

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



2023–1809 Officer Involved Critical Incident – 3110 E. Livingston Avenue, Columbus, Ohio 43227 (L)

Investigative Activity:	Document Review		
Involves:	(S)		
Date of Activity:	10/06/2023		
Author:	SA Ryan D. Scheiderer, #89		

Narrative:

On October 06, 2023, Ohio Bureau of Criminal Identification and Investigation (BCI) Special Agent Ryan Scheiderer (SA Scheiderer) received a copy of Franklin County Sheriff's Office (FCSO)

- Application and attached documentation
 - Offer Letter dated July 25, 2003
 - Appointed to 'Contract of 'October 27, 2005
- Payroll/Classification documentation
- Employee Performance Reviews
 - Nothing remarkable located and received "Meets" or "Above" on all Expectation Ratings
- Disciplinary Actions
 - Only oral reprimands and nothing regarding uses of force
- Letters of Thanks & Commendation

Attachments:



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.

Name: Last MI First Street Address: Zip: City: State: Cell Home **Telephone:** @FRANKLINCOUNTYOHIO.GOV Personal E-Mail Address: Marital Status: Non-Binary Female Male Gender: Black/African American Asian Ethnicity/Race: American Indian or Alaskan Native Hispanic or Latino ✓ White Multi-Racial Native Hawalian or other Pacific Islander **EMERGENCY CONTACT INFO #1:** Name: Relationship: Street Address: Zip: State: City: Cell Work Home **Telephone:** Cell Home Work Telephone: **EMERGENCY CONTACT INFO #2:** Name: **Relationship:** Street Address: Zip: City: State: Cell Home U Work **Telephone:** Cell Home Work Telephone:

FCSO HR Personnel & Emergency Contact Information (Update)

	, #				DON: 9.	8-03
BADg	(PLEASE PRINT)	FRANKLIN C	OUNTY SHERIF	F'S OFFICE	\$ 14.85	NR
	NAME					
	STREET ADDRESS_					
	CITY		STATE		ZIP_	
	COUNTY	TELEP	HONE NUMBI			
	DATE OF BIRTH	-t	BLOOD	ГҮРЕ		
	MARITAL STATUS		SPOUSE 'S N		4	
	SOCIAL SECURITY #		1	_ /		
	IN CASE OF EMERGE	NCY CONTACT:				
	NAME_					
	ADDRESS _					
	CITY	STATE	ZIP			
	PHONE NUMBER	HOME	RK			
	RELATIONSHIP_					

EDUCATION

SCHOOL NAME/LOCATION	MAJOR AREA (S) OF STUDY	TYPE OF DEGREE
Mentor High School Mentor, OH	General	Diploma
Lakeland Comminity College Kirtland, 04	Criminal Justice	Associates Degree
Cleveland State Cleveland, OH	Criminal Lace	Bachelor's in progress.

OTHER QUALIFICATIONS:

TYPING SPEED S	SPECIAL SKILLS
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MILITARY SERVICE

BRANCH _____

NUMBER OF YEARS ______ MOS _____

Franklin County Sheriff's Office

EQUAL OPPORTUNITY EMPLOYER

Application for Employment

SECTION I - PERSONAL INFORMATION

LAST NAME	FIRST NAME	MIDDLE INITIAL
HOME ADDRES		
	STATE	ZIP COI
COUNTY	PHONE: AREA CODE HOME NUM	
SOCIAL SECURITY NO.	AREA CODE WORK NUM	IBER_

SOCIAL SECURITY NUMBER NOTICE

Social Security Numbers (SSNs) are used to match individuals with their application/examination file. Disclosure of your SSN is voluntary; however, a nine-digit number is necessary to process your application. Upon appointment and pursuant to Section 5101.312 of the Revised Code and certain other laws and regulations, a request for a SSN is mandatory. Your SSN may be used for purposes including but not limited to the following: Identification of obligors under child support orders, detection of welfare fraud, processing background checks and tax information or general employee continuation.

ARE YOU INTERESTED IN:				001	RAN
	YES NO			2	- AL
FULL-TIME PERMANENT work?	\boxtimes	If applyin	g for a VACANT POSITION, fill in t	he information in the area	i belo
PART-TIME work?	$\Box \boxtimes$	Job Title	-	<u>ي</u>	NIT
TEMPORARY work?	$\Box \boxtimes$	Date	2002 1018	38	- • •
INTERMITTENT work?	\Box \boxtimes				
SUMMER work only?	$\Box \boxtimes$				
		1			

SUMMARY OF QUALIFICATIONS

In the area below, describe briefly the experience, education, training and other factors that qualify you for the position or examination for which you are applying. Refer to the **Minimum Qualifications** and any **position-specific qualifications** for this position or examination. **Be sure to provide details of your background on the other side of this application.**

es Degree in Criminal Justice at Cleveland Stat B.S. Return this completed application to:

Franklin County Sheriff's Personnel Office 370 South Front Street Columbus, Ohio 43215 Notify the Personnel Office at (614) 462-3397 of any changes of your address or phone number so that we may update your application and be able to contact you.

SHR-AD 008 (7-99)

SECTION II - EXPERIENCE

In the areas below, please list your past work experience beginning with your most recent employment. Military experience and volunteer work may also be included as employment. **NOTE:** In order to be considered for employment, you must fill in the information below, accurately and completely. You may submit a resume *in addition to* completing this section.

PRESENT OR MOST RECENT JO	DD .				
Employer's name and address Length of employment FRO	UPS 331	Bishop Rd. H	tightand 1	HS. OH 44143	
Length of employment FRC	M: mo. 10 day -	yr. 98 TO: m	o. 7 day 1	yr. 02 Phone (44	0646-2090
Reason for leaving Person	al				
Position (job title and classification) Reload supe	rvisor Sala	ry: beginning	8.50 ending	14.50
Duties Performed Supervise	son of inco	ming packa	iges and	l employees	intoading
NEXT MOST RECENT JOB:					2
Employer's name and address	Vinc: H-Pe	formance	3915 EL	Rey Rd Orland	0 FL 3270
Employer's name and address Length of employment FRO	M:mo Z dav I	vr. 57 TO: mo	0.10 day 1	vr. 45 Phone (40	1)292-4500
Decemptor looving T	0				
Position (job title and classification)	Part comage	Siecialist Sala	rv: beginning	350 ending	425 urek
Duties Performed Built 10	HU IDI WILLING	T.		<u></u> on any	
		ignes.			
Employer's name and address	Ed Pike Line	du /Mercury	Merto	- Ave Mentor	OH 44060
Length of employment FRO	M:mo. <u>2</u> day /	yr. 92 TO: mo	. 3 day /	yr. 97 Phone (44	1357-7532
Reason for leaving Moved			1. (C.115) A.		48 - 2004 R 33
Position (job title and classification)	A SALE OF A SALE		y: beginning	5.50 ending	8.50
Duties Performed					
Employer's name and address					
Length of employment FROM Reason for leaving	M: mo day		day	_yrPhone ()
Position (job title and classification)		Salar	y: beginning	ending	
Duties Performed					
Length of employment FROM				yr. Phone ()
Position (job title and classification)		Salar	v: beginning	ending	

SECTION III - EDUCATION AND TRAINING

High School Graduate? NO X YE			
Name and Location of High School (city and s	tate) Mentor High	OH	
GED Certificate Number		ssued by	
Are you currently attending school (for College	e Intern and Student Help positions	:)?	
	nior		
INCLUDING TECHNICAL SCHOOL, E	POST - HIGH SCHOOL EDUCA BUSINESS SCHOOL, PROFESSIO		D UNIVERSITY
SCHOOL NAME AND LOCATION	MAJOR AREA(S) OF STUDY	TYPE OF DEGREE OR CERTIFICATION	DEGREE ATTAINED (MONTH/YEAR)
Lakeland Comminity Kitland	Criminal Justice	Associated .	12/01
Cleveland State Cleveland	Criminal Justice	B.S. in progress	<u> </u>

Please list below the specific course work areas at the high school level or beyond relevant to the position or examination for which you are applying. Also indicate the number of courses you have successfully completed in each area. **NOTE:** A transcript may **not** be substituted for this section, although you may be required to submit a transcript.

COURSE WORK AREA	NO. OF COURSES	COURSE WORK AREA	NO. OF COURSES
Criminal Justice	18		
Pschology	1		
Sociology	2		
Polifical Science	3		
Public Speaking	1		
1 (2		

TRAINING AND OTHER QUALIFICATIONS

(Do not include coursework already described above)

SUBJECT OR TITLE OF TRAINING	ORGANIZATION	LENGTH OF TRAINING
Auto Mechanics	Hyundia Corp.	2yrs.
	/ /	

Micro soft of

List special equipment or machines you can operate:

List computer software in which you have skill, including word processing, speadsheet, and database programs.

Please indicate the name of the specific software.

List special clerical skills, including typing and shorthand:

Typing Speed:

List any additional relevant skills you have:	Management	Supervision
	1	V

SECTION IV - MISCELLANEOUS

THE FOLLOWING INFORMATION WILL BE USED ONLY IF IT IS DIRECTLY RELATED TO THE POSITION OR EXAMINATION FOR WHICH YOU ARE APPLYING:

VEC

NO

		IL0	110
1.	Are you willing and able to secure an Ohio Driver's License, if a license is required?	\boxtimes	
2.	If the position requires travel, can you supply your own transportation?	\boxtimes	
3.	Have you ever been employed in the state or county service of Ohio?		\boxtimes
4.	Have you been convicted of any felony?		\boxtimes
lfy	you have answered "YES" to question 3 or 4, please explain fully below, indicating by number to which question you a	re respo	nding.

EMERGENCY INFORMATION List the name and address of ONE PERSON WHO WILL ALWAYS KNOW YOUR WHEREABOUTS. NAME ADDRESS CITY STATE ZIP CODE PHONE REFERENCES Please list the names and addresses of three individuals, other than relatives, whom we may contact for a PROFESSIONAL RECOMMENDATION. NAME ADDRESS CITY STATE ZIP CODE PHONE

PREVIOUS ADDRESSES

Please list TWO MOST RECENT PREVIOUS HOME ADDRESSES with the date of residence for each previous address.

ADDRESS	CITY	STATE	ZIP CODE	DATES OF RESIDENCE
· · · · · · · · · · · · · · · · · · ·				
		5 s		

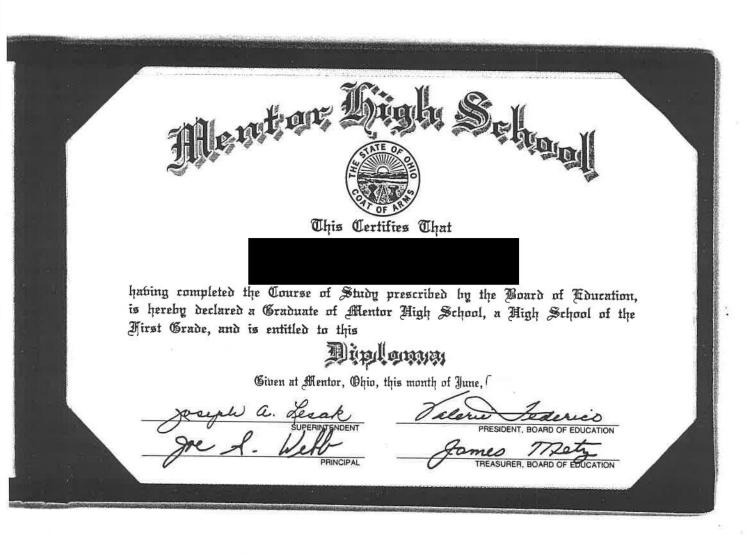
CERTIFICATION

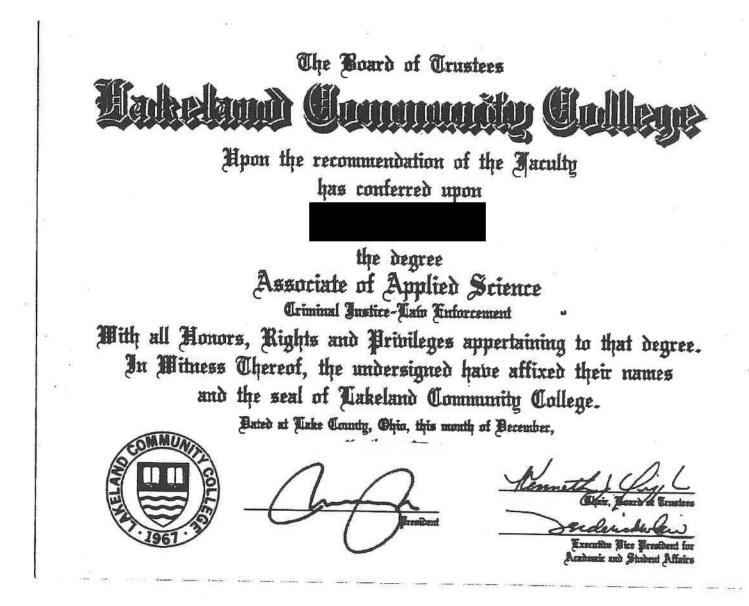
I certify that the answers I have made to all of the questions in this application are true and complete to the best of my knowledge. I understand that if this application is not completed in entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this application. I also understand that a background check may be required prior to employment, and that, in accordance with the Drug-Free Workplace Program, drug testing may be required. I waive all provisions of law forbidding colleges or universities which I attended, or past employers, from disclosing any information which they acquired relevant to my employment. I consent that they may disclose such information to the Sheriff's Office. I understand that any offer of employment is conditional upon proof of legal authorization to work in the United States as required by the Immigration Reform and Control Act.

