio"/> Yes <input type="radio"/> No	CELL [REDACTED] HOM [REDACTED]	[REDACTED]	<input checked="" type="radio"/> MALE <input type="radio"/> FEMALE

Education (Circle response below)			
B-Less Than HS Graduate C-HS Graduate or Equivalent <input checked="" type="radio"/> D-Some College E-Technical School	F-2- Year College Degree G-Bachelor's Level Degree H-Some Graduate School I-Master's Level Degree	J-Doctorate (Academic) K-Doctorate (Professional) L-Post-Doctorate	

Emergency Contact Information				
Title	Last Name	First Name	Middle Name	Street Address
[REDACTED]				

City and State	Phone Number	Relationship Code	
[REDACTED]			

I hereby certify that every statement I have made on this Setup & Change Personal Information form is true and complete. I understand that any false or incomplete answer may be grounds for dismissal.

SIGNATURE: [REDACTED]

DATE 9-14-09

SET UP & CHANGE PERSONAL INFORMATION

SOCIAL SEC. NO.	LAST NAME	FIRST NAME

NEW SOCIAL SEC. NO.	NEW LAST NAME	NEW FIRST NAME

STREET ADDRESS	CITY AND STATE	ZIP	RES

SCH DST	HOME PHONE	BIRTHDATE	SEX RACE ETHNIC GROUP CODE			
		<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> A. White Male B. Black Male C. Hispanic Male </div> <div style="text-align: center;"> D. Asian/Pacific Is. E. Am. Ind./Alaskan F. Other Male </div> <div style="text-align: center;"> G. White Female H. Black Female I. Hispanic Female </div> <div style="text-align: center;"> J. Asian/Pacific Is. K. Am. Ind./Alaskan L. Other Female </div> </div>				

MILITARY	EDUCATION	MARITAL STATUS	DEPENDENT CHILD
1 No Military Service 2 Military - No Pref. 3 Military - Pref.	01 8th Grade 02 Some High School 03 High School Grad. 04 Some College 05 College Grad. 06 Grad. Degree 	04 1 Single 2 Married 3 Separated	2 4 Divorced 5 Widowed 1 Yes 2 No

SPOUSE INFORMATION			
PENSION PLAN	SPOUSE LAST NAME	SPOUSE FIRST NAME	MI

SPOUSE	EMERGENCY CONTACT INFORMATION					
BIRTHDATE	TITLE	LAST NAME	FI	MI	STREET ADDRESS	

EMERGENCY CONTACT INFORMATION							
CITY AND STATE			PHONE NUMBER		RELATION CODE		

CIVIL SERVICE USE ONLY									
CLASS PD	POSITION NO.	RANGE	APPT	HQ	STATUS		FED. EX.	ST. EX.	EMP. DATE

January 7, 2008

To: [REDACTED]

Subj: Non-compliance with employment residency requirements,
City of Akron Charter Section 106 (5b).

Dear: [REDACTED]

City of Akron Personnel Records indicate that you have not yet complied with the residency requirement of the City of Akron.

We have on file your signed statement, acknowledging you are aware that City of Akron Charter Section 106 (5b) requires you to become a resident within twelve months of your employment and to remain a resident during your employment.

If you are not in compliance with the residency requirement by March 26, 2008 under Charter Section 106(5b), the appointing authority has no alternative but to ask for your separation. Please submit proof of residency with the 'Setup and Change Personal Information' form to your department head as soon as you are in compliance. This proof includes, but is not limited to written proof of ownership such as signed contract for water billing or if renting a copy of lease or rental agreement.

If you have any questions regarding residency or there are extenuating circumstances that prevent you from meeting this requirement, please contact the Personnel Department immediately.

Sincerely,


Virginia Robinson

Virginia Robinson
Personnel Director

cc: Labor Relations
Chief Matulavich

October 9, 2007

To: [REDACTED]

Subj: Non-compliance with employment residency requirements,
City of Akron Charter Section 106 (5b).

Dear: [REDACTED]

City of Akron Personnel Records indicate that you have not yet complied with the residency requirement of the City of Akron.

We have on file your signed statement, acknowledging you are aware that City of Akron Charter Section 106 (5b) requires you to become a resident within twelve months of your employment and to remain a resident during your employment.

If you are not in compliance with the residency requirement by March 26, 2008 under Charter Section 106(5b), the appointing authority has no alternative but to ask for your separation. Please submit proof of residency with the 'Setup and Change Personal Information' form to your department head as soon as you are in compliance. This proof includes, but is not limited to written proof of ownership such as signed contract for water billing or if renting a copy of lease or rental agreement.

If you have any questions regarding residency or there are extenuating circumstances that prevent you from meeting this requirement, please contact the Personnel Department immediately.

Sincerely,

Virginia Robinson
Virginia Robinson
Personnel Director

cc: Labor Relations
Chief Matulavich

July 12, 2007

To: [REDACTED]

Subj: Non-compliance with employment residency requirements,
City of Akron Charter Section 106 (5b).

Dear: [REDACTED]

City of Akron Personnel Records indicate that you have not yet complied with the residency requirement of the City of Akron.

We have on file your signed statement, acknowledging you are aware that City of Akron Charter Section 106 (5b) requires you to become a resident within twelve months of your employment and to remain a resident during your employment.

If you are not in compliance with the residency requirement by March 26, 2008 under Charter Section 106(5b), the appointing authority has no alternative but to ask for your separation. Please submit proof of residency with the 'Setup and Change Personal Information' form to your department head as soon as you are in compliance. This proof includes, but is not limited to written proof of ownership such as signed contract for water billing or if renting a copy of lease or rental agreement.

If you have any questions regarding residency or there are extenuating circumstances that prevent you from meeting this requirement, please contact the Personnel Department immediately.

Sincerely,



Virginia Robinson
Personnel Director

7/12

cc: Labor Relations
Chief Matulavich

Suite 100 / CitiCenter Building / 146 South High Street / Akron, OH 44308 - 1421
Telephone 330-375-2720 / Fax 330-375-2299 / e-mail: Employment@ci.akron.oh.us
Virginia R. Robinson / Personnel Director
Sidney C. Foster, Jr., President / Stephen A. Stock, Member



April 16, 2007

To: [REDACTED]

- Subj: Non-compliance with employment residency requirements,
City of Akron Charter Section 106 (5b).

Dear: [REDACTED]

City of Akron Personnel Records indicate that you have not yet complied with the residency requirement of the City of Akron.

We have on file your signed statement, acknowledging you are aware that City of Akron Charter Section 106 (5b) requires you to become a resident within twelve months of your employment and to remain a resident during your employment.

If you are not in compliance with the residency requirement by March 26, 2008 under Charter Section 106(5b), the appointing authority has no alternative but to ask for your separation. Please submit proof of residency with the 'Setup and Change Personal Information' form to your department head as soon as you are in compliance. This proof includes, but is not limited to written proof of ownership such as signed contract for water billing or if renting a copy of lease or rental agreement.

If you have any questions regarding residency or there are extenuating circumstances that prevent you from meeting this requirement, please contact the Personnel Department immediately.

Sincerely,

ms

Virginia Robinson
Personnel Director

cc: Labor Relations
Chief Matulavich

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME [REDACTED]	DIVISION Police Uniformed	CLASS TITLE Police Officer		
EVALUATION FROM 10/1/19 TO 9/30/20	MERIT INCREASE DATE 3/26/11	RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/19 PLEASE USE #2 PENCIL		
EMPLOYEE ID [REDACTED]	TYPE OF EVALUATION			
	STD INTERIM 6-MONTH	EMPLOY PROBATION 45 DAY 90 DAY 180 DAY 270 DAY	SEASON TEMP 45 DAY 90 DAY FINAL	PROM TRANSFER 45 DAY 90 DAY
	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
ITEMS	MO: 1 2 3 4 5 6 7 8 9 10 11 12	FACTORS YR: 0 1 2 3 4 5 6 7 8 9		

1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH:	2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED
<input checked="" type="checkbox"/> = STRONG	
<input checked="" type="checkbox"/> = STANDARD	
<input type="checkbox"/> = WEAK	
<input checked="" type="checkbox"/> ACCURACY	<input checked="" type="checkbox"/> JUDGEMENT
<input checked="" type="checkbox"/> THOROUGHNESS	<input checked="" type="checkbox"/> WRITTEN EXPRESSION
<input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT	<input checked="" type="checkbox"/> ORAL EXPRESSION
<input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED	
<input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE	
<input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS	<input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT
<input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE	
<input checked="" type="checkbox"/> DILIGENCE, EFFORT	<input checked="" type="checkbox"/> INITIATIVE
<input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES	<input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL
<input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY	<input checked="" type="checkbox"/> ORGANIZATION OF WORK
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION	<input checked="" type="checkbox"/> CONDUCT WITH PUBLIC
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS	<input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE
<input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING	<input type="checkbox"/> EVALUATING PERFORMANCE
<input type="checkbox"/> TRAINING & INSTRUCTING	<input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP
<input type="checkbox"/> DISCIPLINARY CONTROL	

3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.	60 = UNSATISFACTORY
	70 = IMPROVEMENT NEEDED
	80 = SATISFACTORY
	90 = VERY GOOD
	95 = OUTSTANDING
EVALUATOR 1 [REDACTED]	60
EVALUATOR 2 [REDACTED]	70
EVALUATOR 1 [REDACTED]	80
EVALUATOR 2 [REDACTED]	90
QUALITY OF WORK	
EVALUATOR 1 [REDACTED]	
EVALUATOR 2 [REDACTED]	
QUANTITY OF WORK	
EVALUATOR 1 [REDACTED]	
EVALUATOR 2 [REDACTED]	
ATTENDANCE	
EVALUATOR 1 [REDACTED]	
EVALUATOR 2 [REDACTED]	
WORK HABITS	
EVALUATOR 1 [REDACTED]	
EVALUATOR 2 [REDACTED]	
RELATIONSHIP WITH OTHERS	
EVALUATOR 1 [REDACTED]	
EVALUATOR 2 [REDACTED]	
SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	
EVALUATOR 1 [REDACTED]	
EVALUATOR 2 [REDACTED]	

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT

THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.
answered 1616 calls for service and of those calls, [REDACTED] had 253 self-initiated stops. [REDACTED] is thorough an-

responsive to neighborhood issues and complaints. He knows the problem areas and repeat offenders in his district and work to solve those problems. [REDACTED] filled in as an FTO on numerous occasions and could be relied on to properly train the rookie he was assigned. He makes good decisions and needs little supervision. Shift Supervisors recognized [REDACTED] for his action multiple times this grading period. Of those, one involved the successful recovery of a missing 4 year old child who had wandered away from his home. [REDACTED] had no call-offs this grading period.. *my*