DATE

2002 1018

APPLICANT SIGNATURE







Objective: To work together with the Community as a partnership in the prevention of crime and the betterment of the community.

Education: Lakeland Community College – Kirtland, OH Graduation – December 2001 Degree – Associates Major – Criminal Justice / Law Enforcement G.P.A.- 3.4

> Cleveland State University – Cleveland, OH 3rd year undergraduate student Major – Urban Studies in Public Safety / Criminal Law

Awards: Dean's List Criminal Justice State Certificate Automotive Service Excellence Certified Mechanic

Work

Experience: United Parcel Service- Highland Hts. OH Reload Supervisor October 1998 to July 2002

> Vinci Hi-Performance-Orlando, FL Performance Specialist March 1997 to October 1998

Ed Pike Lincoln/Mercury- Mentor OH Automotive Mechanic January 1992 to March 1997

Volunteer

Experience: Special Olympics Swim for Diabetes

Activities: Jet Skiing, Wake Boarding, Boating, Swimming, Snowboarding, Golf

Other

Skills: Proficient in Microsoft Office Engine Rebuilding Race Car Fabrication

References: Chris Sonnhalter

12.4

Katherine Steinbeck

Occupation: Program Director Criminal Justice Programs

Bill Davis

Occupation: Service Dept. Foreman

Roger Vinci

Occupation: Owner of Vinci Hi-Performance Racing



Franklin County Sheriff's Office Franklin County, Ohio

First	M.I.	Sex
		Sex M
First	M.I.	Sex
	First	

Address					
	Street	City	State	Zip Code	County
From:		COLUMBUS	OH	43215	
	Street	City	State	Zip Code	County
To:				81	

I	Effective Date		Payroll Number	Position Control No.
МО	DAY	YR		
01	02	2023		

CLASS TITLE FROM	CLASS NO. 02092	RANGE	STEP E	BASE RATE 50.25	LONG	SUPPL.	SUPPL.	TOTAL	STATUS
ТО	02092		E	52.36					

APPOINTMENT	CHANGE	SEPARATION	INTERRUPTION							
 1 - EMERGENCY ENDS: 2 - FULL TIME PERMANENT 3 - FULL TIME TEMPORARY ENDS: 4 - FULL TIME SEASONAL ENDS: 5 - PART TIME PERMANENT 6 - PART TIME TEMPORARY ENDS: 7 - PART TIME SEASONAL ENDS: 8 - INTERMITTENT 9 - APPT. DATE CORRECTED 10 - FULL TIME INTERIM 11 - PART TIME INTERIM 	 1 - PROMOTION 2 - DEMOTION 3 - LATERAL CLASS CHANGE 4 - TRANSFER WITHIN AGENCY 5 - TRANSFER BETWEEN AGENCIES 6 - CIVIL SERVICE STATUS 7 - NAME 8 - APPOINTMENT CHANGE TO 9 - DISPLACEMENT 10 - RATE 11 - REASSIGNMENT 12 - POSITION CHANGED 13 - TEMPORARY WORK LEVEL ENDS: CLASS: RATE: STEP: 14 - CANCEL INTERMIN 15 - SERVICE CHANGE 16 - GRIEVANCE ADJUSTMENT OTHER - SEE REMARKS 	 I - RESIGNATION WRITTEN ORAL 2 - RETIRED 3 - DISABILITY RETIREMENT 4 - DECEASED 5 - REMOVED 6 - PROBATIONARY REMOVAL 7 - LAID OFF 8 - UNCLASSIFIED TERMINATION 9 - OTHER (SEE REMARKS) 10 - CANCEL APPOINTMENT 11 - DISABILITY SEPARATION REINSTATE BY: 12 - INTERIM SEPARATION 13 - RESIGNED - NOT IN GOOD STANDING 14 - RESIGNED - NOT RECOMMENDED FOR REHIRE 	I -MILITARY LEAVE ENDS 2 -PERSONAL LEAVE ENDS 3 -SUSPENSION ENDS 4 -SEASONAL ENDS 5 -EDUCATIONAL LEAVE ENDS 6 -UNION LEADERS ENDS 7 -LEAVE REDUCTION 8 -PENALTY FINE 9 -WORKING SUSPENSION REINSTATMENT 1 -FROM SEPARATION 2 -FROM INTERUPTION 3 -BY PERSONNEL BD. OF REVIEW 4 -BY COURT ORDER 5 -SEPARATION RESCINDED 6 -BY GRIEVANCE 7 - BY ARBITRATION AWARD 8 -REEMPLOYMENT FROM LAYOFF APPT. TYPE: 9 - RECALL FROM LAYOFF APPT. TYPE:							
REMARKS: RATE INCREA	SE PER CONTRACT									
Approved By:	proved By: Dellar & Ballar 01/02/2023									

Approved By:

01/02/2023



Franklin County Sheriff's Office Franklin County, Ohio

Name											
From:		Last				First			M.I.		Sex
From:		Last				First			M.I.		Sex
To:											
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Approved By:	Del	lar X	Ball			1/3/202	2				

Dallas L. Baldwin, Sheriff



Franklin County Sheriff's Office Franklin County, Ohio

Name												
From:		Last				First	8			M.I.		Sex
		Last				First				M.I.		Sex
То:												
Address					0''		Q	1 7.	0.1		Court	
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Approved By:	Dallas L. E		Ballu	^		01/0 Date	04/2021	1				

SHR-AD-92 (6-2007)



Franklin County Sheriff's Office Franklin County, Ohio

Name												
From:	Last					First			M.I.		Sex	
	Last				_	First			M.I.	1	Sex	
То:												
Address												
S	treet			City		State	(4) 11 11 11 11 11 11 11 11 11 11 11 11 11	ip Code		County	/	
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01 06 2	2020											
CLASS TITI FROM	E	CLASS NO. 02092	RAI	NGE	STEP E	BASE RATE \$45.22	LONG	SUPPL.	SUPPL.	TOTAL	STATUS	
		02092			E	\$46.69						
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REMARKS: RATE INCREA	SE PER CONTRA	СТ										
	ller X Bas Baldwin, Sheriff	fhi 7				01/06/20 Date	020	1				



Franklin County Sheriff's Office Franklin County, Ohio

Name				
	Last	First	M.I.	Sex
From:				
	Last	First	M.I.	Sex
To:				

 Address
 Street
 City
 State
 Zip Code
 County

 From:
 COLUMBUS
 OH
 43215
 43215

 Street
 City
 State
 Zip Code
 County

 To:
 Description Control No.
 Description Control No.

F	Effective Da	ite	Payroll Number	Position Control No.
MO	DAY	YR		
01	07	2019		

FROM:	CLASS NO. 02092	RANGE	STEP E	BASE RATE 42.48	LONG	SUPPL.	SUPPL.	TOTAL	STATUS
TO:	02092		Е	45.22					

APPOINTMENT	CHANGE	SEPARATION	INTERRUPTION
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Approved By: Dallas L. E	lac X Ballur aldwin, Sheriff	01/07/2019 Date	



PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

Name		E	irst		M.I.	Sex
	Last	Г	irst		11.1.	Der
From:						
	Last	F	irst		M.I.	Sex
Го:	23.04.000000					
Address				-1		
Address	Street	City	State	Zip Code	Co	ounty
Address	Street	City COLUMBUS	State OH	Zip Code 43215	Сс	ounty

To

Ι	Effective Da	nte	Payroll Number	Position Control No.
ON	DAY	YR		
)1	08	2018		

CLASS TITLE FROM:	CLASS NO. 02092	RANGE	STEP E	BASE RATE 41.24	LONG	SUPPL.	SUPPL.	TOTAL	STATUS
TO:	02092		Е	42.48					

APPOINTMENT	CHANGE	SEPARATION	INTERRUPTION
 1 - EMERGENCY ENDS: 2 - FULL TIME PERMANENT 3 - FULL TIME TEMPORARY ENDS: 4 - FULL TIME SEASONAL ENDS: 5 - PART TIME PERMANENT 6 - PART TIME TEMPORARY ENDS: 7 - PART TIME SEASONAL ENDS: 8 - INTERMITTENT 9 - APPT. DATE CORRECTED 10 - FULL TIME INTERIM 11 - PART TIME INTERIM 11 - PART TIME INTERIM 	1 - PROMOTION 2 - DEMOTION 3 - LATERAL CLASS CHANGE 4 - TRANSFER WITHIN AGENCY 5 - TRANSFER BETWEEN AGENCIES 6 - CIVIL SERVICE STATUS 7 - NAME 8 - APPOINTMENT CHANGE TO 9 - DISPLACEMENT 10 - RATE 11 - REASSIGNMENT 12 - POSITION CHANGED 13 - TEMPORARY WORK LEVEL ENDS: CLASS: RATE: 14 - CANCEL INTERMIN 15 - SERVICE CHANGE 16 - GRIEVANCE ADJUSTMENT OTHER - SEE REMARKS	 1 - RESIGNATION WRITTEN ORAL 2 - RETIRED 3 - DISABILITY RETIREMENT 4 - DECEASED 5 - REMOVED 6 - PROBATIONARY REMOVAL 7 - LAID OFF 8 - UNCLASSIFIED TERMINATION 9 - OTHER (SEE REMARKS) 10 - CANCEL APPOINTMENT 11 - DISABILITY SEPARATION REINSTATE BY: 12 - INTERIM SEPARATION 13 - RESIGNED - NOT IN GOOD STANDING 14 - RESIGNED - NOT RECOMMENDED FOR REHIRE 	1 -MILITARY LEAVE ENDS 2 -PERSONAL LEAVE ENDS 3 -SUSPENSION ENDS 4 -SEASONAL ENDS 5 -EDUCATIONAL LEAVE ENDS 6 -UNION LEADERS ENDS 7 -LEAVE REDUCTION 8 -PENALTY FINE 9 -WORKING SUSPENSION REINSTATMENT 1 -FROM SEPARATION 2 -FROM INTERUPTION 3 -BY PERSONNEL BD. OF REVIEW 4 -BY COURT ORDER 5 -SEPARATION RESCINDED 6 -BY GRIEVANCE 7 -BY ARBITRATION AWARD 8 -REEMPLOYMENT FROM LAYOFF APPT. TYPE: 9 - RECALL FROM LAYOFF APPT. TYPE:
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Franklin County Sheriff's Office Franklin County, Ohio

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Approved By: Rell	le XB.	alle -			01/09/20)17				

Dallas L. Baldwin, Sheriff



Franklin County Sheriff's Office Franklin County, Ohio

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Date

SHR-AD-92 (6-2007)

Approved By:

Zach Scott, Sheriff



PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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REMARKS: Approved		en Scott, Sheriff	D 77		9 Da	13 13 te		-				



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PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

Name					
	Last	First		M.I.	Sex
From:					
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Address	Street	City	State	Zip Code 43215	County

State

Zip Code

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To:

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FROM:	CLASS NO. 02092	RANGE	STEP KD	BASE RATE 34.30	LONG	SUPPL.	SUPPL.	TOTAL	STATUS
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APPOINTMENT	CHANGE	SEPARATION	INTERRUPTION
 1 - EMERGENCY ENDS:	 1 - PROMOTION 2 - DEMOTION 3 - LATERAL CLASS CHANGE 4 - TRANSFER WITHIN AGENCY 5 - TRANSFER BETWEEN AGENCIES 6 - CIVIL SERVICE STATUS 7 - NAME 8 - APPOINTMENT CHANGE TO 9 - DISPLACEMENT 10 - RATE 11 - REASSIGNMENT 12 - POSITION CHANGED 13 - TEMPORARY WORK LEVEL ENDS:	 I - RESIGNATION WRITTEN ORAL 2 - RETIRED 3 - DISABILITY RETIREMENT 4 - DECEASED 5 - REMOVED 6 - PROBATIONARY REMOVAL 7 - LAID OFF 8 - UNCLASSIFIED TERMINATION 9 - OTHER (SEE REMARKS) 10 - CANCEL APPOINTMENT 11 - DISABILITY SEPARATION REINSTATE BY: 12 - INTERIM SEPARATION 13 - RESIGNED - NOT IN GOOD STANDING 14 - RESIGNED - NOT RECOMMENDED FOR REHIRE 	1 -MILITARY LEAVE ENDS 2 -PERSONAL LEAVE ENDS 3 -SUSPENSION ENDS 4 -SEASONAL ENDS 5 -EDUCATIONAL LEAVE ENDS 6 -UNION LEADERS ENDS 7 -LEAVE REDUCTION 8 -PENALTY FINE 9 -WORKING SUSPENSION REINSTATMENT 1 -FROM SEPARATION 2 -FROM INTERUPTION 3 -BY PERSONNEL BD. OF REVIEW 4 -BY COURT ORDER 5 -SEPARATION RESCINDED 6 -BY GRIEVANCE 7 -BY ARBITRATION AWARD 8 -REEMPLOYMENT FROM LAYOFF APPT. TYPE: 9 - RECALL FROM LAYOFF APPT. TYPE:
REMARKS: CONTRACT INCRE	EASE		TIME STAMP
Approved By: Zacl	JorgeESS Scott, Sheriff 77	1-8-14 Date	

PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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3/24/12 Date

Approved By:

Zach Scott



Franklin County Sheriff's Office Franklin County, Ohio

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Approved By:

Zach Scott, Sheriff

SHR-AD-92 (6-2007)



PERSONNEL ACTION Franklin County Sheriff's Office

Franklin County, Ohio

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AddressCityStateZip CodeFrom:COLUMBUSOH43215StreetCityStateZip CodeTo:CityStateCity

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APPOINTMENT	CHANGE	SEPARATION	INTERRUPTION
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REMARKS:	TRACT		

Approved By:

Zach Scott, Sheriff

POSITION DESCRIPTION

OHIO DEPARTMENT C ADMINISTRATIVE SERVICES

AGENCY FRANKLIN COUNTY DIVISION OR INSTITUTION SHERIFF'S OFFICE

HUMAN RESOURCES DIVISION

UNIT OR OFFICE

			X County	New			COUNTY OF EMPLOYMENT
~	Sta	ate Agency	Agency	Position		Change	FRANKLIN
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2 LLLL 33Y		prosecutor, submitted a prosecutor' information	to the grand ju as required by s information	the agency, e.g. , grand jun orts. Testifies	rk ind g., ge ry of in de	quiries fro meral pub ficer equi fense.	om and contacts with officials and lic; skilled in operation of peace pment including firearms and self- ccessfully complete
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CLASS NUMBER 02092	List Position N	umbers and Class	Titles of positions dir	ectly supervised	0		ENCY REPRESENTATIVE DATE

An Equal Opportunity Employer



Franklin County Sheriff's Office Franklin County, Ohio

Name				1
	Last	First	M.I.	Sex
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	Last	First	M.I.	Sex
To:				

Address

	Street	City	State	Zip Code	County
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	Street	City	State	Zip Code	County
To:				1000 March 1000	

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Approved By:

James A. Karnes, Sheriff



Franklin County Sheriff's Office

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REMARKS: RATE INCREASE I	PER CONTRACT								TIME	STAMP		

<u>4/22/08</u> Date Approved By: James A. Karnes, Sheriff



Franklin County Sheriff's Office Franklin County, Ohio

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To:				

Address	Street	City	State	Zip Code	County
From:		COLUMBUS	OH	43215	
	Street	City	State	Zip Code	County
To:					

1	Effective Dat	te	Payroll Number	Position Control No.
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CLASS TITLE FROM:	CLASS NO. 02092	RANGE	STEP D	BASE RATE 28.52	LONG	SUPPL.	SUPPL.	TOTAL	STATUS C
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James A. Karnes, Sheriff amesa

968 Date

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ADMINISTRATIVE SERVICES

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ADMINISTRATIVE SERVICES

PERSONNEL ACTION STATE OF OHIO		AGENCY DIVISION OR INSTITUTION UNIT OR OFFICE NO.														
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REMARKS Changed to POTC											<u> </u>	4				
copy of letter, position	descriptio	n and certific	ate attach	ed												
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\bigcirc						NPPRC	VED									
APPROVAL OF APPOINTING	AUTHORITY	SIGNATU	RE	DATE												
James A. Karnes, Sheri	ff			11/7/05												
SIGNATURE OF RELEASING AUTHORITY				DATE	SIGNATURE OF APPROVER							DATE				

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PC	SITIC	OHIO DEPARTMENT O ADMINISTRATIVE SERV		FRANKLIN COUNTY DIVISION OR INSTITUTION							
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	C Stata	Agency X County Agency New Position	Chara	FRANKLIN							
		Agency X County Agency New Position	Chang	N NO. AND TITLE OF IMMEDIATE SUPERVISOR							
				CORPORAL							
	NORMAL W	ORKING HOURS (Explain unusual or rotating shift)	1								
	FROM	M: VARIES TO:									
		JOB DESCRIPTION AND WO	RKER C								
ΗË	%	Job Duties in order of Importance		Minimum Acceptable Characteristics							
N N											
Z	70	Protects property, maintains security		nowledge of (1) supervision of inmates in controlled							
l õ		discipline of inmates in correctional faci		vironment and related safety practices*, (2) Sheriff's							
LN		Watches security screens; patrols floor, d		ffice rules and regulations*, (3) public relations, (4)							
8		and recreation areas; counts and verifies inm	po	plice methods and procedures. Ability to (5) develop bod rapport with inmates, (6) define problems, collect							
NO N		in area; monitors movement of inmates betw	60	ta, establish facts and draw valid conclusions, (7) add,							
POSITION CONTROL NUMBER		areas of facility; searches incoming prison	10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	, , , , , , , , , , , , , , , , , , , ,							
8		receives and releases prisoners; moni	,	communicate information both orally and in writing, (9)							
		prisoner releases (e.g., assures that time	has rur	run, walk, stand or sit for extended or intermittent periods							
		been served & no holders, detainers, &/or ac	1. 01	of time, (10) listen, comprehend and respond to							
		warrants exist); transports inmates outside		discussions involving either one-on-one or group settings, (11) remain alert and watchful during assigned duty hours,							
		jail facility. Responds to emergency situation		(12) withstand extremes of climate exposure and potential							
		Jan racinty. Responds to emergency situation		exposure to health and safety hazards, (13) transport							
	25			dividuals, paperwork or material which may involve							
	25	Performs other related duties (e.g., answ		mbing stairs, (14) demonstrate strength, endurance and							
				flexibility while wearing job-related equipment, (15) physically restrain angry or violent people. Skill in (16)							
		telephone and questions of attorneys, parole		erating police equipment and self defense. (10)							
		probation officers and law enforcem		crating ponce equipment and sen derense.							
		personnel; prepares reports of incidents; secu									
щ		inmates personal effects; maintains records									
CLASS TITLE		inmates funds and releases property &/or fu	AND 10101 11 10 10 10	ust have successfully attained and maintain state peace							
SS		with inmate authorization; issues visitat		icer training certification as required by State law and							
ILA		passes; performs additional duties at discret	tion reg	gulations; must have valid Ohio drivers license.							
	5	of Sheriff when necessary.									
			* de	* developed after employment							
		Serves individuals with summons, subpoer	ias,								
		attachments, and legal notices issued by con	urts								
		and makes arrests when necessary.									
¥.	List Dealth at	humbers and Olece Tills - f - 10 - 1 - 1 - 1 - 1	ONIATION								
MBI	LIST POSITION N	Numbers and Class Titles of positions directly supervised SI	GNATURE	OF AGENCY REPRESENTATIVE DATE							
R			L	1 1- Kanges 11/7/05							
CLASS NUMBER 02092		7	TAMES	A. KARNES, SHERIFF							
02C	_	(OAMES	A. KARNES, SHEKIFF							
Sector Sector	7 (Rev. 9-95)	An Equal Opportunity	Employer								



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

To:Patrick F. Garrity
Director, Management ServicesPatrick 7. Charrity
CatureDate:November 7, 2005

Subject: Re-classification to POTC

Due to your completion of the prescribed course work, and having your POTC certification, Sheriff Karnes has authorized your request to be re-classified to POTC, effective October 31, 2005.

c: Chief Barrett Major Strickler Major Wise Patrol Training

	SONNEL A	장애 같은 소리가 잘 많은 것이 같이 있다.	AGENCY	I	DIVISION O	R INSTI	TUTIO	N		U	NIT OR OF	FICE	NO.			
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James A	A. Karnes, Sher	iff		8	11/04/05											
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PERSONNEL A STATE OF OH		AGENCY	ъ ₁			UTIO	1		U	NIT OR C	FFICE	NO.					
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PERSONNEL ACTION STATE OF OHIO	AGENCY				JTION				NIT OR OF	FICE	NO.			
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James A. Karnes, Sheriff														
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ADMINISTRATIVE SERVICES

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James A. Karnes, She				08/26/04										
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PERSONNEL ACTION STATE OF OHIO AGENCY DIVISION OR INSTITUTION UNIT OR OF FROM. anklin County Sheriff's Office Office Office Office								OR OFFICE NO.							
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1	USUAL WOR	RKING TITLE OF PO			IO. AND TITLE OF IMMEDIATE SUPERVISOR
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	NORMAL W		plain unusual or rotating shift) TO: HC	OURS VAR	v
	FROM	l	JOB DESCRIPTION AND V	and the second	
	%	Job	Duties in order of Importance		Minimum Acceptable Characteristics
POSITION CONTROL NUMBER					
I WI	75	Protects prope	erty, maintains security and	discipline of	of Knowledge of (1) supervision of inmates
L N	Starla.	· · · · · · · · · · · · · · · · · · ·	orrectional facility. Watc	and an experiment of the second s	Ç () I
TRO			ols floor, dorm and recre		
NO			verifies inmates in are		
NO		movement of	f inmates between areas	of facility	y; principles to solve practical everyday
E		searches incom	ming prisoners; receives	and release	es problems, (4) develop good rapport with
Öd			nitors prisoner releases (e.g.,		
		and a state of the second s	served & no holders, deta		
	Ň		ts exist); provide coverage		
			facility during single tour		
		- 영향 밖에 가지 않는 것이 아파가 가지 않는 것이라는 것이다.	hift supervisor. Responds to	o emergenc	 Constraints, and constraints, c
		situations.			intermittent periods of time, (9) listen,
					comprehend and respond to discussions involving either one-on-one or group
					settings, (10) remain alert and watchful
					during assigned duty hours, (11)
					demonstrate physical fitness, (12)
		Answers teler	bhone and questions of attor	rnevs parol	
ω	25	-	fficers and law enforcement	•	
Ē	25	-	ts of incidents; secures inma	-	
SS			tains records of inmates		
CLASS TITLE				ith inmat	
			issues visitation passes; and	other dutie	
		as assigned.			
		15			
					Must successfully complete approved
+					correctional officers course within one.
					year from date of hire. Probationary
e l	List Destill	umbars and Olean T	tion of positions disatily and a start	CIONATURE	OF AGENCY REPRESENTATIVE DATE
MBE	LIST POSITION N	iumbers and Class Tr	tles of positions directly supervised	SIGNATURE	OF AGENCY REPRESENTATIVE DATE
Ñ				4	al fame 7kg/22
CLASS NUMBER 02092				JAMES	A. KARNES, SHERIFF
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ADM 4107	(Rev. 9-95)

An Equal Opportunity Employer

FRANn SHERIN					LAW ENFORCEMENT						
EMPLOYEE PERFORMA	NCE REV	IEW			Rating Period From 9/8/2019 To 9/7/2020						
Name (Last) (First)	NOL ILL		M.I.) Soc	Sec.	Classification Title						
Bureau/Assignment		Barr	aining Unit								
Bureau/Assignment		Lare	dining one	Probation Probation Annual Special							
PERFORMANCE DIMENSIONS	EX	RATINGS	5	performanc	RATER COMMENTS below for comments. Written comments MUST be provided for each e dimension. Use additional sheets if necessary. USE INK PEN –						
QUANTITY	Meets	Below	Above	PLEASE PF	ates fare share of work on call outs.						
Generates amount of work expected.	×			Genera	ales have shale of work on can outs.						
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.			x		thorough in his investigations and presents it Il organized fashion.						
TIMELINESS Accomplishes required work on schedule.	x				ccomplishes his work on schedule, in a timely an rganized manner.						
PERSONAL APPEARANCE Projects a professional image.			x	Reflect orderly.	s well upon the unit. Uniform neat and						
DEPENDABLITY Can be counted upon to be reliable and responsive.			x	Can be	relied upon to complete the task at hand.						
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x		well with all unit members and is always to them for any questions or task that need ted.						
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			Is self r accordi	notivated and handles situations and peers ngly.						
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	 Manufacture and the second seco	monstrated himself in the most demanding n while working in the a						
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Understand the rules, regulations, and SOP of this unit.							
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			Does not hesitate to communicate with any of his supervisors or peers, and does so clearly and precisely.							
I have prepared this performance review:			I have read	the above:	I have not responded on an attached						

Reviewer Comments: Cowcort withorten Mala 11 Rater Signature

sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate agreement with the above.