5. SIGNATURE OF EVALUATOR Sgt. T. [REDACTED] #1247	THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.
EVALUATOR 1 SIGNATURE	EMPLOYEE ID #
10/20/2020	
EVALUATOR 2 SIGNATURE	
EMPLOYEE ID #	
DATE	

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: <i>Sgt. T. [REDACTED] 1247</i>	TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD; THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION
---	--

7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY SIGNATURE AND DATE <i>Sgt. T. [REDACTED] 1247</i>	TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.
DATE <i>10/27/20</i>	
SIGNATURE OF DEPARTMENT HEAD	
DATE <i>10/27/20</i>	

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME		DIVISION Police Uniformed		CLASS TITLE Police Officer	
EVALUATION FROM 10/1/18 TO 3/31/19		MERIT INCREASE DATE 3/26/11		RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 4/30/19 PLEASE USE #2 PENCIL	
EMPLOYEE ID		TYPE OF EVALUATION			
EMPLOYEE ID	STD	EMPLOY PROBATION		SEASON TEMP	
		INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY

ITEMS	MO: 1 2 3 4 5 6 7 8 9 10 11 12	FACTORS	YR: 1 2 3 4 5 6 7 8 9 10
1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH:		3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.	
<input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK		WHICH ARE NOT JOB-RELATED	
<input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT		<input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION	
<input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE		QUALITY OF WORK	
<input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE		QUANTITY OF WORK	
<input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY		ATTENDANCE	
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS		WORK HABITS	
<input checked="" type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input checked="" type="checkbox"/> TRAINING & INSTRUCTING <input checked="" type="checkbox"/> DISCIPLINARY CONTROL		RELATIONSHIP WITH OTHERS	
		SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	
		EVALUATION BY: 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING	

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

Officer [REDACTED] is a competent, professional police officer. He demonstrates good judgement and makes reasonable decisions.

He performs extremely well in stressful situations. [REDACTED] initiated a Sig. 39 of a suspicious vehicle and arrested Rodn

Williams who is a Cease Fire Target [REDACTED] He did a great job with an 18 yr. old DD victim and took the time to follow

up with CSB the next day to ensure her safety [REDACTED] He took the time to follow up on a Robbery victim and went to

hospital and developed a suspect ([REDACTED] had no call offs this period.) [REDACTED] 04/24/19 [REDACTED] 04/24/19 SERVICE CALLS 21 04/24/19

5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

[Signature] EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

DATE 04/24/19

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON

ORIGINAL APPOINTMENT PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE 5/1/19

SIGNATURE OF DEPARTMENT HEAD OR AUTHORIZED REPRESENTATIVE

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE AND DATE: *[Signature]* 05/01/19

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME		DIVISION Police Uniformed				CLASS TITLE Police Officer							
EVALUATION FROM 4/1/18 TO 9/30/18		MERIT INCREASE DATE 8/26/11				RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/18 PLEASE USE #2 PENCIL							
EMPLOYEE ID	TYPE OF EVALUATION							EVALUATOR ID					
	STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER	INTERIM 6-MONTH	45 DAY	90 DAY		180 DAY	270 DAY	45 DAY	90 DAY	FINAL

ITEMS	MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12)	FACTORS	YR: (1) (2) (3) (4) (5) (6) (7) (8) (9)
1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH:		3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.	
<input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK		WHICH ARE NOT JOB-RELATED	
<input type="checkbox"/> ACCURACY <input type="checkbox"/> THOROUGHNESS <input type="checkbox"/> NEATNESS OF WORK PRODUCT		<input type="checkbox"/> JUDGEMENT <input type="checkbox"/> WRITTEN EXPRESSION <input type="checkbox"/> ORAL EXPRESSION	
<input type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE		QUALITY OF WORK	
<input type="checkbox"/> ADHERENCE TO WORKING HOURS <input type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE		QUANTITY OF WORK	
<input checked="" type="checkbox"/> DILIGENCE, EFFORT <input type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS FOR OBJECTIVES <input type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY		ATTENDANCE	
<input type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS		WORK HABITS	
<input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL		RELATIONSHIP WITH OTHERS	
<input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP		SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	
4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.		60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING	
[REDACTED] performs his duties well with minimal supervision. He makes sound decisions in absence of detailed instructions or direct supervision. Keeps supervisor informed on status of his calls. He uses good judgement and a common sense approach to situations. He handles himself well in stressful situations and does not allow situations to further deteriorate. [REDACTED] anticipates situations and prepares for them. [REDACTED] expresses himself well both verbally and in writing. He produces complete, accurate reports. [REDACTED] quality of work is reflected by his actions viewed on BWC (1) [REDACTED] & 1 [REDACTED] had 1 call off this evaluation. [REDACTED] 8/1/18		60 70 80 90	

5. SIGNATURE OF EVALUATOR		THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE					
[REDACTED] 10/18/18 [REDACTED]		EVALUATOR 1 SIGNATURE	EMPLOYEE ID #	DATE	EVALUATOR 2 SIGNATURE	EMPLOYEE ID #	DATE
6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY		TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION					
7. REPORT DISCUSSION		TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.					
REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE AND DATE [REDACTED] 10/24/18		SIGNATURE OF DEPARTMENT HEAD OR AUTHORIZED REPRESENTATIVE DATE [REDACTED] 10-24-18					

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME [REDACTED]	DIVISION Police Uniformed	CLASS TITLE Police Officer	
EVALUATION FROM 10/1/16 TO 3/31/17	MERIT INCREASE DATE 3/26/11	RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 4/30/17 PLEASE USE #2 PENCIL	
EMPLOYEE ID [REDACTED]	TYPE OF EVALUATION		
	STD INTERIM 6-MONTH	EMPLOY PROBATION 45 DAY 90 DAY 180 DAY 270 DAY	SEASON TEMP 45 DAY 90 DAY FINAL
EVALUATOR ID [REDACTED]			

ITEMS	MO: 1 2 3 4 5 6 7 8 9 10 11 12	FACTORS	YR: 1 2 3 4 5 6 7 8 9
1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH:	2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED	3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.	60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING
<input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL	<input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP	QUALITY OF WORK QUANTITY OF WORK ATTENDANCE WORK HABITS RELATIONSHIP WITH OTHERS SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is active in his district, and knows the community well. [REDACTED] works well with others on the shift, and worked with various partners throughout this evaluation period without issue. [REDACTED] continued to display professionalism and dedication while his regular partner was on a special assignment. [REDACTED] responded to 1,085 calls without a single complaint and was responsible for 28 arrests (11 felonies) this period. [REDACTED] had one call-off.

5. SIGNATURE OF EVALUATOR	THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.				
EVALUATOR 1 SIGNATURE [REDACTED]		EMPLOYEE ID #	DATE 04-26-17	EVALUATOR 2 SIGNATURE [REDACTED]	EMPLOYEE ID #
6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY.		TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION			
SIGNATURE OF REVIEWER [REDACTED]	EMPLOYEE ID #	DATE 5-2-17	SIGNATURE OF DEPARTMENT HEAD OR [REDACTED]		
7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE AND DATE [REDACTED]		TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.			

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME

DIVISION
Police UniformedCLASS TITLE
Police OfficerEVALUATION
FROM 4/1/16 TO 9/30/16MERIT
INCREASE DATE 3/25/11RETURN ORIGINAL TO
PERSONNEL DEPARTMENT BY 10/31/16
PLEASE USE #2 PENCILEMPLOYEE
ID

TYPE OF EVALUATION				
STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER	
INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY	

EVALUATOR
ID

ITEMS MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS YR: 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN
ITEMS WHICH ARE JOB-
RELATED, WITH:
+ = STRONG
✓ = STANDARD
- = WEAK2. LINE OUT ITEMS
WHICH ARE NOT JOB-
RELATED3. EVALUATE PERFORMANCE BY:
BLACKENING IN BOX WITH A #2
PENCIL. DO NOT ERASE. IF A
CORRECTION IS NECESSARY OBTAIN
A NEW FORM FROM THE PERSONNEL
DEPARTMENT.60 = UNSATISFACTORY
70 = IMPROVEMENT NEEDED
80 = SATISFACTORY
90 = VERY GOOD
95 = OUTSTANDING

60 70 80 90

<input checked="" type="checkbox"/> ACCURACY	<input checked="" type="checkbox"/> JUDGEMENT
<input checked="" type="checkbox"/> THOROUGHNESS	<input checked="" type="checkbox"/> WRITTEN EXPRESSION
<input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT	<input checked="" type="checkbox"/> ORAL EXPRESSION
<input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED	
<input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE	
<input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS	<input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT
<input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE	
<input checked="" type="checkbox"/> DILIGENCE, EFFORT	<input checked="" type="checkbox"/> INITIATIVE
<input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES	<input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL
<input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY	<input checked="" type="checkbox"/> ORGANIZATION OF WORK
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION	<input checked="" type="checkbox"/> CONDUCT WITH PUBLIC
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS	<input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE
<input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING	<input type="checkbox"/> EVALUATING PERFORMANCE
<input type="checkbox"/> TRAINING & INSTRUCTING	<input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP
<input type="checkbox"/> DISCIPLINARY CONTROL	

QUALITY OF WORK	EVALUATOR 1 EVALUATOR 2	60 70 80 90
QUANTITY OF WORK	EVALUATOR 1 EVALUATOR 2	60 70 80 90
ATTENDANCE	EVALUATOR 1 EVALUATOR 2	60 70 80 90
WORK HABITS	EVALUATOR 1 EVALUATOR 2	60 70 80 90
RELATIONSHIP WITH OTHERS	EVALUATOR 1 EVALUATOR 2	60 70 80 90
SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	EVALUATOR 1 EVALUATOR 2	60 70 80 90

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT
LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

does a solid job in his assignment in Car 17. served as a Field Training Officer this rating period, and

did a good job of training the rookie officer assigned to him. arrests of Rodney Thompson for CCW (Gun).

and of Joshua Kramer for Possession of Meth are examples of his work product. knows many of the citizens in his

district. had zero call-offs this period.