Employee Comments:

Reviewer Siggature Williams	8/15/2024 Emplo
Appointing Authority Ling ALM CHIEF	2 8/19/2020
SHR-AD-63 /	An Equal Opportunit

oyee.

y Employer



FRANKLIN COUNTY SHERIFF'S OFFICE

					LAW ENFORCEMENT Evaluation Deadline					
EMPLOYEE PERFO					Rating Period					
Name (Last) (Fi	rst)	EVIEW		2.11	From9/8/2013To9/7/2014					
			(M.I.)	Soc. Sec.	Classification Title					
Bureau/Assignment		Ba	argaining L	Jnit						
DEDEOR		XPECTAT	TION.	1	Mid Final Probation Probation Spec					
PERFORMANCE DIMENSIONS		RATING	RATER COMMENTS							
QUANTITY	Meets	Below	Abov	e PLEASE P	s below for comments. Written comments MUST be provided for each ce dimension. Use additional sheets if necessary. USE INK PEN –					
Generates amount of work expected.	x			Genera	ates fare share of work on call outs.					
QUALITY										
Completes work in an accurate				Is verv	thorough in his investigation					
neat, well-organized, thorough and applicable manner.	x			in a we	thorough in his investigations and presents Il organized fashion.					
TIMELINESS										
Accomplishes required work on schedule.				Accomp	olishes his work on schedule and in a timely					
	x			and org	anized manner.					
PERSONAL APPEARANCE				·						
Projects a professional image.			х	Reflects	well upon the unit. Uniform neat and					
DEPENDABLITY				orderly.	and and onnorm heat and					
Can be counted upon				Can be I	relied upon to complete the task at hand.					
to be reliable and responsive.			х		and upon to complete the task at hand.					
TEAM EFFORT/COOPERATION	_									
Contributes to group effort	1 1			Works w	ell with all unit members and is always					
Establishes positive working relationships with others.			х	availble t	to them for any questions or task that need					
				complete	ed.					
DIRECTING/COORDINATING										
BEHAVIOR OF OTHERS				Is self mo	otivated and handles situations and peers					
Describes and explains activities. Directs and nstructs individuals to accomplish tasks. Ensures vell-being of individuals with the second s	x	9		according	gly.					
vell-being of individuals within cope of responsibility.				1						
				5						
DEALING WITH DEMANDING SITUATIONS										
emonstrates control of self and others under ying circumstances.				Has demo	onstrated himself in the most demanding					
ang circomstances.			X	situation w	while working in the					
DHERING TO PROCEDURES				unit as a						
10WS the rules and regulations and				Understan	d the rules, regulations, and SOP of this					
lows them without being reminded.	x			unit.	and SOP of this					
OMMUNICATING										
derstands written and oral				Does not h	esitate to communicate with any of his					
structions. Relays appropriate ormation in clear, concise manner.	x			supervisor	s or peers, and does so clearly and					
and the deal, concise manner,				percisely.	o of peers, and does so clearly and					
ave prepared this performance review:			1							
			tve read th	e above: I have						
ater signature with the signature		- I she	et of nane	r lundoratand	responded on an attached					
F. C. CII		will	also be pla	aced in my pern	that any and all attachments to this evaluation nanent personnel file. My signature may not indicate					
eviewer Comments:		agn	eement wit	h the above.	signature may not indicate					
		Er	mployee Co	omments:						
eviewor Signature	1-1-									
- 35 Dh 4-17 MI	Date									
pointing Authority	Date	Emp								
R-AD-63)	10/11/	P B a								

An Equal Opportunity Employer

FRankli SHERIF	F'S C	FFICE			LAW ENFORCEMENT Evaluation Deadline 09/07/2013 Rating Period From 09/08/2013 To 09/07/2013				
EMPLOYEE PERFORMAN	ICE REV	/IEW	1.1.) Soc	Sec.	Classification Title				
ame (Last)		12.0	200000 III N						
Bureau/Assignment			aining Unit FOP		Probation Probation Annual Special				
PERFORMANCE DIMENSIONS				Use space performan PLEASE P	RATER COMMENTS aces below for comments. Written comments MUST be provided for each nance dimension. Use additional sheets if necessary. USE INK PEN – E PRINT				
QUANTITY enerates amount of work xpected.	Meets	Delow	X	case lo	takes on additional work aside from his normal bad.				
QUALITY Completes work in an accurate leat, well-organized, thorough nd applicable manner.	x			minima	completes his casework accurately requiring al correction.				
IMELINESS accomplishes required work on chedule.	x				completes his case work in necessary time.				
PERSONAL APPEARANCE Projects a professional image.			x	assign	's appearance is appropriate for his current ment within				
DEPENDABLITY Can be counted upon o be reliable and responsive.			x		is very dependable when assisting other in their casework.				
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working elationships with others.	x			strides FCSO	is improving in this area. has made and outside agencies has made within the				
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and nstructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			as a	is able to use his knowledge and experience vithin to train new and				
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			stress in an	is able to maintain self-control during high situations that he may find himself in while working				
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			and is	follows departmental policies and procedures willing to ask if unsure.				
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			when	follows instructions given to him. relays appropriate information to supervision necessary.				
Rater Signature 7 C-21 Reviewer Comments:	earB	Lg	sheet of p will also i agreeme	States - A game					
Reviewer Signature	-(0-c Date 9/10 An Ec	1000	Em	Employ	er				



FRANKLIN COUNTY SHERIFF'S OFFICE

LAW ENFORCEMENT

					Evalua	ation Dead	line				
EMPLOYEE PERFORMA						g Period 9/8/2011		To 9/8	2012		
Name (Last)			(M.I.) Soc	Sec.		ification Tit	e	10 0/0	2012		
Bureau/Assignment		Bar	galning Unit			Mid Probation		Final		Special	
		PEOTAT	FOP			Probation		Special			
PERFORMANCE DIMENSIONS	E	RATING		performance	RATER COMMENTS e spaces below for comments. Written comments MUST be provided for each formance dimension. Use additional sheets if necessary. USE INK PEN –						
QUANTITY	Meets	Below	Above								
Generates amount of work expected.			x	work, and tasks.	work, and is always willing to take on additional						
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			He com	pletes	s his wo	rk in a	a neat, a	ccurate m	anner.	
TIMELINESS Accomplishes required work on schedule.			x	and pro	mpt in			nctual in assignm	his atteno ents.	dance,	
PERSONAL APPEARANCE Projects a professional image.	x			He proje Office.	ects a	profess	ional	image fo	or the She	riff's	
DEPENDABLITY Can be counted upon to be reliable and responsive.			x		s consistently responsive and reliable in pleting his assigned tasks.						
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x			in accor	complishing goals.						
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			ensures		•			others and	d	
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			He dem around I					and those 3.	9	
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			of the SI	heriff's		and	operates	and regula within the		
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			commur informat	nicatio	has goo n skills.	od ver He r	bal and elays pe		es.	
I have prepared this performance review: 129/12 Rater Signature SIG 27=50 Reviewer Comments Agree With Rater	anBei	-28-12 -29-12	sheet of pa will also be agreement	the above: I per, I unders placed in my with the abov Comments:	tand that permane	have n t any and a ent personr	Il attach	ments to thi	on an attache s evaluation e may not indi		
Appointing Authority SHR-AD-63	H12	al Oppor	Employees	Slapature							

								2003				
JIM KAR	NES	1		LAW ENFORCEMENT								
O INI IMA						ation Dead						
SHERIF	and the second s			Rating Period								
EMPLOYEE PERFORMA	NCE REV		(M.I.) Soc	. Sec.		9/8/2009 fication Tit	e	To 9/7	/2010			
A === 3												
Bureau/Assignment		Bar	gaining Unit FOP			Mid Probation		Final Probation	🛛 Annual 🗌 Special			
PERFORMANCE DIMENSIONS		RATING	S	S ST be provided for each ary. USE INK PEN –								
QUANTITY Generates amount of work expected.	Meets	Below	Above	Welcomes cases and regularly manages seve								
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Good at a well o				Vork cor	npleted is done in			
TIMELINESS Accomplishes required work on schedule.	x			Summa	ries ar	nd pape	erworl	k are tur	ned in on time.			
PERSONAL APPEARANCE Projects a professional image.	x			Appropr	riate fo	or under	cove	r operati	ons.			
DEPENDABLITY Can be counted upon to be reliable and responsive.			×	Highly reliable in all areas. Requires minimal supervision with assigned tasks.								
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	Establishes a postive working relationship with supervisors and peers.								
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			Can dire	Can direct others when the situation calls for it.							
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			Remains		and co	mpos	sed durir	ng demanding			
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Follows	rules a	and reg	ulatio	ns.				
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			Regularl other		ys infori onnel.	matio	n to sup	ervision and			
Rater Signature	uBa	·Lq	sheet of pa will also be	the above: I per. I underst placed in my with the above	tand that permane		Il attach	ments to thi	on an attached is evaluation re may not indicate			
Reviewer Comments:	Evh	2	Employee	e Comments:					ľ			
Appointing Authority SHR-AD-63	Date 8 27 Bate 3.3	-10 -10 SU)	5-91								
SHR-AD-63 Jeine Garnes	An Equ	al Oppor	tunity Er	nployer								

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JIM KAR	ÎNES				LAW ENFORCEMENT		
					Evaluation Deadline		
SHĚRIĬ EMPLOYEE PERFORMA	Rating Period From 9/8/2008 To 9/7/2009						
Name_(Last) (First)			(M.I.) So	c. Sec.	Classification Title		
Bureau/Assignment		Bar	gaining Unit				
Bureau/Assignment		Dury	FOP		Mid Final Probation Probation Annual Special		
PERFORMANCE DIMENSIONS		RATING	5	Use spaces performance PLEASE PL	RATER COMMENTS below for comments. Written comments MUST be provided for each e dimension. Use additional sheets if necessary. USE INK PEN –		
QUANTITY Generates amount of work expected.	X	Below	Above		bad meets what is expected.		
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			a neat	attention to detail. Work completed is done in and well organized manner. Cases are gated to the fullest.		
TIMELINESS Accomplishes required work on schedule.	x			Summa	aries and paperwork are turned in on time.		
PERSONAL APPEARANCE Projects a professional image.	x		I.	Approp	riate for		
DEPENDABLITY Can be counted upon to be reliable and responsive.			x	availab	e in all areas. Always makes himself le to assist other detectives. Requires I supervision with assigned tasks.		
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	supervi	shes a postive working relationship with sors and peers. Will do any task that needs ted to assist another detective.		
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			Can dir	ect others when the situation calls for it.		
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			Remain situatio	ns calm and composed during demanding ns.		
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x				s rules and regulations. Continues to ize himself with operations.		
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			Regularly relays information to supervision and other personnel.			
I have prepared this performance review: JKSC	anBai	4	sheet of pa	aper. I under	I have have not X responded on an attached stand that any and all attachments to this evaluation		
Gel. 00			agreement	e placed in my with the abo e Comments			
Reviewer Comments:			Embloxe	e oominients			
Reviewer Signature	Date		Employee	Signature			
SHRAD 63 ACTIVILY SHERIFE	8-17-0	al Oppo					
I menting structure .							

		alt	8/21			
JIM KAR	NES	101	D-		LAW ENFORCEMENT	
		1.84	1.50	T	Evaluation Deadline	
SHERIF EMPLOYEE PERFORMA		/IEW	A	U	Rating Period From 9/8/2007 To 9/8/2008	
Name (Last) (First)			M.I.) Sec	Sec.	Classification Title	
		Barg	aining Unit		Mid T Final	
FCCC 1 C. CO.			FOP		Probation Probation	Annual Special
PERFORMANCE DIMENSIONS	Ελ	RATINGS			RATER COMMENT below for comments. Written comments MUS dimension. Use additional sheets if necessa	T be provided for each
	Meets	Below	Above	PLEASE PR	INT	
QUANTITY Generates amount of work expected.	x				S GENERATES AMOUNT OF TED OF HIM.	WORK
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			EFFECT	IVELY ORGANIZES HIS ASS	IGNED DUTIES.
TIMELINESS					IS AWARE OF TIME RESTR	AINTS AND
Accomplishes required work on schedule.	x			WORKS	TO MEETS SCHEDULES AN	D DEMANDS
PERSONAL APPEARANCE Projects a professional image.	x				CTS A GOOD PROFESSIONA RRIES HIMSELF AS SUCH.	L APPEARANCE
DEPENDABILITY Can be counted upon to be reliable and responsive.			x		EPENDABLE IN CARRYING (NSIBILITIES.	DUT HIS
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			х	RESPON	S THE COOPERATION AND NSIVENESS OF HIS PEERS. ITH OTHERS.	WORKS
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.			x	INMATE	YS CONFIDENCE WHEN DEL S. DEPUTY IS ABLE TO DIR ENT IN A SAFE AND SECURI	ECT INMATE
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x				IVELY HANDLES DEMANDIN KPECTED RESULTS. KEEPS	
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x				STRATES A GOOD KNOWLE AND REGULATIONS AND FO	
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			2 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2 (2	COMMUNICATES WELL AN STANDS BOTH ORAL AND W VES. REPORTS ARE CONCI	RITTEN

I have prepared this performance review: JOB DESCRIPTION REVIEWED.