5. SIGNATURE
OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

10-27-16 4700 1136

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

6. REVIEWER: APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT
AND EQUITABILITY.TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
 ORIGINAL APPOINTMENT PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT HEAD

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE
AND DATETO THE EMPLOYEE: YOUR SIGNATURE
SHOWS THAT YOU HAVE RECEIVED A COPY
OF THE REPORT AND THAT THE EVALUATION
WAS DISCUSSED WITH YOU; IT DOES NOT
MEAN YOU AGREE.

CITY OF AKRON

EMPLOYEE PERFORMANCE EVALUATION REPORT

CS

EMPLOYEE NAME [REDACTED]	DIVISION: Police Uniformed	CLASS TITLE: Police Officer																																																
EVALUATION FROM 10/1/15 TO 3/31/16	MERIT INCREASE DATE 3/26/11	RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 4/30/16 PLEASE USE #2 PENCIL																																																
EMPLOYEE ID [REDACTED]	<table border="1"> <thead> <tr> <th colspan="12">TYPE OF EVALUATION</th> </tr> <tr> <th>STD</th> <th>EMPLOY PROBATION</th> <th>SEASON TEMP</th> <th>PROM TRANSFER</th> <th colspan="8"></th> </tr> </thead> <tbody> <tr> <td>INTERIM 6-MONTH</td> <td>45 DAY 90 DAY 180 DAY 270 DAY</td> <td>45 DAY 90 DAY FINAL</td> <td>45 DAY 90 DAY</td> <td colspan="8"></td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td colspan="8"></td> </tr> </tbody> </table>		TYPE OF EVALUATION												STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER									INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY									<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								
TYPE OF EVALUATION																																																		
STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER																																															
INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY																																															
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																															

ITEMS MO: 1 2 3 4 5 6 7 8 9 10 11 12	FACTORS YR: 1 2 3 4 5 6 7 8 9		
1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK	2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED <input type="checkbox"/> ACCURACY <input type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL	3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.	60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING
	<input type="checkbox"/> JUDGEMENT <input type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION	QUALITY OF WORK	EVALUATOR 1 EVALUATOR 2
	<input type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT	QUANTITY OF WORK	EVALUATOR 1 EVALUATOR 2
		ATTENDANCE	EVALUATOR 1 EVALUATOR 2
	<input type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK	WORK HABITS	EVALUATOR 1 EVALUATOR 2
	<input type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE	RELATIONSHIP WITH OTHERS	EVALUATOR 1 EVALUATOR 2
	<input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP	SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	EVALUATOR 1 EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

DOES A VERY SOLID JOB WORKING HIS DISTRICT IN A PROACTIVE MANNER. [REDACTED] CONTRIBUTED IN THE ARREST OF DAVID ADRION AFTER A CAR CHASE/FOOT PURSUIT IN A STOLEN CAR. BECAUSE OF HIS THOROUGH INVESTIGATION, THEY WERE ABLE TO CHARGE THE SUSPECT WITH THE ACTUAL AUTO THEFT. HE WAS RECOGNIZED BY THE CHIEF OF CUYAHOGA FALLS PD FOR HIS ROLE IN ARRESTING A BANK ROBBER. HE HAD NO CALL-OFFS.

5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.
EVALUATOR 1 SIGNATURE *JL* #1165 [REDACTED] DATE 04-27-16 EVALUATOR 2 SIGNATURE *LL* #1136 DATE 4/27/16

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY. *M. D. P.* 711 428-16

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
 ORIGINAL APPOINTMENT PROMOTION

7. REPORT DISCUSSION SIGNATURE *JL* #1165 05-07-11 DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME

DIVISION
Police UniformedCLASS TITLE
Police OfficerEVALUATION
FROM 4/1/2015 TO 9/30/2015MERIT
INCREASE DATE 3/26/2011RETURN ORIGINAL TO
PERSONNEL DEPARTMENT BY 10/31/2015
PLEASE USE #2 PENCIL

TYPE OF EVALUATION				
STD.	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER	
INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY	



ITEMS MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12)

FACTORS YR: (1) (2) (3) (4) (5) (6) (7) (8) (9)

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB- RELATED, WITH:

- = STRONG
- = STANDARD
- = WEAK

 ACCURACY THOROUGHNESS NEATNESS OF WORK PRODUCT AMOUNT OF WORK ACCOMPLISHED COMPLETION OF WORK ON SCHEDULE ADHERENCE TO WORKING HOURS DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE DILIGENCE, EFFORT COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES OBSERVANCE OF WORK RULES, SAFETY CONDUCT & COOPERATION WITH SUPERVISION CONDUCT & COOPERATION WITH CO-WORKERS PLANNING, ORGANIZING, ASSIGNING TRAINING & INSTRUCTING DISCIPLINARY CONTROL

2. LINE OUT ITEMS

WHICH ARE NOT JOB- RELATED

 JUDGEMENT WRITTEN EXPRESSION ORAL EXPRESSION

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

60 70 80 90

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

Employee Performance Evaluation Report

6-18-15

Begin date: 10-01-14

End date: 03-31-15

Officer:

Employee ID #:

Quality of Work 95 - [REDACTED] has excellent communication skills. He speaks well. His reports are thorough, accurate and neat. He possesses sound judgment and can be trusted in all situations.

Quantity of Work 90 - [REDACTED] answered 883 calls for service and wrote 28 reports this rating period. Additionally he made 19 total arrests and issued 17 traffic citations. He completes his work on time without reminders.

Attendance 95 - [REDACTED] did not call off this rating period.

Work habits 95 - [REDACTED] displays initiative and stays informed of events happening in his district. He answers calls in a methodical and professional manner. He routinely backs up other officers and volunteers for calls in other districts. He was chosen for additional training in Meth Lab interdictions and clean ups this rating period. He is on the [REDACTED] team. He assisted with training rookies this rating period.

Relationship with Others 95 - [REDACTED] always presents a neat and professional appearance. He is well liked by his peers and respected by supervisors. He treats citizens fairly and with respect. He had no citizen complaints this period.

Respectfully submitted;



Sgt. G.R. Garrett

Evaluator #1

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME

DIVISION

Police Uniformed

CLASS TITLE

Police Officer

EVALUATION
FROM 10/01/13 TO 03/31/14MERIT
INCREASE DATE

03/26/2011

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY 04/30/

PLEASE USE #2 PENCIL

EMPLOYEE
ID

TYPE OF EVALUATION				
STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER	
INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY	

EVALUATOR
ID

ITEMS MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12)

FACTORS YR: (1) (2) (3) (4) (5) (6) (7) (8) (9)

1. MARK PERFORMANCE, IN

2. LINE OUT ITEMS

3. EVALUATE PERFORMANCE BY

60 = UNSATISFACTORY

ITEMS WHICH ARE JOB- RELATED, WITH:

WHICH ARE NOT JOB- RELATED

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

- = STRONG
- = STANDARD
- = WEAK

<input checked="" type="checkbox"/> ACCURACY	<input checked="" type="checkbox"/> JUDGEMENT
<input checked="" type="checkbox"/> THOROUGHNESS	<input checked="" type="checkbox"/> WRITTEN EXPRESSION
<input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT	<input checked="" type="checkbox"/> ORAL EXPRESSION
<input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED	
<input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE	
<input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS	<input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT
<input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE	
<input checked="" type="checkbox"/> DILIGENCE, EFFORT	<input checked="" type="checkbox"/> INITIATIVE
<input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES	<input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL
<input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY	<input checked="" type="checkbox"/> ORGANIZATION OF WORK
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION	<input checked="" type="checkbox"/> CONDUCT WITH PUBLIC
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS	<input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE
<input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING	<input type="checkbox"/> EVALUATING PERFORMANCE
<input type="checkbox"/> TRAINING & INSTRUCTING	<input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP
<input type="checkbox"/> DISCIPLINARY CONTROL	

QUALITY OF WORK	EVALUATOR 1	60	70	80	90	95
	EVALUATOR 2	0	0	0	0	0
QUANTITY OF WORK	EVALUATOR 1	0	0	0	0	0
	EVALUATOR 2	0	0	0	0	0
ATTENDANCE	EVALUATOR 1	0	0	0	0	0
	EVALUATOR 2	0	0	0	0	0
WORK HABITS	EVALUATOR 1	0	0	0	0	0
	EVALUATOR 2	0	0	0	0	0
RELATIONSHIP WITH OTHERS	EVALUATOR 1	0	0	0	0	0
	EVALUATOR 2	0	0	0	0	0
SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	EVALUATOR 1	0	0	0	0	0
	EVALUATOR 2	0	0	0	0	0

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

Did Not Have Any Call Offs This Rating Period

Conducts Solid And Comprehensive Initial Investigation

And Submits Detailed And Thorough Paperwork. He Responded To Well Over One Thousand Calls For Service Which Result In Good Totals. He Exercises Good Judgment And Remains Professional And Calm. He Gets Along Well With Other Officers.

5. SIGNATURE
OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

SGT D K 959

EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

4-28-14

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

5/3/14

DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

Cot. D. 771 5-12-14

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON

 ORIGINAL APPOINTMENT PROMOTION

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY: 5-17-14
SIGNATURE SGT D K 959
AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

EMPLOYEE'S SIGNATURE AND DATE 5-17-14

DIVISION COPY

EMPLOYEE PERFORMANCE EVALUATION REPORT

CSC

NAME

DIVISION

CLASS TITLE

Police Uniformed

Police Officer

EVALUATION

FROM 04/01/13 TO 09/30/13

MERIT

INCREASE DATE

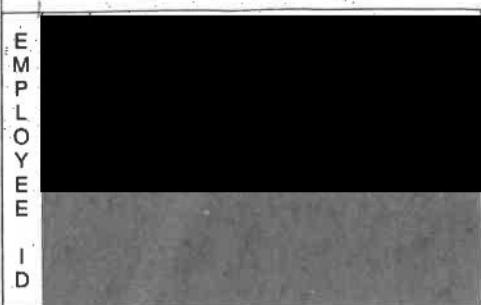
03/26/2011

RETURN ORIGINAL TO

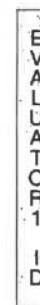
PERSONNEL DEPARTMENT BY

10/31/11

PLEASE USE #2 PENCIL



TYPE OF EVALUATION			
STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER
INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY



ITEMS MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12)

FACTORS YR: (1) (2) (3) (4) (5) (6) (7) (8) (9)

1. MARK PERFORMANCE, IN
2. LINE OUT ITEMS

ITEMS WHICH ARE JOB- RELATED, WITH:

WHICH ARE NOT JOB- RELATED

 = STRONG

 = STANDARD

 = WEAK

 ACCURACY

 JUDGEMENT

 THOROUGHNESS

 WRITTEN EXPRESSION

 NEATNESS OF WORK PRODUCT

 ORAL EXPRESSION

 AMOUNT OF WORK ACCOMPLISHED

 COMPLETION OF WORK ON SCHEDULE

 ADHERENCE TO WORKING HOURS

 AVAILABILITY AS REFLECTED BY

 DEPENDABILITY AS REFLECTED BY

 AMOUNT OF TIME ABSENT

 FREQUENCY OF ABSENCE

 DILIGENCE, EFFORT

 INITIATIVE

 COMPLIANCE WITH INSTRUCTIONS

 CARE OF EQUIPMENT, MATERIAL

 OR OBJECTIVES

 ORGANIZATION OF WORK

 OBSERVANCE OF WORK

 CONDUCT WITH PUBLIC

 RULES, SAFETY

 PERSONAL APPEARANCE & CARE

 CONDUCT & COOPERATION

 PLANNING, ORGANIZING, ASSIGNING

 EVALUATING PERFORMANCE

 TRAINING & INSTRUCTING

 FAIRNESS, IMPARTIALITY, LEADERSHIP

 DISCIPLINARY CONTROL

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

60 70 80 90 95

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

0 0 0 0 0

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

0 0 0 0 0

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

0 0 0 0 0

WORK HABITS

EVALUATOR 1

EVALUATOR 2

0 0 0 0 0

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

0 0 0 0 0

SUPERVISORY SKILLS

EVALUATOR 1

EVALUATOR 2

0 0 0 0 0

(LEAVE BLANK IF NOT APPLICABLE)

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

*See attached confidential. *Asst**
5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

10-13-13

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY

 TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION. THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERM. ORIGINAL APPOINTMENT PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT HEAD OR AUTHORIZED REPP

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

 SIGNATURE
AND DATE

X

REVISED DATE - MAY 2005

DIVISION COPY

Employee Performance Evaluation Report

10-13-13

Begin date: 4-1-13

End date: 9-30-13

Officer:

Employee ID# :



Quality of Work 90 - [REDACTED] consistently delivers thorough and timely paperwork. His reports are neat and rarely need correction. He displays sound judgment and always seeks improvement.

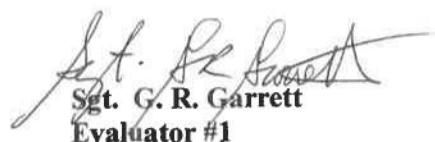
Quantity of Work 95 - [REDACTED] is among the top performers in sector three this rating period. He placed first in total calls taken and second in citations issued. He completed the second most FI cards and had the third most total arrest.

Attendance 90 - [REDACTED] called off one time this rating period.

Work habits 95 - [REDACTED] answers calls in a timely and professional manner. He routinely backs up other officers. Between dispatched calls he takes initiative and seeks out work. He often helps out [REDACTED] team when they are called out to clean up a lab.

Relationship with Others 90 - [REDACTED] always presents a neat and professional appearance. He gets along well with his peers and supervisors as well. He treats citizens with respect.

Respectfully submitted;


Sgt. G. R. Garrett
Evaluator #1

*File 924
10/30/13*

Employee Performance Evaluation Report

04/12/2013

Begin date: 10/01/2012

End date: 03/31/2013

Officer:

Employee ID#:

Quality of Work: 90 [REDACTED] Officer conducts solid and comprehensive initial investigations and submits clear and accurate paperwork. He displays a conscientious attitude throughout his approach to all the calls to which he handles, and he continues to improve.

Quantity of Work: 95 [REDACTED] responded to well over twelve hundred calls for service this rating period, which places him first among the officers under my supervision and also among the leaders on the shift and the department as a whole. While handling that many calls, he made nine felony arrests, eighteen misdemeanor arrests, issued thirty-eight traffic citations, and completed fifty-six Field Interview cards and fifty general incident reports and one traffic accident report.

Attendance: 90 [REDACTED] had one call off during this rating period.

Work habits: 95 [REDACTED] is a consistent, dependable and high level performer. He and his partner work a jump car that patrols two distinctly different districts in the city, yet he approaches the problems related to each with the same energy and productivity. He regularly volunteers for calls dispatched as 'any car in the area' to address an 'in progress' incident, often postponing paperwork that can be finished at a later time. He also provides valuable and necessary back-up to other units that are responding to dangerous or volatile situations in his, or adjoining, districts. He stays constantly busy with calls for service or self initiated proactive work. A couple of examples of his outstanding work habits include: He and his current partner were involved in one of the largest, uniform division, narcotics, weapons and cash, arrests and seizures, of the rating period. He and his partner were checking area parking lots in his assigned district for possible drug trafficking when they discovered and arrested a pair of individuals that possessed over a pound of narcotics, hundreds of illegal prescription medications, a loaded firearm and nearly twenty thousand dollars in cash. He and his partner were also involved in the successful investigation of a Felonious Assault/ stabbing incident. During the early interview process of a witness, they were able to, develop a suspect, establish telephone contact with him, and convince him to turn himself in police, which he did.

Relationship with Others: 95 [REDACTED] exhibits a calm professional demeanor and readily gets along with others. He interacts well with supervision, co-workers and citizens. His composed attitude continues to make him effective in dealings with victims, witnesses and often suspects. He is a well respected member of the shift. A very sincere letter of appreciation was sent from a citizen, commending [REDACTED] and his partner for finding and returning the citizen's stolen pet.

Respectfully submitted

Sgt D Kelly 959

Evaluator #1

CITY OF AKRON

EMPLOYEE PERFORMANCE EVALUATION REPORT

CSC

EMPLOYEE NAME

DIVISION

Police Uniformed

CLASS TITLE

Police Officer

EVALUATION

FROM 04/01/12 TO 09/30/12

MERIT

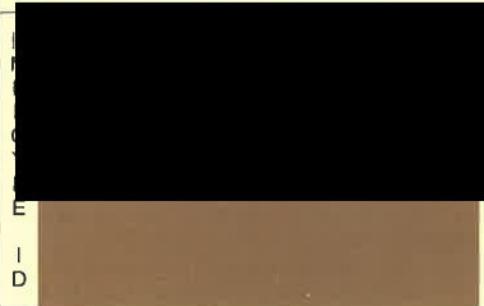
INCREASE DATE

03/26/2011

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY 10/31/

PLEASE USE #2 PENCIL



TYPE OF EVALUATION				
STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER	
INTERIM 6-MONTH	45 DAY 90 DAY 180 DAY 270 DAY	45 DAY 90 DAY FINAL	45 DAY 90 DAY	

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1
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D

ITEMS MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS YR: 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

2. LINE OUT ITEMS

ITEMS WHICH ARE JOB- RELATED, WITH:

WHICH ARE NOT JOB- RELATED

- = STRONG
- = STANDARD
- = WEAK

3. EVALUATE PERFORMANCE BY

60 = UNSATISFACTORY

BLACKENING IN BOX WITH A #2

70 = IMPROVEMENT NEEDED

PENCIL. DO NOT ERASE. IF A

80 = SATISFACTORY

CORRECTION IS NECESSARY OBTAIN

90 = VERY GOOD

A NEW FORM FROM THE PERSONNEL

95 = OUTSTANDING

DEPARTMENT.

60 70 80 90 95

ACCURACY
 THOROUGHNESS
 NEATNESS OF WORK PRODUCT

JUDGEMENT
 WRITTEN EXPRESSION
 ORAL EXPRESSION

QUALITY OF WORK

EVALUATOR 1
EVALUATOR 2

0 0 0 0 0

AMOUNT OF WORK ACCOMPLISHED

COMPLETION OF WORK ON SCHEDULE

QUANTITY OF WORK

EVALUATOR 1
EVALUATOR 2

0 0 0 0 0

ADHERENCE TO WORKING HOURS
 DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

0 0 0 0 0

DILIGENCE, EFFORT
 COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
 OBSERVANCE OF WORK RULES, SAFETY

INITIATIVE
 CARE OF EQUIPMENT, MATERIAL
 ORGANIZATION OF WORK

WORK HABITS

EVALUATOR 1
EVALUATOR 2

0 0 0 0 0

CONDUCT & COOPERATION WITH SUPERVISION
 CONDUCT & COOPERATION WITH CO-WORKERS

CONDUCT WITH PUBLIC
 PERSONAL APPEARANCE & CARE

RELATIONSHIP WITH OTHERS

EVALUATOR 1
EVALUATOR 2

0 0 0 0 0

PLANNING, ORGANIZING, ASSIGNING
 TRAINING & INSTRUCTING
 DISCIPLINARY CONTROL

EVALUATING PERFORMANCE
 FAIRNESS, IMPARTIALITY, LEADERSHIP

SUPERVISORY SKILLS
(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1
EVALUATOR 2

0 0 0 0 0

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See attached confidential - 1097

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

Sgt. D. Brown
EVALUATOR 1 SIGNATURE

1097
EMPLOYEE

10-31-12
DATE

L. E. Brown
EVALUATOR 2 SIGNATURE

10-31-12
EMPLOYEE ID #
DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

C. D. Brown

771

11-2-12

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
 ORIGINAL APPOINTMENT PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT HEAD OR AUTHORIZED REPRESENTATIVE

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE
AND DATE

Sgt. D. Brown 1097 11-2-12

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU. IT DOES NOT MEAN YOU AGREE.

11-7-12
RE AND DATE

REVISED DATE - MAY 2005

DIVISION COPY

Employee Performance Evaluation Report

10-26-2012

Evaluation from: Sgt. D. Long-1097

Officer: [REDACTED]
Employ: [REDACTED]

Quality of Work 95

[REDACTED] reports are detailed, accurate, clear and concise. I almost never find items that need correction in his work product. His ROI's are laid out properly, and he uses paragraphs and spacing to make his reports easier to read.

Quantity of Work 95

During this grading period [REDACTED] answered 1373 calls for service, wrote 55 citations, made 10 felony arrests, and 40 misdemeanor arrests. This was the highest number of calls answered in the sector.

Attendance 90

[REDACTED] had one (1) call-off during the grading period.

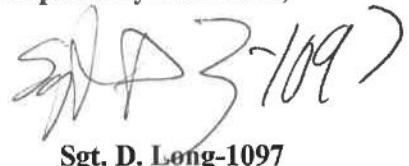
Work habits 95

[REDACTED] is a very active Officer, working a very active district. He and his partner recovered at least three guns during this grading period, including one shotgun from a suspect that ran from them. He was present on the scene of at least three of the six shootings that occurred in Sector Four during this grading period. While on these highly charged, dynamic scenes I could always count on him to have the scene handled, protecting evidence, and containing witnesses, victims, and potential suspects.