Rater Signature 56 Sot M 1 Reviewer Comments: ater

Reviewer Signature Da US Appointing Authority Øð An Equal Opportunity Employer SHR-AD-63

I have read the above: I have have not responded on an attached sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate agreement with the above.

Employee Comments:

INSTRUCTIONS

I. INTRODUCTION

Performance review is a vital and ongoing part of personnel management. It is an objective evaluation of employee performance. There are two steps to a performance review: (See instructions below)

- 1) The completion of the performance review form.
- 2) A performance review conference with the employee upon completion of the performance review form.

To meet the needs of our diversified workforce, four Performance Review forms will be utilized:

- -- LAW ENFORCEMENT
- -- MANAGER/SUPERVISOR, PROFESSIONAL, PARAPROFESSIONAL
- -- TECHNICAL
- -- SUPPORT STAFF

II. <u>PURPOSE</u>

Performance review is utilized to:

- -- Improve performance and productivity
- -- Chart employee progress
- -- Strengthen supervisor-employee relationship and improve communication
- -- Recognize employee accomplishments and good work
- -- Inform employee of strengths, weaknesses and progress in improving performance
- -- Develop employee skills

III. TIMELINESS

Performance of new employee will be reviewed twice during the probationary period. The first review is due at midpoint; the second at the close of the probationary period. Thereafter, regular reviews will be conducted annually. Note evaluation form for the evaluation deadline box. This contains the date the completed form MUST be submitted to Personnel.

IV. RATING SCALE DEFINITIONS

A. <u>Above Expectations</u> – Performance <u>exceeds</u> the job requirements. Job performance <u>is excellent</u> <u>and above and beyond</u> what is expected of employees in this job. The employee requires lessthan-usual supervision. The employee's performance is superior.

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DUE 21 MILLING

<u>Meets Expectations</u> – Performance <u>satisfies</u> the job requirements. The employee <u>is doing the</u> job at the level expected for employees in this position. Usual levels of supervision are needed. A large number of employees will fall in this category. This rating includes a broad range of performance, from barely satisfactory to highly satisfactory.

<u>Below Expectations</u> – Performance generally <u>fails</u> to meet job requirements; employee requires high levels of supervision. The employee is not doing the job at the level expected. Unsuccessful job performance is due to the employee's own lack of effort or ability. The employee's performance is unsatisfactory.

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		Cut 9	lu	
JIM KAR		MA	BE	Evaluation Deadline
SHERIF EMPLOYEE PERFORMA			GI	Rating Period From 9/8/2006 To 9/8/2007
Name (Last)			M.I.) Soc	Sec. Classification Title
Bureau/Assignment FCCC 1	-	Barç	gaining Unit	Mid Final Special
PERFORMANCE DIMENSIONS	E) Meets	(PECTATI RATINGS Below		RATER COMMENTS Use spaces below for comments. Written comments MUST be provided for each performance dimension. Use additional sheets if necessary. USE INK PEN – PLEASE PRINT
QUANTITY Generates amount of work expected.	X	Below	Above	GENERATES AN AMOUNT OF WORK ACCEPTABLE BY DEPARTMENTAL STANDARDS
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			COMPLETES ALL WORK IN AN ACCURATE NEAT MANNER. EFFECTIVELY ORGANIZES ASSIGNED TASKS AND IS THOROUGH.
TIMELINESS Accomplishes required work on schedule.			x	ALWAYS REPORTS TO WORK ON TIME AND WHEN SCHEDULED, COMPLETES TASKS TIMELY.
PERSONAL APPEARANCE Projects a professional image.			x	UNIFORMS AND PERSONAL GROOMING CLEAN AND PROFESSIONAL.
DEPENDABLITY Can be counted upon to be reliable and responsive.			x	ATTENTIVE AND RESPONSIVE WHEN REQUIRED. CAN BE COUNTED ON IN ANY SITUATION.
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x			PROMOTES COOPERATIVE BEHAVIOR AND TEAM EFFORT
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			DIRECTS AND CORDINATES THE BEHAVIORS OF THOSE WITHIN HIS SCOPE OF RESPONSIBILITY WITH CONFIDENCE
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	MAINTAINS CONTROL OF SELF AND OTHERS WHEN DEALING WITH DEMANDING CIRCUMSTANCES.
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			FOLLOWS ALL RULES AND REGULATIONS AS REQUIRED.
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			UNDERSTANDS AND CONVEYS INFORMATION APPROPRIATELY WRITTEN REPORTS CLEAR AND ACCURATE.
I have prepared this performance review: Job description reviewed Rater Signature A fai A mance 29 Reviewer Comments: Agree W Dester. Excellent				the above: I have have not responded on an attached per. I understand that any and all attachments to this evaluation placed in my permanent personnel file. My signature may not indicate with the above.

			. .
Reviewer Signature SMA LS	四期 /4 /07	Empe	
poping Authority Dame,	Inel 9-10-07		
SHR-AD-63	An Equal Oppo	ortunity Employer	

INSTRUCTIONS

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FRANKLIN COUNT A

EE

PIL

- -- LAW ENFORCEMENT
- -- MANAGER/SUPERVISOR, PROFESSIONAL, PARAPROFESSIONAL
- -- TECHNICAL
- -- SUPPORT STAFF

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IV. RATING SCALE DEFINITIONS

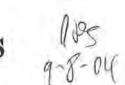
- A. <u>Above Expectations</u> Performance <u>exceeds</u> the job requirements. Job performance <u>is excellent</u> and above and beyond what is expected of employees in this job. The employee requires lessthan-usual supervision. The employee's performance is superior.
- B. <u>Meets Expectations</u> Performance <u>satisfies</u> the job requirements. The employee <u>is doing the</u> job at the level expected for employees in this position. Usual levels of supervision are needed. A large number of employees will fall in this category. This rating includes a broad range of performance, from barely satisfactory to highly satisfactory.
- C. <u>Below Expectations</u> Performance generally <u>fails</u> to meet job requirements; employee requires high levels of supervision. The employee is not doing the job at the level expected. Unsuccessful job performance is due to the employee's own lack of effort or ability. The employee's performance is unsatisfactory.

8.11.06 MarB-000

JIM KAR	INFS	Could	10/06				
om nat		,			Evaluation Deadline		
SHERI	A.				Rating Period		
EMPLOYEE PERFORMA		VIEW			From 9/8/2005 To 9/8/2006		
Name (Last) (First)					Classification Title		
FCCC 1		Bar	gaining Un FOP	it	Mid Final Probation Annual Spec		
PERFORMANCE DIMENSIONS	E			Use space	RATER COMMENTS es below for comments. Written comments MUST be provided for each		
	Meets	Below	Above	PLEASE I	nce dimension. Use additional sheets if necessary. USE INK PEN – PRINT		
QUANTITY Generates amount of work expected.	x				YS GENERATES AMOUNT OF WORK CTED OF HIM.		
QUALITY Completes work in an accurate neat, well-organized, thorough	x			EFFEC	CTIVELY ORGANIZES HIS ASSIGNED DUTIES.		
and applicable manner.				00140	ETEOMORY ON TIME		
TIMELINESS Accomplishes required work on schedule.	x			COMP	LETES WORK ON TIME.		
PERSONAL APPEARANCE Projects a professional image.	x			0.1207/07/2012 01:522	ECTS A GOOD PROFESSIONAL APPEARANCE ARRIES HIMSELF AS SUCH.		
DEPENDABILITY Can be counted upon to be reliable and responsive.			x		DEPENDABLE IN CARRYING OUT HIS DNSIBILITIES.		
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	Terr 1200 2000 12	INSPIRES THE COOPERATION AND RESPONSIVENESS OF HIS PEERS.		
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.			x	10000000000000000000000000000000000000	AYS CONFIDENCE WHEN DELEGATING ES. MAINTAINS GOOD SELF CONTROL.		
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			VILLAN CONTRACTORS	TIVELY HANDLES DEMANDING SITUATIONS EXPECTED RESULTS. KEEPS A COOL HEAD.		
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x				NSTRATES A GOOD KNOWLEDGE OF THE AND REGULATIONS AND FOLLOWS THEM.		
COMMUNICATING Understands written and oral nstructions. Relays appropriate nformation in clear, concise manner.	x			COMMUNICATES CLEARLY AND CONCISELY. RESPONDS QUICKLY TO ALL ORAL AND WRITTEI COMMUNICATION.			
have prepared this performance review: JOB DESCRIPTION Rater Signature Sqt Brammer GEL_SSI 8/6/0 Reviewer Comments: Agree W/Nater			sheet of pa will also be agreemen	aper. I under			
Reviewer Signature	Date 8-	104 33-06 al Oppor	Employee tunity E				

JIM KAR	INES		0.1		
CHEDI	707		1/2		Evaluation Deadline
SHERI EMPLOYEE PERFORMA		/IEW	ſ.		Rating Period From 9/8/2004 To 9/8/2005
Name (Last) (First)		(M.I.) Soc	c. Sec.	Classification Title
Bureau/Assignment		Barg	jaining Unit		Mid Final Annual Spe
FCCC 1	EX	PECTATI			RATER COMMENTS
PERFORMANCE DIMENSIONS		RATINGS		Use spaces performanc PLEASE PF	s below for comments. Written comments MUST be provided for each e dimension. Use additional sheets if necessary. USE INK PEN – DUCC.
QUANTITY	Meets	Below	Above	PLEASE PI	IS ABLE TO GENERATE
Generates amount of work expected.	x			APPRO	OPRIATE AMOUNT OF WORK.
QUALITY					COMPLETES ASSIGNED TASKS I
Completes work in an accurate neat, well-organized, thorough	x				L ORGANIZED MANNER AND IS
and applicable manner.				THOR	DUGH IN DOING SO.
TIMELINESS					ACCOMPLISHES ASSIGNED
Accomplishes required work on schedule.	x			TASKS	BIN A TIMELY MANNER.
PERSONAL APPEARANCE Projects a professional image.			x	IMAGÉ	PROJECTS A PROFESSIONAL . UNIFORM IS NEET AND CLEAN.
DEPENDABLITY					IS ABLE TO BE DEPENDED ON IN
Can be counted upon o be reliable and responsive.	x			DEMAN	NDING SITUATIONS.
FEAM EFFORT/COOPERATION				-	ESTABLISHES A POSITIVE WORK
Contributes to group effort. Establishes positive working elationships with others.			х		RNMENT, AND IS POSITIVE IN WORKING PEERS AND INMATES.
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and nstructs individuals to accomplish tasks. Ensures vell-being of individuals within	x			RESPC	IS ABLE TO ENSURE THE WELL OF THOSE UNDER THE SCOPE OF HIS DNSIBILITY. HE IS ABLE TO GET ED TASKS ACCOMPLISHED READILY.
cope of responsibility.					
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under rying circumstances.	x				DEMONSTRATES SELF CONTROL DEALING WITH DEMANDING DUALS AND DIFFICULT SITUATIONS.
ADHERING TO PROCEDURES					ADHERES TO PROCEDURES AND
nows the rules and regulations and ollows them without being reminded.	x	8		FOLLO	WS RULES AND REGULATIONS.
COMMUNICATING					DEMONSTRATES THE ABILITY TO
Inderstands written and oral structions. Relays appropriate formation in clear, concise manner.	x				JNICATE WELL WITH CO WORKERS, VISION, AND INMATES.
have prepared this performance review: 🥳		i i			have 🗌 have not 💢 responded on an attached
Rater Signature Mandy Muller CD	JoBnes	euro	will also be		stand that any and all attachments to this evaluation permanent personnel file. My signature may not indicate ve.
Reviewer Comments: Concur with rater			Employee	e Comments:	
Reviewer Signature	Date 9-1-05	-	Employ		
Appointing Authority a. tranner	Date 9-2	-05	00 06		
SHRAD-63	An Equa	al Opport	tunity Er	nployer	

	*****	97A	1998.1	DDD
e	JIM	KA	KN	ES
		10		



JIM KAR SHERIE		9-	8-01	(Evaluation Deadlin	RCEMENT	
EMPLOYEE PERFORMA				_	Rating Period From 9/8/2003	To 9/8	/2004
Name (Last) (First)		(M.	.l.) Soc	. Sec.	Classification Title		
Bureau/Assignment FCCC 1			ining Unit		Mid Probation	Final Probalion	Annual Spe
PERFORMANCE DIMENSIONS	E) Meets	RATINGS Below	N	Use space performanc PLEASE P	s below for comments. We the dimension. Use addition	R COMMENT ritten comments MUS nal sheets if necessa	ST be provided for each
QUANTITY Generates amount of work expected.	X				the second s	an appropriat	e amount of work
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			comple	completes tes an accurate w	assignments ork product.	diligently and
TIMELINESS Accomplishes required work on schedule,	x			Job dut	ies are completed	l timely.	
PERSONAL APPEARANCE Projects a professional image.	x				maintains a	a professional	image.
DEPENDABLITY Can be counted upon to be reliable and responsive.	x				is reliable to	o his assigned	d duties.
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x			no direc		to complete t	asks with little or
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x				directions s	ubordinates p	productively.
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			situation		nself tactfully	during stressful
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			complies with departmental rules and regulation, memos, and policies and procedures with minor direction.			
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x		peers, and supervisors.				subordinates,
Rater Signature Reviewer Comments: Reviewer Signature Reviewer Signature Reviewer Signature Appointing Authority Appointing Authority	9(7) fentice Date 9-4-0 10-5-0		heet of pa vill also be greement	placed in my with the abo Comments:	stand that any and all a / permanent personnel ve.	Lesponded aftachments to this file. My signatur	s evaluation

INSTRUCTIONS

I. INTRODUCTION

Performance review is a vital and ongoing part of personnel management. It is an objective evaluation of employee performance. There are two steps to a performance review: (See instructions below)

- 1) The completion of the performance review form.
- A performance review conference with the employee upon completion of the performance review form.