Relationship with Others 80

[REDACTED] has good interactions with supervision and with the public. He had no substantiated complaints during this grading period.

Respectfully submitted;


Sgt. D. Long-1097

CAT 1053
10/13/12

Employee Performance Evaluation Report

04/13/12

Evaluation from: Sgt. D. Long-1097

Officer: [REDACTED]

Employee: [REDACTED]

Quality of Work 95

I reviewed all of [REDACTED] reports for the grading period. His reports are clear, concise, accurate and detailed. I only had to make one correction on his reports during this grading period.

Quantity of Work 95

During this grading period [REDACTED] made eight (8) felony arrests, thirty-six (36) misdemeanor arrests, and wrote fifty-nine (59) citations. He answered 1313 calls for service, wrote 65 incident reports, and 169 field interrogation cards. He and his partner confiscated 5 guns, approximately 7 grams of crack cocaine, and 180 g of marijuana.

Attendance 90

[REDACTED] had one (1) call off during this grading period.

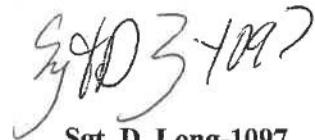
Work habits 95

During this grading period [REDACTED] once again demonstrated great professionalism and courage. He and his partner arrested a group of Robbery suspects after they fled on foot ([REDACTED]). He continually demonstrates excellent tactics when responding to calls, and I can count on him to have a serious crime scene locked down, witnesses detained, before I even get on scene. He and his partner have demonstrated this numerous times at shooting scenes during this grading period.

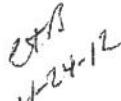
Relationship with Others 80

[REDACTED] gets along well with the public, other Officers and with supervision. He has had no substantiated complaints during this grading period.

Respectfully submitted;



Sgt. D. Long-1097



EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME

DIVISION

Police Uniformed

CLASS TITLE

Police Officer

EVALUATION

FROM 04/01/11 TO 05/31/11

MERIT

INCREASE DATE

03/26/2011

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

10/31/11

PLEASE USE #2 PENCIL

EMPLOYEE ID: [REDACTED]

TYPE OF EVALUATION				
STD	EMPLOY PROBATION	SEASON TEMP	PROM TRANSFER	
INTERIM	45 DAY	45 DAY	45 DAY	
6-MONTH	90 DAY	90 DAY	90 DAY	
	180 DAY	FINAL	45 DAY	
	270 DAY		90 DAY	

EVALUATOR 1 ID: [REDACTED]	1 2 3 4 5 6 7 8
	9 10 11 12 13 14 15 16
	17 18 19 20 21 22 23 24
	25 26 27 28 29 30 31 32
	33 34 35 36 37 38 39 40

ITEMS MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12)

FACTORS YR: (1) (2) (3) (4) (5) (6) (7) (8) (9)

1. MARK PERFORMANCE, IN

2. LINE OUT ITEMS

ITEMS WHICH ARE JOB- RELATED, WITH:

- = STRONG
- = STANDARD
- = WEAK

WHICH ARE NOT JOB- RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY
 70 = IMPROVEMENT NEEDED
 80 = SATISFACTORY
 90 = VERY GOOD
 95 = OUTSTANDING

60 70 80 90 95

<input checked="" type="checkbox"/> ACCURACY	<input checked="" type="checkbox"/> JUDGEMENT	QUALITY OF WORK	EVALUATOR 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> THOROUGHNESS	<input checked="" type="checkbox"/> WRITTEN EXPRESSION	EVALUATOR 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT	<input checked="" type="checkbox"/> ORAL EXPRESSION	QUANTITY OF WORK	EVALUATOR 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED	<input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT	EVALUATOR 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE		ATTENDANCE	EVALUATOR 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS	<input checked="" type="checkbox"/> INITIATIVE	EVALUATOR 2	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>				
<input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE	<input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL	WORK HABITS	EVALUATOR 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY	<input checked="" type="checkbox"/> ORGANIZATION OF WORK	EVALUATOR 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION	<input checked="" type="checkbox"/> CONDUCT WITH PUBLIC	RELATIONSHIP WITH OTHERS	EVALUATOR 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS	<input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE	EVALUATOR 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING	<input type="checkbox"/> EVALUATING PERFORMANCE	SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)	EVALUATOR 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> TRAINING & INSTRUCTING	<input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP	EVALUATOR 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<input type="checkbox"/> DISCIPLINARY CONTROL									

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See Attached Narrative

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

SGT D. K. 959 [REDACTED]

EVALUATOR 1 SIGNATURE

11-18-11

DATE

[REDACTED] 11-18-11

EVALUATOR 2 SIGNATURE

11-18-11

DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

Signature of Reviewer

771

10-24-11

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT HEAD

ATIVE DATE

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
 THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON ORIGINAL APPOINTMENT PROMOTION

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY

10-25-11

SIGNATURE

SGT D. K. 959 [REDACTED]

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

10-25-11

RE AND DATE

Employee Performance Evaluation Report

10/12/11

Begin date: 04/01/11

End date: 09/30/11

Officer:

Employee ID#:

Quality of Work: 90 [REDACTED] Officer submits thorough, detailed, clear and accurate paperwork. He conducts solid and comprehensive investigations and documents the results well. A general illustration of this quality was a Robbery investigation conducted in late May by [REDACTED] and his partner. After speaking quickly with the victim, vital information was transmitted to the other responding units that resulted in the suspect being quickly apprehended a significant distance from the scene. An exhaustive search of the entire area was then conducted and all of the stolen items were recovered. The suspect was interviewed, the victim was taken to identify him and a confession was obtained. The result of this thorough and professional investigation was an easy and solid conviction for Robbery. This provides just one example in his overall excellent pattern of quality police work. He displays this type of conscientious attitude throughout his approach to all the calls to which he handles, and he continues to improve.

Quantity of Work: 95 [REDACTED] responded to fourteen hundred nineteen calls for service this rating period, which places him first among the officers under my supervision and also first among the shift as a whole. While handling that many calls, he made two felony arrests, forty-two misdemeanor arrests, issued sixty-four traffic citations, and completed seventy-three field interview cards and sixty-seven general incident reports. The combination of this effort resulted in an outstanding total work product of sixteen hundred and sixty-nine and again places him first among the shift as a whole.

Attendance: 95 [REDACTED] had no call offs during this rating period.

Work habits: 90 [REDACTED] is a consistent, dependable and high level performer. He and his partner work a jump car that patrols two distinctly different districts in the city, yet he approaches the problems related to each with the same energy and productivity. He regularly volunteers for calls dispatched as 'any car in the area' to address an 'in progress' incident, often postponing paperwork that can be finished at a later time. He also provides valuable and necessary back-up to other units that are responding to dangerous or volatile situations in his, or adjoining, districts. He stays constantly busy with calls for service or self initiated, proactive work, as can be witnessed through his total work product. He executes good safety tactics and stays current with problem areas and individuals within the areas he patrols.

Relationship with Others: 90 [REDACTED] exhibits a calm professional demeanor and readily gets along with others. He interacts well with supervision, co-workers and citizens. His composed attitude continues to make him effective in dealings with victims, witnesses and often suspects. He is a well respected member of the shift.

Respectfully submitted

Sgt D Kelly 959

Evaluator #1

959 [REDACTED] 10-18-11

0-25-11

DIVISION COPY

DATE - MAY 2005

FROM 10/01/10 TO 09/31/11 EVALUATION PERIOD
INCREASE DATE 03/26/2017 MERIT
RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/11
PLEASE USE #2 PENCIL

EMPLOYEE NAME	CLASS TITLE	DIVISION	PERFECT WORKER	PERFECT LEADER	PERFECT FRIEND	PERFECT UNIFORMED	PERFECT UNIFORMED	PERFECT UNIFORMED
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Employee Performance Evaluation Report

04-10-11

Begin date: 10-01-10

End date: 03-31-11

Officer:

Employee ID:

Quality of Work 90 -- █ consistently delivers thorough and timely paperwork. His reports are neat and rarely need corrections. He displays sound judgment and always seeks improvement.

Quantity of Work 95 -- █ is among the top performers. During this rating period he placed second in total calls taken, 1087, and citations issued. He was in the top four in the number of reports taken and total arrests made by officers in his sector. Examples include heroin and crack arrests on 11-23, 11-29-10 and 2-14-11. In the 2-14-11 drug arrest they also recovered a 9mm handgun. On 11-21-10 he and his partner arrested a suspect who had a working meth lab in his automobile. On 11-13-10 they helped arrest an armed murder suspect. On 12-27-10 they arrested a suspect in possession of a stolen revolver.

Attendance 95 -- █ did not call off this rating period.

Work habits 95 -- █ answers calls in a timely and professional manner. He routinely backs up other officers. Between dispatched calls he takes the initiative and seeks out work. He keeps a positive, pro-active attitude. He is always willing to participate in special details and gives 100% in any task assigned to him.

Relationship with Others 90 -- █ gets along well with peers and supervisors. He handles calls in a professional and respectful manner. He always presents a neat and professional appearance.

Respectfully submitted;


Sgt. G. R. Garrett

Evaluator #1

Employee Performance Evaluation Report**10-12-10****Begin date:** **4-01-10****End date:** **9-30-10****Officer:** [REDACTED]**Employee ID#** [REDACTED]**Quality of Work** **90****Quantity of Work** **95** (Based on: Total calls taken, total number of felony and misdemeanor arrest, traffic citations issued and OVI arrest, as compared to all officers working in the five patrol platoons.)**Attendance** **95****Work habits** **95****Relationship with Others** **90**

Narrative: [REDACTED] is very a dependable and steady officer. His paperwork is timely, neat and thorough. [REDACTED] placed in the top 20% in 3 out of the 5 categories listed above. He ranked 11th in total calls answered, 26th in OVI arrest and 23rd in traffic citations issued. Notable arrest include 3 B & E suspects on 7-18-10, felonious assault suspects on 5-20-10 and 9-5-10 and on 7-20-10 he arrested 2 suspects for Drug Trafficking. With those arrests he also seized 420 Ecstasy pills and over \$5,100. in cash. [REDACTED] is well liked by his peers and routinely backs them up. He presents a neat and professional appearance at all times. [REDACTED] did not call off during this rating period.