To meet the needs of our diversified workforce, four Performance Review forms will be utilized:

- -- LAW ENFORCEMENT
- -- MANAGER/SUPERVISOR, PROFESSIONAL, PARAPROFESSIONAL
- -- TECHNICAL
- -- SUPPORT STAFF

II. PURPOSE

Performance review is utilized to:

- -- Improve performance and productivity
- -- Chart employee progress
- -- Strengthen supervisor-employee relationship and improve communication
- -- Recognize employee accomplishments and good work
- -- Inform employee of strengths, weaknesses and progress in improving performance
- -- Develop employee skills

III. TIMELINESS

Performance of new employee will be reviewed twice during the probationary period. The first review is due at midpoint; the second at the close of the probationary period. Thereafter, regular reviews will be conducted annually. Note evaluation form for the evaluation deadline box. This contains the date the completed form MUST be submitted to Personnel.

IV. RATING SCALE DEFINITIONS

- A. <u>Above Expectations</u> Performance <u>exceeds</u> the job requirements. Job performance <u>is excellent</u> and above and beyond what is expected of employees in this job. The employee requires lessthan-usual supervision. The employee's performance is superior.
- B. <u>Meets Expectations</u> Performance <u>satisfies</u> the job requirements. The employee <u>is doing the</u> job at the level expected for employees in this position. Usual levels of supervision are needed. A large number of employees will fall in this category. This rating includes a broad range of performance, from barely satisfactory to highly satisfactory.
- C. <u>Below Expectations</u> Performance generally <u>fails</u> to meet job requirements; employee requires high levels of supervision. The employee <u>is not doing the job at the level expected</u>. Unsuccessful job performance is due to the employee's own lack of effort or ability. The employee's performance is unsatisfactory.

1	2			7061)	
JIM KA	RI	VES	5	2.20 1	LAW ENFORCEMENT
	J			L L 1-04	Evaluation Deadline
SHEI EMPLOYEE PER	And the second second		: PEVI	ANNA S	Rating Period From 9/8/2003 To 3/8/2004
Name (Last) (I	(M.1.) Soc. Sec.	Classification Title			
DEPUTY Bureau/Assignmen				Bargaining Upft	Mid Final
FCCC 1				FOP	X Probation Annual Special
PERFORMANCE DIMENSIONS		PECTAT RATING	S		RATER COMMENTS ts. Written comments MUST be provided for each performance ets if necessary. USE INK PEN - PLEASE PRINT
QUANTITY Generates amount of work expected.	x			Quantity of work for duration of	meets departmental expectations employment.
QUALITY Completes work in an accurate, neat, well-organized, thorough and applicable manner.	x			Demonstrates acc in performing wo	uracy, thoroughness and orderliness ork assignments
TIMELINESS Accomplishes required work on schedule.	x			completes tasks	on time and when scheduled, timely and efficiently.
PERSONAL APPEARANCE Projects a professional image.			х	department, appe professional.	a professional image of the arance always neat and
DEPENDABILITY Can be counted upon to be reliable and responsive.	x			consistent , dep out responsibili	
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x			coworkers and su trust and rappor	
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			controls the beh instructions, in	ects others with confidence avior of inmates by means of verbal sures that those within his scope y are compliant with departmental
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			Deals with deman needs of the sit in any given sit	
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Follows all rule all departmental reminded of resp	s and regulations and adheres to expectations without having to be onsibilities.
COMMUNICATING Understands written and oral instructions. Relays appropriate information in a clear, concise manner.	X			communicates thrunderstands inst	standing of chain of command and ough the chain as required, ructions, and relays appropriate upervision as required.
I have prepared this performance review: Position Description reviewe Rater Signature 5-4	ed-t			I have read the above: I has sheet of paper. I understan will also be placed in my pe agreement with the above.	have not responded on an attached d that any and all attachments to this evaluation rmanent personnel file. My signature may not indicate
Reviewer Comments: Agree W/RAtes	2/2	104		Employee Comments:	
Reviewer Signature Appointing Authority a. Karne	23	- 4-04 Date CMu		Employee Signature	
SHR-AD-63 Jene Barne	-An	Equal	Орро	namy Enqueyer	

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- B. <u>Meets Expectations</u> Performance <u>satisfies</u> the job requirements. The employee is doing the job at the level expected for employees in this position. Usual levels of supervision are needed. A large number of employees will fall in this category. This rating includes a broad range of performance, from barely satisfactory to highly satisfactory.
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TO:	HUMAN RESOURCES
FROM:	LT.M. GILBERT L-14 (RANK & NAME)
SUBJECT:	COMPLETION OF ON-THE-JOB TRAINING FOR
]	
	(RANK & NAME)
DATE:	JANUARY 17, 2004
	(PRINT or TYPE)
I, _ L1	C. M. GILBERT L-14 , hereby certify that
has successfu	(rank & name) (rank & name) Ily completed the Corrections Division on-the-job training program and is now
capable of per	forming all assigned duties.
	Major At 1-20-04 Decter to Lt. Gilbert.

12 Chief Deputy TO: HUM RESOURCES

L:\Administration Items\Ojt form

Generic IOC

Franklin County Sheriff's Office eDocs

Document ID #



Subject

Disciplinary removal from file

Subject Matter Details

Please remove any disciplinary documents from my personnel file that are eligible to be removed.

Attachments

File Name	Description	Date Uploaded	Uploaded By

Document Workflow History

Date	Name	Action	Remarks
7/19/23 10:12 AM		Draft	
7/19/23 10:19 AM		Update	
7/19/23 10:19 AM		Submit To Chain of Command	
7/24/23 1:16 PM	ARRIAGA, DAVID	Update	
7/24/23 1:16 PM	ARRIAGA, DAVID	Recommend	
7/27/23 9:32 AM	BARRICK, DAVID	Update	
7/27/23 9:32 AM	BARRICK, DAVID	Recommend	
7/27/23 9:48 AM	WILLIAMSON, CHARLES	Update	
7/27/23 9:48 AM	WILLIAMSON, CHARLES	Submit To Human Resources	
7/28/23 4:26 PM	FLYNN, CYNTHIA	Update	
7/28/23 4:26 PM	FLYNN, CYNTHIA	Complete	Document moved to purged file 7/28/23 C Flynn



FRANKLIN COUNTY SHERIFF'S OFFICE

Sheriff Dallas Baldwin

Patrol Bureau

MEMORANDUM

To:From:Chief Jim GilbertDate:January 30, 2023Subject:Traffic Crash

We have reviewed the traffic crash in which you were involved in on January 5^{th} , 2023.

It is our opinion you were at fault for the crash which took place on Noe Bixby Rd. and in violation of AR 102.13 (Care of office property). You are to consider this a "**Documented Oral Reprimand**". A copy of this letter will be placed in your personnel file.

BY ORDER OF: Dallas Baldwin, SHERIFF

Jim Gilbert Chief Patrol Bureau

At SI3

Yosh Short Sergeant Traffic Bureau

🖞 Checked by Human Resources

CC: File Supervisor Chief Deputy Human Resources

 Generic IOC
 Franklin County Sheriff's Office Inter-Office Correspondence
 Document ID #

 Created
 7/20/18 10:18 AM
 Workflow Step
 Complete
 Last Updated
 7/23/18 3:22 PM

 Created By
 Assignment
 Shift 2

 Employee #
 Badge 1019

 Subject

Expired Discipline

Subject Matter Details

Please remove any expired discipline from my personnel file. Thank You.

Attachments

File Name	Description	Date Uploaded	Uploaded By

Document Workflow History

Date	Name	Action	Remarks
7/20/18 10:18 AM		Draft	
7/20/18 10:21 AM		Update	
7/20/18 10:21 AM		Submit To Chain of Command	
7/20/18 1:07 PM	DINARDO, VICTOR	Update	
7/20/18 1:07 PM	DINARDO, VICTOR	Recommend	
7/20/18 1:36 PM	CRAYTON, SANFORD	Update	
7/20/18 1:36 PM	CRAYTON, SANFORD	Recommend	
7/20/18 2:41 PM	WILLIAMSON, CHARLES	Update	
7/20/18 2:41 PM	WILLIAMSON, CHARLES	Submit To Human Resources	
7/23/18 3:22 PM	FLYNN, CYNTHIA	Update	
7/23/18 3:22 PM	FLYNN, CYNTHIA	Complete	Documents moved to purged file 7/23/18 C Flynn





FRANKLIN COUNTY HALL OF JUSTICE 369 South High Street Columbus, Ohio 43215 (614) 462-3360

то:

FROM: Chief Deputy Mark Barrett

SUBJECT: Documented Reprimand

DATE: April 25, 2006

Reports submitted to my office indicate that on or about March 30, 2006 you were negligent by failing to comply with departmental regulations/ policies/ directives.

If such conduct continues, further disciplinary action will be taken which could result in your removal from service.

You are, therefore issued a documented oral reprimand.

By order of:

Mark J. Barrett Chief Deputy

MJB/skh

C: Lt. Bryant Human Resources / File Report #



Franklin County Sheriff's Office Record of Counseling

Rank/Name Of Person Being Counseled

3-30-2006

Date

Action (Behavior) being counseled (Describe - Attach additional sheets if necessary): ______ On 2/23/2006 while assigned as the response team camera operator, you failed to forward digital tape labeled

*6-05 prior to the next recorded incident. Thus, the digitally recorded footage from the incident involving

inmate Niki Baumann 6-6214 was recorded over.

 Rule(s) / Policy & Procedure(s) / Directive(s) Violated:
 Chief's Directive "Security-Camcorder Tape; 8/01/1999"

 AR102 "Rules of Conduct" AR102:26 "Neglect or Inattention to Duty"

SP505:1 "Video Camera Units"

What action (Behavior) should have been taken under the above described circumstances

(Attach additional sheets if necessary): Upon filming the incident involving inmate Niki Baumann, you have

ensured that the tape was forwarded past the incident conclusion. You have followed the above listed

Directive, Rule, and Procedure.

In orr croon being oou

What action the Supervisor will take to remedy Action (Behavior) / Keep Action (Behavior) from Recurring

(Attach additional sheets if necessary): I will enforce the following steps:

I will ensure that you have an up-to-date copy of the stated rules, regulations, and directives. I will read over

them with you, while highlighting upon the appropriate sections. I will enforce the rules and regulations as

they pertain to disciplinary procedures to ensure this these errors do not transpire in the future.

My signature below is acknowledgment that a supervisor filled out and discussed this form with me. My signature is not to be viewed as a representation that I concur in any or all of the contents or comments herein.

10C

Record Of Counseling Form Page 2 SHR-AD-17-A-3/96

Having counseled the above named bargaining unit member, it is my recommendation that the following disciplinary action be taken (initial beside recommendation):

N	lone	X Documented Oral	Letter Of Reprimand
Corporal:	N/A	Comments:	
1			
Sergeant: am asking for	Sgt Vincent Brammer ¹ a Documented Oral. Forw		e to the nature of these allegations, I n.
Lieutenant:	- OFF-	Comments:	
Major: will no de	maj dans 4 was personally oubt new make	16/06 Comments: Unal responsible . Ke is no Kai mistake agai no discipline	ble to determine if no keenly aware and in, if he in fact, was the
	V Action (Division Chief):		No Action (Reason):
	Documented Oral	Letter Of Reprimand	Other (Specify):
CC: Person Being Co Supervisor	ounseled		hief Deputy

On the date listed below I reviewed my personnel file and found it to be satisfactory.