Respectfully submitted;

Sgt. G. R. Garrett #1033
Sgt. G. R. Garrett
Evaluator #1

Employee Performance Evaluation Report

04/21/10

Begin date: 10/01/09

End date: 03/31/10

Officer: [REDACTED]
Employee ID# : [REDACTED]

Quality of Work 90

Quantity of Work 95

Attendance 95

Work habits 95

Relationship with Others 90

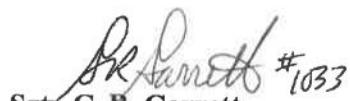
Narrative: [REDACTED] has become a very strong performer. His positive attitude and commitment to police work has resulted in him answering the most calls for service, taking the most reports and issuing the most traffic citations among the jump crew officers. He demonstrated his initiative and diligence by making the third most total arrest and by arresting four DUI drivers this rating period. Additionally, he was commended in a letter from a citizen for the professional and speedy response to his 911 call for assistance when his car was stolen. [REDACTED] is well liked by his peers and always presents a neat and professional appearance. [REDACTED] did not call off this rating period.

Respectfully submitted;

Sgt. G. R. Garrett #1033
Sgt. G. R. Garrett
Evaluator #1

Employee Performance Evaluation Report**10/14/09****Begin date:** **04/01/09****End date:** **09/30/09****Officer:**
Employee ID#:
[REDACTED]**Quality of Work** **90****Quantity of Work** **95****Attendance** **95****Work habits** **90****Relationship with Others** **90**

Narrative: [REDACTED] is a steady performer. He presents a neat and professional appearance. He approached police work with a positive, can do attitude. His efforts has resulted in him handling the most calls for service, issuing the second most traffic citations and making the fourth most total arrests by a jump crew officer this period. On 9-14-09 he assisted in the arrest of an aggravated robbery suspect and the recovery of the weapon used in the robbery. [REDACTED] paperwork is accurate and thorough. He is well liked by his peers. [REDACTED] called off one time this rating period.

Respectfully submitted;
Sgt. G. R. Garrett
Evaluator #1

C7B 1053

DIVISION COPY

REVISED DATE - MAY 2005

FROM EVALUATION 10/01/08 TO 03/31/09 INCREASE DATE 03-26-2009 PERSONNEL DEPARTMENT BY 04/30/09 RETURN ORIGINAL TO MERIT

CLASS TITLE	DIVISION	POLICE UNIFORMED	POLICE OFFICER
CLASSTITLE	DIVISION	POLICE UNIFORMED	POLICE OFFICER

CITY OF AKRON EMPLOYEE PERFORMANCE EVALUATION REPORT CSC 1-00

Employee Performance Evaluation Report

04/19/09

Begin date: 10/01/08

End date: 03/31/09

Officer: [REDACTED]
Employee ID# [REDACTED]

Quality of Work 90

Quantity of Work 90

Attendance 95

Work habits 80

Relationship with Others 90

Narrative: [REDACTED] performance was very good this rating period. His reports are accurate and thorough. His proactive approach to policing has resulted in him having the second highest number of calls for service and traffic citations issued by a jump crew officer this period. [REDACTED] was recognized for his initiative and sound judgment in running a crowd control detail in our downtown bar area. Additionally, he displayed sound tactics and judgment during a fight call in which he and his partner were outnumbered and physically attacked by the suspects. His actions led to the swift conclusion of this volatile and dangerous situation. [REDACTED] called off one time during this rating period.

Respectfully submitted;

Sgt. G. R. Garrett
Sgt. G. R. Garrett
Evaluator #1

MISSION COPY

REVISED DATE - MAY 2005

Employee Performance Evaluation Report

10/31/08

Begin date: 04/01/08

End date: 09/30/08

Officer: [REDACTED]
Employee ID#: [REDACTED]

Quality of Work 80

Quantity of Work 80

Attendance 90

Work habits 80

Relationship with Others 90

Narrative: [REDACTED] performance was satisfactory this rating period. As a newer officer he is progressing with his peers. He called off two times this period. [REDACTED] is liked by the other members of the shift and relates well with citizens.

Respectfully submitted;


Sgt. G. R. Garrett

Evaluator #1

DIVISION COPY

REVISED DATE - MAY 2005

EMPLOYEE PERFORMANCE EVALUATION REPORT		CITI OF AKRON	
EMPLOYEE NAME		EMPLOYEE ID #	
CLASS TITLE		DIVISION	
POSITION		ROLE UNIFORMED	
GRADE PERIOD-DIRECTED AFTER COMPLETION OF PROBATION		PLEASE USE #2 PENCIL	
FROM 01/07 TO 03/31/08 INCREASE DATE		RETURND ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/08	
TYPE OF EVALUATION		STD EMPLOYEE PROBATION SEASON TEMP TRANSFER	
INTERIM MONTH		INTERIM-6	
1. MARK PERFORMANCE IN		2. LINE OUT ITEMS WHICH ARE NOT JOB RELATED, WITH:	
ITEMS WHICH ARE JOB RELATED, WHICH ARE NOT JOB RELATED, WITH:		3. EVALUATE PERFORMANCE BY	
60 = UNSATISFACTORY.		70 = IMPROVEMENT NEEDED	
70 = IMPROVEMENT NEEDED		80 = SATISFACTORY	
80 = SATISFACTORY		90 = VERY GOOD	
90 = VERY GOOD		95 = OUTSTANDING	
95 = OUTSTANDING		A NEW FORM FROM THE PERSONNEL DEPARTMENT.	
A NEW FORM FROM THE PERSONNEL DEPARTMENT.		CORRECTION IS NECESSARY OBTAIN PENCIL DO NOT ERASE, IF A	
CORRECTION IS NECESSARY OBTAIN PENCIL DO NOT ERASE, IF A		70 = IMPROVEMENT NEEDED	
70 = IMPROVEMENT NEEDED		80 = SATISFACTORY	
80 = SATISFACTORY		90 = VERY GOOD	
90 = VERY GOOD		95 = OUTSTANDING	
95 = OUTSTANDING		DEPARTMENT.	
DEPARTMENT.		ACCURACY	
ACCURACY		1. THOROUGHNESS	
1. THOROUGHNESS		2. INTEGRITY	
2. INTEGRITY		3. QUALITY OF WORK	
3. QUALITY OF WORK		4. ATTENDANCE	
4. ATTENDANCE		5. WORK	
5. WORK		6. HABITS	
6. HABITS		7. RELATIONSHIP	
7. RELATIONSHIP		8. WITH OTHERS	
8. WITH OTHERS		9. SUPERVISORY	
9. SUPERVISORY		10. SKILLS	
10. SKILLS		11. LEADERSHIP	
11. LEADERSHIP		12. PLANNING, ORGANIZING, ASSIGNING	
12. PLANNING, ORGANIZING, ASSIGNING		13. TRAINING & INSTRUCTING	
13. TRAINING & INSTRUCTING		14. CONDUCT & COOPERATION	
14. CONDUCT & COOPERATION		15. WITH SUPERVISION	
15. WITH SUPERVISION		16. RULES/ACFET	
16. RULES/ACFET		17. COMPANIE WITH INSTRUCTIONS	
17. COMPANIE WITH INSTRUCTIONS		18. OR PROJECTS OF WORK	
18. OR PROJECTS OF WORK		19. CARE OF EQUIPMENT, MATERIAL	
19. CARE OF EQUIPMENT, MATERIAL		20. EVALUATOR 1	
20. EVALUATOR 1		21. HABITS	
21. HABITS		22. EVALUATOR 2	
22. EVALUATOR 2		23. RELATIONSHIP	
23. RELATIONSHIP		24. WITH OTHERS	
24. WITH OTHERS		25. SUPERVISORY	
25. SUPERVISORY		26. SKILLS	
26. SKILLS		27. LEADERSHIP	
27. LEADERSHIP		28. PLANNING, ORGANIZING, ASSIGNING	
28. PLANNING, ORGANIZING, ASSIGNING		29. TRAINING & INSTRUCTING	
29. TRAINING & INSTRUCTING		30. CONDUCT & COOPERATION	
30. CONDUCT & COOPERATION		31. WITH SUPERVISION	
31. WITH SUPERVISION		32. RULES/ACFET	
32. RULES/ACFET		33. COMPANIE WITH INSTRUCTIONS	
33. COMPANIE WITH INSTRUCTIONS		34. OR PROJECTS OF WORK	
34. OR PROJECTS OF WORK		35. CARE OF EQUIPMENT, MATERIAL	
35. CARE OF EQUIPMENT, MATERIAL		36. EVALUATOR 1	
36. EVALUATOR 1		37. HABITS	
37. HABITS		38. EVALUATOR 2	
38. EVALUATOR 2		39. RELATIONSHIP	
39. RELATIONSHIP		40. WITH OTHERS	
40. WITH OTHERS		41. SUPERVISORY	
41. SUPERVISORY		42. SKILLS	
42. SKILLS		43. LEADERSHIP	
43. LEADERSHIP		44. PLANNING, ORGANIZING, ASSIGNING	
44. PLANNING, ORGANIZING, ASSIGNING		45. TRAINING & INSTRUCTING	
45. TRAINING & INSTRUCTING		46. CONDUCT & COOPERATION	
46. CONDUCT & COOPERATION		47. WITH SUPERVISION	
47. WITH SUPERVISION		48. RULES/ACFET	
48. RULES/ACFET		49. COMPANIE WITH INSTRUCTIONS	
49. COMPANIE WITH INSTRUCTIONS		50. OR PROJECTS OF WORK	
50. OR PROJECTS OF WORK		51. CARE OF EQUIPMENT, MATERIAL	
51. CARE OF EQUIPMENT, MATERIAL		52. EVALUATOR 1	
52. EVALUATOR 1		53. HABITS	
53. HABITS		54. EVALUATOR 2	
54. EVALUATOR 2		55. RELATIONSHIP	
55. RELATIONSHIP		56. WITH OTHERS	
56. WITH OTHERS		57. SUPERVISORY	
57. SUPERVISORY		58. SKILLS	
58. SKILLS		59. LEADERSHIP	
59. LEADERSHIP		60. PLANNING, ORGANIZING, ASSIGNING	
60. PLANNING, ORGANIZING, ASSIGNING		61. TRAINING & INSTRUCTING	
61. TRAINING & INSTRUCTING		62. CONDUCT & COOPERATION	
62. CONDUCT & COOPERATION		63. WITH SUPERVISION	
63. WITH SUPERVISION		64. RULES/ACFET	
64. RULES/ACFET		65. COMPANIE WITH INSTRUCTIONS	
65. COMPANIE WITH INSTRUCTIONS		66. OR PROJECTS OF WORK	
66. OR PROJECTS OF WORK		67. CARE OF EQUIPMENT, MATERIAL	
67. CARE OF EQUIPMENT, MATERIAL		68. EVALUATOR 1	
68. EVALUATOR 1		69. HABITS	
69. HABITS		70. EVALUATOR 2	
70. EVALUATOR 2		71. RELATIONSHIP	
71. RELATIONSHIP		72. WITH OTHERS	
72. WITH OTHERS		73. SUPERVISORY	
73. SUPERVISORY		74. SKILLS	
74. SKILLS		75. LEADERSHIP	
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76. PLANNING, ORGANIZING, ASSIGNING		77. TRAINING & INSTRUCTING	
77. TRAINING & INSTRUCTING		78. CONDUCT & COOPERATION	
78. CONDUCT & COOPERATION		79. WITH SUPERVISION	
79. WITH SUPERVISION		80. RULES/ACFET	
80. RULES/ACFET		81. COMPANIE WITH INSTRUCTIONS	
81. COMPANIE WITH INSTRUCTIONS		82. OR PROJECTS OF WORK	
82. OR PROJECTS OF WORK		83. CARE OF EQUIPMENT, MATERIAL	
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89. SUPERVISORY		90. SKILLS	
90. SKILLS		91. LEADERSHIP	
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93. TRAINING & INSTRUCTING		94. CONDUCT & COOPERATION	
94. CONDUCT & COOPERATION		95. WITH SUPERVISION	
95. WITH SUPERVISION		96. RULES/ACFET	
96. RULES/ACFET		97. COMPANIE WITH INSTRUCTIONS	
97. COMPANIE WITH INSTRUCTIONS		98. OR PROJECTS OF WORK	
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105. SUPERVISORY		106. SKILLS	
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126. CONDUCT & COOPERATION		127. WITH SUPERVISION	
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128. RULES/ACFET		129. COMPANIE WITH INSTRUCTIONS	
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142. CONDUCT & COOPERATION		143. WITH SUPERVISION	
143. WITH SUPERVISION		144. RULES/ACFET	
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146. OR PROJECTS OF WORK		147. CARE OF EQUIPMENT, MATERIAL	
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148. EVALUATOR 1		149. HABITS	
149. HABITS		150. EVALUATOR 2	
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152. WITH OTHERS		153. SUPERVISORY	
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168. WITH OTHERS		169. SUPERVISORY	
169. SUPERVISORY		170. SKILLS	
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175. WITH SUPERVISION		176. RULES/ACFET	
176. RULES/ACFET		177. COMPANIE WITH INSTRUCTIONS	
177. COMPANIE WITH INSTRUCTIONS		178. OR PROJECTS OF WORK	
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202. SKILLS		203. LEADERSHIP	
203. LEADERSHIP		204. PLANNING, ORGANIZING, ASSIGNING	
204. PLANNING, ORGANIZING, ASSIGNING		205. TRAINING & INSTRUCTING	
205. TRAINING & INSTRUCTING		206. CONDUCT & COOPERATION	
206. CONDUCT & COOPERATION		207. WITH SUPERVISION	
207. WITH SUPERVISION		208. RULES/ACFET	
208. RULES/ACFET		209. COMPANIE WITH INSTRUCTIONS	
209. COMPANIE WITH INSTRUCTIONS		210. OR PROJECTS OF WORK	
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242. OR PROJECTS OF WORK		243. CARE OF EQUIPMENT, MATERIAL	
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254. CONDUCT & COOPERATION		255. WITH SUPERVISION	
255. WITH SUPERVISION		256. RULES/ACFET	
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257. COMPANIE WITH INSTRUCTIONS		258. OR PROJECTS OF WORK	
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280. WITH OTHERS		281. SUPERVISORY	
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282. SKILLS		283. LEADERSHIP	
283. LEADERSHIP		284. PLANNING, ORGANIZING, ASSIGNING	
284. PLANNING, ORGANIZING, ASSIGNING		285. TRAINING & INSTRUCTING	
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286. CONDUCT & COOPERATION		287. WITH SUPERVISION	
287. WITH SUPERVISION		288. RULES/ACFET	
288. RULES/ACFET		289. COMPANIE WITH INSTRUCTIONS	
289. COMPANIE WITH INSTRUCTIONS		290. OR PROJECTS OF WORK	

Employee Performance Evaluation Report

04/17/08

Begin date: 10/01/07

End date: 03/31/08

Officer:

Employee ID# :

Quality of Work 80

Quantity of Work 80

Attendance 95

Work habits 80

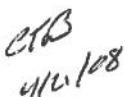
Relationship with Others 90

Narrative: [REDACTED] shows great excitement for the job. He routinely displays initiative to be pro-active during his tour of duty. His reports are extremely accurate and well written for an officer of his experience. He consistently displays a willingness to learn and is open to make any necessary change to better himself as an officer. [REDACTED]
[REDACTED] had no call offs.

Respectfully submitted;



Sgt. S.M. Boal #1096
Evaluator #1





THE STATE OF OHIO

KEITH FABER
OHIO AUDITOR OF STATE

The Ohio Auditor of State's Office

certifies that



has successfully completed

Fraud Reporting and Training

July 23, 2024

Keith Faber
Keith Faber
Ohio Auditor of State



This is to certify that



has completed the Ohio Attorney General's online training course on

Companion Animal Encounters

Completed on: 12/2/2016 8:25:13 PM



This is to Certify that

Has Successfully Completed the 14 Hour Course of Instruction

Attended from 4/6/2016 to 4/7/2016

2016 In-Service

Constitutional Use of Force, Defensive Tactics, Body Worn Cameras, Nuisance Calls, Human Trafficking, Heroin Investigations, Drug Enforcement Issues & Techniques, De-Escalation, Mobile Field Force



James D. Nice

James D. Nice
Chief of Police

Lt. Michael Yohe

Lt. Michael Yohe
Director of Training

Instructor

This is to Certify that

Has Successfully Completed the 14 Hour Course of Instruction

Attended from 11/2/2015 to 11/3/2015

2015 In-Service

Vicarious Trauma, Critical Incident Response, Range Do's & Don'ts, CCW/Language Line/Ease@Work, Procedural Justice, Rules & Regulations Update, CPR & AED, Domestic Violence, Use of Force, Defensive Tactics



James D. Nice

James D. Nice
Chief of Police

Sgt. Jeff R. Mullins

Sgt. Jeff R. Mullins
Director of Training

Instructor



This is to certify that



has completed the Ohio Attorney General's online training course on

Finding Words

Completed on: 9/16/2014 1:16:32 AM



This is to Certify that

Has Successfully Completed the 8 Hour Course of Instruction

Attended on 5/5/2014

2014 In-Service

Juvenile Law Update; Legal Updates; Police Suicide; Meth Lab Updates; Mobile Field Force; Street Survival



James D. Nice

James D. Nice
Chief of Police

Sgt. Jeff R. Mullins

Sgt. Jeff R. Mullins
Director of Training

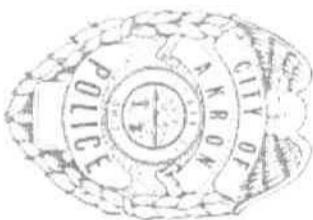
Instructor

This is to Certify that

Has Successfully Completed the 4 Hour Course of Instruction

Attended on 1/22/2014

INTRODUCTION TO FIELD TRAINING OFFICER



James D. Nice

James D. Nice
Chief of Police

Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Sergeant Jeffrey Mullins

SERGEANT JEFFREY MULLINS
Instructor

This is to Certify that

Has Successfully Completed the 14 Hour Course of Instruction

Attended from 4/17/2013 to 4/18/2013

Highway Safety; Day Driving Classroom & Actual; Driving; CPR & AED; D.T. Review & Shoulder Pin Technique;
Professional Standards; Active Shooter



James D. Nice

James D. Nice
Chief of Police

Jerry W. Hughes

Lt Jerry W. Hughes
Director of Training

...
Instructor



This is to certify that

[REDACTED]



has completed the Ohio Attorney General's online training course on

Responding to Human Trafficking

Completed on: 11/20/2012

Completed in: 0:3:18

[print this page](#)
[close this window to return](#)

**Acknowledgement of
SEXUAL HARASSMENT AWARENESS (SHA) TRAINING
Computer Based Training**

I acknowledge that on Wednesday, January 18, 2012, I completed the City's SEXUAL HARASSMENT AWARENESS (SHA) TRAINING Computer Based Training.

Please print your name

Police officer

Title

Police Dept.

Department/Division

1-18-2012

Date

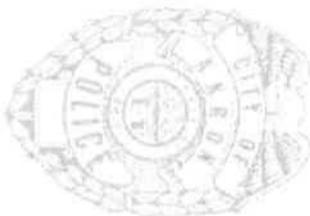
This is to Certify that

Has Successfully Completed the 21 Hour Course of Instruction

Attended from 11/15/2011 to 11/17/2011

2011 In-Service

K-9's and Aggressive Dogs; Autism; Accident and OVI Reports; Defensive Driving; Courtroom Testimony; Off-Duty Response; OPSA 2008-10 Review; Procedure Updates; Legal Updates, Search/Seizure, Pat-downs, Arrests; Crime Analysis; Finish the Call; Officer Fitness and Health; Defensive Tactics



Craig V. Gilbride
Craig V. Gilbride
Chief of Police

Jerry W. Hughes
Lt. Jerry W. Hughes
Director of Training

Instructor



This is to certify that

[REDACTED]



eCPOTA

has completed the Ohio Attorney General's online training course on

Awareness of Human Trafficking

Completed on: 11/17/2010

Completed in: 0:30:19

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/22/2009

2009 In-Service

Communication Skills "Protect and Serve"



Craig V. Gilbride

Craig V. Gilbride
Chief of Police

Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/22/2009

2009 In-Service

Courtroom Testimony and Legal Updates



Craig V. Gilbride

Craig V. Gilbride
Chief of Police

Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that

Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/22/2009

**2009 In-Service
Report Writing**



Craig V. Gilbride

Craig V. Gilbride
Chief of Police

J. W. Hughes

Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1/2 Hour Course of Instruction