Sign Print Name

2/0/23 Date

. . .

OHIO COMMON PLEAS JUDGES' ASSOCIATION

Judge Robert C. Hickson, Jr., President

Judge Mark K. Wiest, Treasurer

December 6, 2021

Sergeant Aaron Dennis Franklin County Sheriff's Office Emergency Operations Investigations Division 410 S. Hight Street Columbus, OH 43215

Dear Sergeant Dennis;

Thank you for your presence and assistance at the Ohio Common Pleas Judges Association Winter Conference November 30 – December 3. With over 200 Ohio Common Pleas Judges in attendance, security is extremely important for this event. The deputies were professional and diligent. We appreciate their time and allegiance. Please let me take a moment to name them and thank each one of them.

- Deputy Castle and Zuhl
- Deputy Koller and Raebahn
- Deputy Copas and Atrey

We also enjoyed meeting your canine patrol and the dog's handler who coincidentally purchased a golden retriever from the same reputable breeder we have used for care of our own family pet. While my wife wanted to take your four-legged officer home, we both understand and uniquely appreciate the importance of the dog's job.

I would like to also thank you and your fellow deputies for your service to the people of this county. Thank you for your devotion and dedication to the job.

Sincerely,

Portest Hickory Jr.

Judge Robert Hickson OCPJA President

On the date listed below I reviewed my personnel file and found it to be satisfactory.



ix 20 Date



FRANKLIN COUNTY SHERIFF'S OFFICE

Sheriff Dallas Baldwin Patrol Bureau

DATE: March 28, 2017

TO:

Deputy Scott Duff Deputy Scott Randle Deputy Neil Branson Deputy Brian Fritz Deputy Denny Blust

Deputy Michael Wiley Deputy Chris Battig Cpl. Craig Sprang

SUBJECT: Chief's Letter of Commendation

On Tuesday, March 21, 2017 you assisted Grove City Police Department on a major traffic accident involving a juvenile. The assistance provided brought great relief to the Grove City Police Officers during this stressful incident. Deputy Fritz went to the hospital with the juvenile victim, and waited with him until Grove City Officers arrived. Grove City Sgt. Scott would like to express his appreciation to you all! Thank you for working as a team, and representing the Sheriff's Office in such fine manner.

Thank you for a job well done!

Chief Deputy Jim Gilbert

cc: Human Resources (personnel file)

On the date listed below I reviewed my personnel file and found it to be satisfactory.

Sig Print Name

.

1

4/19/13 Date/

ACKNOWLEDGEMENT OF RECEIPT OF AUDITOR OF STATE FRAUD REPORTING-SYSTEM INFORMATION

Pursuant to Ohio Revised Code 117.103(B)(1), a public office shall provide information about the Ohio fraud-reporting system and the means of reporting fraud to each new employee upon employment with the public office.

Each new employee has thirty days after beginning employment to confirm receipt of this information.

By signing below you are acknowledging Franklin County Sheriff's Office provided you information about the fraud-reporting system as described by Section 117.103(A) of the Revised Code, and that you read and understand the information provided. You are also acknowledging you have received and read the information regarding Section 124.341 of the Revised Code and the protections you are provided as a classified or unclassified employee if you use the before-mentioned fraud reporting system.

_____, have read the information provided by 1 my employer regarding the traud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned-signature acknowledges receipt of this information.

PRINT NAME, TITLE, AND DEPARTMENT

SIGN

5/31/12

RETURN TO HUMAN RESOURCES



U. S. Department ____ Justice

United States Attorney Southern District of Ohio

221 East Fourth Street Suite 400 Cincinnati, Ohio 45202

cc. Chief Marter

January 15, 2010

Sheriff James A. Karnes Franklin County Sheriff's Office 369 South High Street Columbus, Ohio 43215

Dear Sheriff Karnes,

I want to thank you for your dedication to law enforcement. Through the Franklin County Sheriff's Office's commitment to the Drug Enforcement Administration's Task Force, we were able to prosecute Ericka Ryan and a host of other narcotic traffickers in Operation "Mexican Asphalt." Officer Sanford Crayton's service to the DEA should be highlighted and is especially appreciated. Throughout the investigation and prosecutions, Officer Crayton participated in every proffer session and court hearing. Additionally, I want to thank you for the dedication of the numerous officers who also served the Operation to ensure that justice was done. I would be remiss if I failed to thank Lieutenant Shawn Bain; Sergeant Dave Hunt; Corporals Dave Barrick and Dan Johnson; and Detectives Annie Durbin, Austin Francescone, Jeff Edwards, Lucas Holt, Jason Meade, Marcus Penwell, Thomas Lung and Nate Smith. Our office is committed to building law enforcement collaborations and this case is a testament to that effort.

Keep up the good fight. And remember, "I never gave anybody hell. I just told the truth and they thought that it was hell." - President Harry S. Truman

Very truly yours,

CARTER M. STEWART United States Attorney

KENNETH L. PARKER Assistant United States Attorney



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES

410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

To:



From: Sheriff James A. Karnes

Date: December 4, 2008

Subject: Transfer via job posting

Effective Monday, December 15th, 2008, you are transferred to via the job posting. Contact Lt. Bain for your assignment and days off.

BY ORDER OF:

ultaine

James A. Karnes Franklin County Sheriff

JAK/clf

cc: Chief Barrett Chief Martin Major Hanes Lt. Bain



FRANKLIN COUNTY HALL OF JUSTICE 369 South High Street Columbus, Ohio 43215 (614) 462-3360

0

то:	
FROM:	Chief Deputy Mark J. Barrett
SUBJECT:	Letter of Commendation
DATE:	August 24, 2007

Sheriff Karnes and I want to commend you for a job well done. On July 21, 2007, you responded to a code blue medical and found an inmate hanging from the cell bars. You immediately began CPR and continued until the arrival of CFD. The inmate was transported to the hospital and recovered.

Your attentiveness to your duties is a reflection of your professionalism and brings honor to your division.

By Order Of: Mark J. Barrett

Chief Deputy

MJB/skh

Sheriff Lt. Bryant Human Resources Report # 7/



FRATERNAL ORDER OF POLIC TOU 3-2007

CAPITAL CITY LODGE # 9 • 520 South High Street, Suite 205 • Columbus, Ohio 43215-5685 (614) 221-0180 FAX (614) 221-0815

COPU. HR

Far. Ch Bardt

Jim Gilbert President Columbus P.D.

Jason Pappas Executive Vice President Columbus P.D.

Keith Ferrell Vice President Columbus P.D.

Dave L. Hughes Recording Secretary Columbus P.D.

Brian Spann Treasurer Columbus P.D.

Fric Brill Financial Secretary Whitehall P.D. (Ret.)

J.J. Cunningham Building Trustee Columbus P.D.

Jeff Simpson Lodge Hall Trustee Columbus P.D.

Jim Jennings Outer Guard Columbus P.D.

Terry Counts Inner Guard Gahanna P.D. (Ret.)

Bob Wallace Trustee Emeritus Columbus P.D. (Ret.)

Leif-Bickel-Past President F.C.S.O.

Dewey Stokes President Emeritus Columbus P.D. (Ret.)

Craig Hungler

Chaplain Dublin P.D.

Sheriff Jim Karnes Franklin County Sheriff's Office 369 S. High St. Columbus, OH 43215

Dear Sheriff Karnes:

March 13, 2007

I am writing to thank you for sending one of your deputies to the funeral of Toledo Police Detective Kenneth Dressel which took place on February 26th, 2007. was professional in appearance and represented your agency very well. It was nice to see him representing your agency along with several other local agencies at this ever so important tribute for a fallen brother officer.

Thanks should be given to him for his participation in the remembrance of one of our own.

Fraternally,

ane 15. fill

Jim Gilbert President

FRANKLIN COUNTY SHERIFF'S OFFICE Combination Ballistic/Stab Resistant Vest Accept/Decline Form

PLEASE READ THIS FORM CAREFULLY. This form outlines/describes the Sheriff's Office policy regarding the issuance/wearing of the Combination Ballistic/Stab Resistant vest.

The Franklin County Sheriff's Office Rules and Regulations and the collective bargaining agreement between the Sheriff's Office and the Fraternal Order of Police require that anyone who is issued a Combination Ballistic/Stab Resistant Vest MUST WEAR THE VEST AT ALL TIMES WHILE ON DUTY. Additionally, 1 understand that I will be inspected by my Supervisor and WILL BE SUBJECT TO DISCIPLINE FOR FAILURE TO WEAR THE VEST.

I further understand that the Warranty period for this vest is FIVE YEARS. Should I gain or lose weight during this period and desire to obtain a new vest, it will be MANDATORY that I be re-measured by the vendor of the vest to determine whether or not I need to be issued a new vest. If the measurements remain the same or if they are within the adjustment limitations, a new vest WILL NOT be issued.

Lastly, I understand that the Vest that I am to be issued comes with a Titanium Stab Plate. If I choose to have this Stab Plate Issued, it then becomes PART of the VEST and MUST be WORN at all times as a SINGLE UNIT. If I choose NOT to be issued this Stab Plate now but request one at a later date, I will be required to Purchase this stab plate at my own expense or from my clothing allowance, if applicable.

<u> </u>	I accept the issuance of a Stab Plate.	INITIAL
<u> </u>	I decline the issuance of a Stab Plate.	INITIAL

By placing my signature on this form I verify that I have read and will abide by the aforementioned policy and that I will be subject to discipline for failure to wear the vest.

X I accept the issuance of a Ballistic Vest.

____ I decline the issuance of a Ballistic Vest.

NAME	RANK
BADGE #ASSIGNMENT_Fecce	
SIGNATURE	DATE 11/5/10
SUPERVISOR And Comp	DATE 11906



FRANKLIN COUNTY ERI

FINANCE/HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

To:

From: Patrick F. Garrity Director, Management Services Saturch Thurly

November 7, 2005 Date:

Subject: **Re-classification to POTC**

Due to your completion of the prescribed course work, and having your POTC certification, Sheriff Karnes has authorized your request to be re-classified to POTC, effective October 31, 2005.

c: Chief Barrett Major Strickler Major Wise Patrol Training



~

STATE OF OHIO OFFICE OF THE ATTORNEY GENERAL

JIM PETRO, ATTORNEY GENERAL

OHIO PEACE OFFICER TRAINING COMMISSION



NOTICE OF PEACE OFFICER APPOINTMENT/TERMINATION (mark appropriate box)

	Press of the second sec					
and the second	Contraction and a		· · · · · · · · · · · · · · · · · · ·	 10.0	Correction to Record - highlight correction(s)	
Annointment	Appo	intment Status Change	(e.g., reserve to full/parttime)	- 1940 and 1	- Correction to Record - nightight correction(s)	

Personal Information Disclosure Statement - Pursuant to the Federal Privacy Act (Public Law 93-579), notice is hereby given for the request of personal information. The Ohio Peace Officer Training Commission and Academy require personal information for the purpose of accurately recording training, agency/school affiliation, and testing information. Your Social Security Number will not be disclosed to individuals or agencies except in accordance with state and federal law and policy of the Ohio Peace Officer Training Commission and the Office of the Attorney General of the State of Ohio. Failure to provide any of the requested information may result in an incomplete training record and certain services may be delayed.

INSTRUCTIONS

- Completion of this Notice form is required within 10 days of appointment or termination for all peace officers as defined in ORC 109.71(A).
- Use this Notice to report new appointments, appointment status changes, corrections (including name changes), and terminations.
- Sections A, B, and E must be completed, then complete Section C and pages 2 and 3 or Section D as appropriate.
- Please type or legibly print (in ink) all required information.
- Mail or fax this Notice to OPOTC at the below address within 10 days of such actions, as required by Ohio Revised Code 109.761.