Attended on 4/22/2009

2009 In-Service

J.A.M. Updates



Craig V. Gilbride
Craig V. Gilbride
Chief of Police

Jerry W. Hughes
Lt. Jerry W. Hughes
Director of Training

Instructor

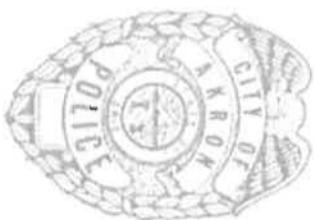
This is to Certify that

Has Successfully Completed the 1/2 Hour Course of Instruction

Attended on 4/22/2009

2009 In-Service

Translator Device



Craig V. Gilbride
Craig V. Gilbride
Chief of Police

Lt. Jerry W. Hughes
Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that

Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/22/2009

2009 In-Service

Medical Update - Disease Awareness



Craig V. Gilbride
Craig V. Gilbride
Chief of Police

Lt. Jerry W. Hughes
Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that

Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/22/2009

2009 In-Service

Death Scene - Summit County M.E. Office



Craig V. Gilbride
Craig V. Gilbride
Chief of Police

Lt. Jerry W. Hughes
Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that

Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/22/2009

2009 In-Service

Leadership



Craig V. Gilbride
Craig V. Gilbride
Chief of Police

Jerry W. Hughes
Lt. Jerry W. Hughes
Director of Training

Instructor

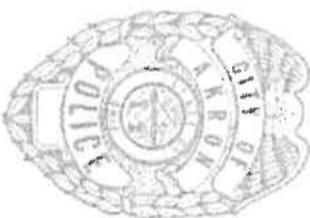
This is to Certify that

Has Successfully Completed the 2 Hour Course of Instruction

Attended on 11/19/2008

2008 In-Service

Victims Advocacy



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Instructor

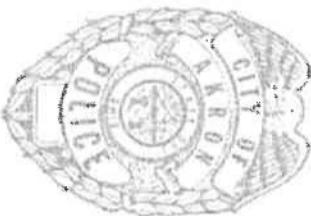
This is to Certify that

Has Successfully Completed the 1 Hour Course of Instruction

Attended on 11/19/2008

2008 In-Service

APD Procedures Update



Michael T. Matulovich

Michael T. Matulovich

Chief of Police

Jerry W. Hughes

Lt. Jerry W. Hughes

Director of Training

Instructor

This is to Certify that

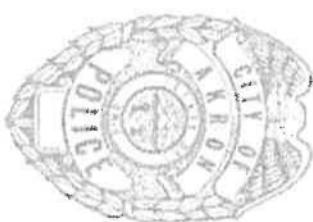


Has Successfully Completed the 3 Hour Course of Instruction

Attended on 11/19/2008

2008 In-Service

CPR and AED



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

J. W. Hughes

Lt. Jerry W. Hughes
Director of Training

Instructor

The Personnel Department

Presents

Certificate of Completion

To
[REDACTED]

For

SEXUAL HARASSMENT AWARENESS -CBT

1 HR(s)

Date

Wednesday, November 19, 2008



Myra Snipes
Myra Snipes
Training/EEO Officer

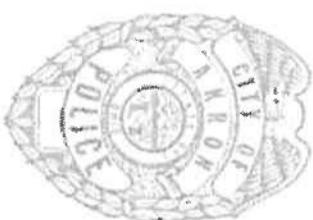
This is to Certify that

Has Successfully Completed the 3 Hour Course of Instruction

Attended on 10/21/2008

2008 In-Service

Defensive Tactics



Michael T. Matulavich

Michael T. Matulavich

Chief of Police

J. W. Hughes

Lt. Jerry W. Hughes

Director of Training

Instructor

This is to Certify that

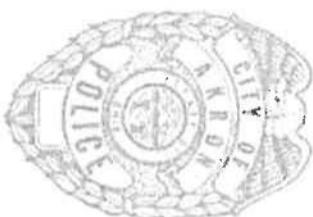


Has Successfully Completed the 4 Hour Course of Instruction

Attended on 10/21/2008

2008 In-Service

Emergency Driving Skills at Goodyear Test Track



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Instructor



Turning lives around one child at a time.

Summit County Juvenile Court

This certificate acknowledges that

[REDACTED]

Has successfully completed a course of instruction in Administration of Oaths and Acknowledgement of Documents pursuant to R. C. § 2935.081 this 28th day of January, 2008

Linda Tucci Teodosio

Judge Linda Tucci Teodosio

Emergency Management Institute



HEM

This Certificate of Achievement is to acknowledge that

[REDACTED]

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.LE

Introduction to the Incident Command System,
I-100 for Law Enforcement

Issued this 27th Day of July, 2007

A handwritten signature in black ink, appearing to read "Cortez Lawrence".

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

Emergency Management Institute



HEMI

This Certificate of Achievement is to acknowledge that

[REDACTED]

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00200

ICS for Single Resources and
Initial Action Incidents

Issued this 27th Day of July, 2007

A handwritten signature in black ink, appearing to read "Cortez Lawrence".

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

Emergency Management Institute



HEM

This Certificate of Achievement is to acknowledge that

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 27th Day of July, 2007

A handwritten signature in black ink, appearing to read "Cortez Lawrence".

Cortez Lawrence, PhD
Superintendent
Emergency Management Institute

DIVISION OF STATE FIRE MARSHAL

OHIO FIRE ACADEMY

CERTIFICATE OF TRAINING

Is awarded to:
[REDACTED]

In recognition of completion of the

HazMat/WMD Awareness & 1st Responder PPE - 8 hrs

1753-2008-439

07/23/2007-07/23/2007



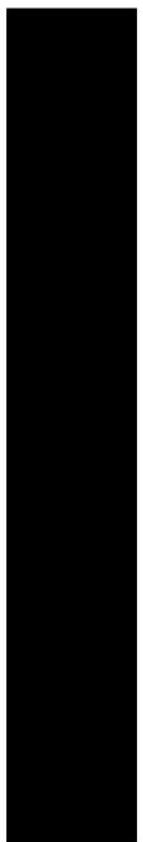
Michael P. Bell
Michael P. Bell
State Fire Marshal

B. Frank Conway
B. Frank Conway
Superintendent





This Is To Certify that



Has Successfully Completed a

32

Hour Course of Instruction Entitled

STANDARDIZED FIELD SOBRIETY TESTING

June 11-14, 2007



Richard Stammitti - Course Coordinator

Jeffery Ross - Course Coordinator



Michael Vavr - Course Coordinator

Anthony Starvaggi - Instructor



OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

[REDACTED]
has completed the Ohio
Peace Officer Basic Training Program

ny



Marc E. Dann

Marc E. Dann

Attorney General

Vernon P. Stanforth

Vernon P. Stanforth, Chairperson

Ohio Peace Officer Training Commission

Tomi L. Dorris

Tomi L. Dorris, Executive Director

Ohio Peace Officer Training Commission

Sgt. Vernon P. Mullins

Sgt. Vernon P. Mullins

School Commander

Thirty First Annual

MIDWEST CRISIS NEGOTIATORS CONFERENCE



This certifies that
[REDACTED]

Akron Police Department

has attended the 24 hour (18 Hours CEU) conference held in Columbus, Ohio

September 4th Through 6th, 2024.

Elaine R. Bryant

Elaine R. Bryant
Chief of Police

Ronald W.
Sgt. Rich Weiner
Columbus Police Team Leader



U. S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

THIS IS TO CERTIFY

ATTENDED AND SUCCESSFULLY COMPLETED

THE BASIC CRISIS NEGOTIATION COURSE

October 23rd - October 27th, 2023

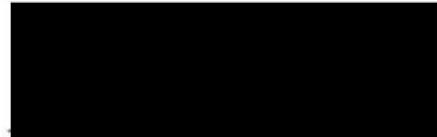
40 Hours

FBI - Cleveland

Julie Yelk
SA JULIE YELK
CRISIS NEGOTIATION TEAM COORDINATOR
CLEVELAND FBI

Acknowledgement of Viewing Cultural Competence for the Gay Games PowerPoint

I acknowledge that on June - 2nd, 2014, I viewed the City's Cultural Competence for the Gay Games PowerPoint Presentation.



Signature



Please print your name

Police Officer

Title



Employee ID

PATrol

Department/Division

6- 2-14

Date



CITY OF AKRON
NETWORK ACTION REQUEST

RECEIVED
AKRON CITY CLERK
CHIEF CLERK

Employee Name [REDACTED] # 11-54

Department/Division [REDACTED]

Location [REDACTED]

Banner	Building	Room/Floor	Phone
	Fund	Organization	

ACTION REQUESTED (PLEASE CHECK ALL THAT APPLY):

<input checked="" type="checkbox"/> Current User	<input type="checkbox"/> Delete from Current User
<input type="checkbox"/> New User	<input type="checkbox"/> Delete Current User
<input type="checkbox"/> Name of Previous User	
<input type="checkbox"/> Add to Current User	
<input type="checkbox"/> Last Name Change	From _____ To _____
<input type="checkbox"/> Moved from this Location	

City Applications (Please check those requested)

<input checked="" type="checkbox"/> Outlook (Email)	<input type="checkbox"/> InforEAM*
<input checked="" type="checkbox"/> Internet Access**	<input type="checkbox"/> onBase
<input type="checkbox"/> Banner (Accounting System)*	<input type="checkbox"/> CSR/3-1-1
<input type="checkbox"/> PeopleSoft (Payroll/HR System)*	<input type="checkbox"/> Mainframe (IMS, MAPPER)
<input type="checkbox"/> Fleet Anywhere (Motor Equipment)	<input checked="" type="checkbox"/> Outlook WebAccess (OWA)
<input type="checkbox"/> EnQuesta (Utilities)*	<input type="checkbox"/> VPN Access
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____

* Requires an additional security form

**Internet Access: The Information Technology Department has been directed to monitor all website addresses being accessed as indicated in Executive Order #7-2013 (Computer/Electronic Mail (E-mail)/Internet/Intranet Usage Policy). IT will attempt to block undesirable websites. If you should find an undesirable site, please email Bill Fatica wfatica@akronohio.gov with that site address. Additionally, if you feel a particular site should not be blocked, please contact IT.

Please review Executive Order #7-2013 (Computer Usage Policy) at
<http://www.ci.akron.oh.us/MIS/Forms/ComputerUsePolicy2013.pdf>

By signing below, I have read and accept the Computer Usage Policy referred to in Executive Order #7-2013.

Employee Signature [REDACTED] Date 11-1-13

Manager Signature [REDACTED] Date 11-26-13

Department Director Signature [REDACTED] Date

(Required)

PLEASE RETURN TO IT DEPARTMENT, ROOM 801, MUNICIPAL BUILDING

This Section For Administrative Use Only
IT Accepted and Reviewed _____

Network 11-1-13