1. SOCIAL SECURITY NUMBER	2. NAME (Last)	(First)	(Middle)	-		3. BIRTH	IDATE (mm/dd/yyyy)
4. GENDER	5. ALIAS (Last)	(First)	(Middle)			6. HOME	PHONE NUMBER
7. DRIVER'S LICENSE #	8. HOME STREET/MAILIN	IG ADDRESS (#/Street/P	O Box) ((City)	(County Name)	(State)	(Zip Code)

9. AGENCY NAME Franklin County Sheriff's Office	10. APPOINTING AUTHORITY'S NAME James A. Karnes, Frankl		11. AGENCY 614, 462	PHONE NUMBER -3360
12. AGENCY STREET/MAILING ADDRESS (#/Street/PO Box)	(City)	(County Name)	(State)	(Zip Code)
369 South High Street, Second Floor	Columbus	Franklin	Ohio	43215

C. APPOINTMENT INFORMATION								
13. APPOINTMENT DATE (mm/dd/yyyy) 14. CURRENT RANK 10/27/2006	15. TITLE/ POSITION	16. ORC SECTION 311.04, 325.17						
17. APPOINTMENT STATUS (mark appropriate box) Full Time Part Time Auxiliary Reserve Special	18. APPOINTEE'S FIRST PEACE OFFIC yes (Complete all of page 2) no (Complete pages 2 and 3 -	er APPOINTMENT? - an update evaluation will occur)						

D. TERMINATION INFORMATION 19. TERMINATION DATE (mm/dd/yyyy) 20. REASON FOR TERMINATION (mark appropriate box) Image: Construction Constru

E. ATTESTATION OF REPORTING OFFIC	IAL	
I attest that the information provided on this form is true and o on this form.	orrect and is based on my personal knowledge or inquiry. The personnel records	of this agency substantiate the information
SIGNATURE OF REPORTING OFFICIAL.	NAME & TITLE OF REPORTING OFFICIAL (Typed or Printed Legibly) James A. Karnes, Franklin County Sheriff	DATE 10/27/2005

SF400adm Effective 2/20/2002; Revised 1/13/2003 Page 1 of 3

P.O. Box 309/London, Ohio 43140 Phone: (614)466-7771/(800)346-7682 FAX: (614)728-5150



Appointment of Deputy Sheriff

Commission Revised Code, Secs. 311.04, 325.17

The State of Ohio, Franklin, County, ss.

To all to Whom these Presents Shall Come, Greeting:

KNOW YOU, That by virtue of the authority vested in me by the Laws of the State of Ohio, and reposing special trust and confidence in **Sector 1** do hereby appoint and commission him/her to be a **Sector 1** for said County for the term ending on the first Monday in January, 2009 (subject to removal,) hereby authorizing and empowering him to execute and discharge all and singular the duties appertaining to said office.

Witness my signature and seal of office this 27th day of October, 2005.

mes abanes

⁴ Sheriff of Franklin County, Ohio

OATH OF OFFICE Revised Code, Secs. 3.22, 3.23

The State of Ohio, Franklin County, ss.



Sworn to before me and signed in my presence, this 27th day of October, 2005.



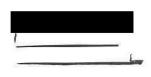
CHRISTINA M. WISE Notary Public, State of Ohio My Commission Expires 04/30/2006



STATE OF OTATO OFFICE OF THE ATTORNEY GENERAL

JIM PETRO, ATTORNEY GENERAL

September 20, 2005



Re: Eastland Police Academy #BAS 05-037 Date of Completion: 9/1/2005

1- 15-

2 - 1 yes

Dear Mr.

This letter is to verify that you have successfully completed peace officer basic training requirements and the peace officer certification examination as part of the above cited academy. The date of completion of your basic academy is recorded as the date you passed the peace officer basic training examination.

If, within one year of the completion of training, you are appointed as a peace officer or accept appointment or employment in a non-peace officer position that statutorily requires completion of peace officer training, a certificate of completion will be awarded provided no additional training requirements have been mandated by the legislature. If you receive an appointment more than one year but less than two years after completion of training, you will be required to complete an OPOTC-approved refresher course. If you receive an appointment more than two years after completion of training, you must repeat the peace officer basic training course. In all cases, you may not perform the functions of a peace officer until you have been awarded a certificate of completion.

To obtain your peace officer basic training certificate, an SF400adm – Notice of Peace Officer Appointment/Termination form must be submitted to this office by your first appointing agency. If the agency does not have this form, it is available from our office and website. If you submit a department appointment document in lieu of completing page 2 of the form, the document must include the position/title, the date of appointment, ORC section under which you are appointed and the signature and title of the appointing authority (mayor, safety director, chief of police, etc.) as listed in the ORC section under which you are appointed. Incomplete or improper appointment documents will not be processed and will be returned for correction.

If you or your prospective employer have further questions, please contact this office.

Sincerely,

regory Gregory

Certification Officer

cc: George Franey, School Commander School File

JG/sls



Ohio Peace Officer Training Academy

P.O. Box 309 London, OH 43140 Telephone: (740) 845-2700 (800) 346-7682 Facsimile: (740) 845-2675



www.ag.state.oh.us

4055 Highlander Pkwy., Ste. B Richfield, OH 44286 Telephone: (888) 436-7282 (330) 659-2311 Facsimile: (330) 659-2401



FINANCE/HUMAN RESOURCES

370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

To:

From: Sheriff James A. Karnes

Date: May 6, 2004

Subject: Transfer via job posting

Effective Monday, May 17, 2004 you are transferred to FCCC $1 - 3^{rd}$ shift via the job posting. Contact Lt. Gilbert for your assignment and days off.

BY ORDER OF:

nus alternes

James A. Karnes Franklin County Sheriff JAK/c1f c: Chief Barrett Major Strickler

LIN COUNTY SE EMPLOYEE TRAI COVER E (ALL INFORMATION D	PAGE
ame_	Badge No.
SN	Serial No./Duty Weapon
OB	Serial No. Off Duty/ 2nd Weapon
ate of Employment 9-8-03	Handcuff/Name & Ser. No
reaks in Service	Date of Expire./Chemical Mace
GENERAL EDUC.	ATION
igh School Name Mentor High	Date
.E.D. (Institution)	Date
ollege Hours 76	9 9
DEGREES	
NAME OF SCHOOL YEAR GRADUATED	MAJOR MINOR
350c. Lakeland C.C. 1 2001	Criminal Justice 1
.s/	/
.s. /	/
ID. /	1
BASIC POLICE TR	AINING
me of Academy	Location
urs	Date of Certification By O.P.O.T.C.
ECIALIZED TRAINING SCHOOLS AND DATES OF COMPLETION	
	7
	8
	9
	10
	11
	12

PROMOTIONS AND JOB ASSIGNMENTS H THIS DEPARTMENT:

	DATE	ASSIGNMENT	RANK		DATE	ASSIGNMENT	RANK
1					7.		
2					8		
3			3		9.		
4.	1			1			
5				1	1.		
6				1	2		

IN-SERVICE TRAINING: Dates, times and subjects

ALL THE INFORMATION CONTAINED HEREIN IS TRUE TO THE BEST OF MY KNOWLEDGE.

S Badge #

<u>8/26/03</u> Date

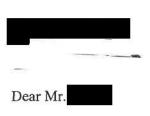
ATTACH ANOTHER SHEET IF NECESSARY



FINANCE/HUMAN RESOURCES

370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

July 25, 2003



I am pleased to extend to you an offer of employment as a Franklin County assigned assigned to the Corrections Division. Your appointment date is Monday, September 8, 2003. On that date, you are to report to Major Tom Hanes at the Franklin County Sheriff's Training Academy, 2460 Jackson Pike at 7:30 a.m. Your rate of pay will be \$14.85 per hour. If you have any questions, you can contact Major Tom Hanes at 462-3781.

Pursuant to the Immigration Reform and Control Act of 1986, employers must verify that every person hired is eligible to work in the U.S. and is not an illegal alien. Therefore, you have been scheduled to meet on Tuesday, August 26, 2003 at 9:30 a.m. with the Human Resources office staff to complete necessary paperwork. The Human Resources office is located in the Franklin County Corrections Center I, 370 South Front Street. You need to bring a valid driver's license and your social security card with you.

Enclosed is an order form for your uniform items. You must take this form to Roy Tailors Uniforms so that you can be measured and your order can be placed. Roy Tailors is located at 3889 Business Park Drive, telephone number (614) 351-1566. Plan to do this on or before Tuesday August 26, 2003.

I congratulate you on being selected to serve as a and look forward to working with you.

Sincerely,

mes abarnes

James A. Karnes Franklin County Sheriff

cc: Chief Barrett Major Hanes

JAK/db

FRANKLIN COUNTY SHERIFF'S OFFICE DEPUTY UNIFORM ORDER FORM

NAME:ASSIGNMENT:							
ID NUMBER: CONTACT PHONE #:							
FINANCE AUTHORIZATION: Brad Priest							
ITEM #	ITEM	QUAN	SIZE	PRICE	TOTAL		
301	BELT, TROUSER	1	1	\$14.95	\$14.95		
302	HANDCUFFS	1		\$23.50	\$23.50		
303	HANDCUFF CASE	. 1		\$16.95	\$16.95		
304	SHIRT, CORRECTIONS S/S MALE	4		\$29.50	\$118.00		
308	SHOES, OXFORD MALE	1		\$53.50	\$53.50		
310	SWEATER	1		\$34.95	\$34.95		
311	TROUSERS, CORRECTIONS MALE	4		\$36.90	\$147.60		
313	GLOVE CASE	1		\$13.50	\$13.50		
				TOTAL	\$408.00		

NOTE: TAKE THIS ORDER FORM TO ROY TAILORS FOR FULFILLMENT.

NOTE: ROY TAILORS, THIS DEPUTY IS A NEW HIRE INTO CUSTOMER CLASS 011. PLEASE BILL THE DEPARTMENT.

Deputy Applicant Background Summary

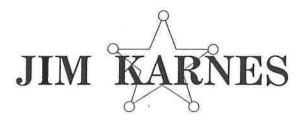


Education:	Degree: Assoc College/Tech S	Major: Crim. Justice					
Employer: Euclid Bd. f Ed. – security officer							
Interview Ratings:	Garrity: 8	Jenkins: 7	Neal: 8	Joint: 23			
Drug Test:	Date: 5/28/03	Passed	l				
Test Scores:	Video 72.5	Reading 80.65	Counting 83.33	Written Passed			
Polygraph: Exami	ner: Champ	Date: 5/28/03		Passed			
Driving Record: 4/18	/03 Okay						
Credit Check: 4/18/	03 Okay						
Background Question	naire: Okay						
Record Check: 4/18/0	3 Okay						
Previous Employers:	Previous Employers: Okay						
References: Okay							
Mr. Garrity:	Highly Recomm	nend Okay f	or Hire	Do Not Recommend			
Sheriff Karnes:	Sheriff Karnes: Approved for Conditional Offer - 6/16/03						

Pre-Employment Exams: Psychological (6/26/03) - 2 Medical (7/1/03) - Passed

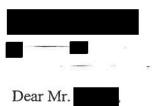
Sheriff Karnes: Approved for Hire

OK Mart 8.03



FINANCE/HUMAN RESOURCES 370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

June 19, 2003



Your appointment for your medical examination is Tuesday, July 1, 2003 at 12:00 p.m. The physical should only take about 1/2 hour to complete. The exam will be conducted at our Jackson Pike facility. You should report to the South Wing at 2460 Jackson Pike at your scheduled time. You will need to return on Thursday, July 3, 2003, between the hours of 7:00 a.m. and 7:00 p.m. for your TB test reading. Ask for the Nurse.

Your appointment for your psychological examination is Thursday, June 26, 2003 at 9:00 a.m. The written examination takes about three to four hours to complete. The exam is conducted at the Association for Psychotherapy, Inc., 785 East Broad Street, Columbus, Ohio 43205. The phone number for the Association for Psychotherapy is 621-3673. An interview will be conducted on the same day following the test, at the Association for Psychotherapy, Inc.

If you have any questions, you can contact Donna Barrett at 462-3397.

Sincerely,

Patrick F. Garrity / Director, Management Services



FINANCE/HUMAN RESOURCES 370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

June 17, 2003



I am pleased to extend a conditional offer of employment to you as a Franklin County My offer is conditioned upon your passing physical and psychological examinations to determine if you are both physically and psychologically capable of performing the duties of a You will be contacted shortly regarding appointments for these examinations.

Contingent upon your passing the examinations, you will be given notice of the commencement of your employment as a Franklin County assigned to Your rate of pay will be \$14.85 per hour.

Congratulations on your progress through our pre-employment process. I look forward to your successful completion and the opportunity to work together.

Sincerely, Emus Ottomen

James A. Karnes Franklin County Sheriff

JAK/db

Deputy Applicant Background Summary



Education: Degree: Assoc. Degree College/Tech School: Lakeland Com. Col.			Major: Crim. Justice		
Employer: Euclie	d Bd. f Ed. – secu	urity officer			
Interview Ratings:	Garrity: 8	Jenkins: 7	Neal: 8	Joint: 23	
Drug Test:	Date: 5/28/03	Passe	d		
Test Scores:	Video 72.5	Reading 80.65	Counting 83.33	Written Passed	
Polygraph: Exam	iner: Champ	Date: 5/28/03	3	Passed	
Driving Record: 4/18	8/03 Okay				
Credit Check: 4/18	/03 Okay				
Background Question	nnaire: Okay				
Record Check: 4/18/	03 Okay				
Previous Employers: Okay					
References: Okay					
Mr. Garrity: Highly Recommend Okay for Hire Do Not Recommend					

Sheriff Karnes:

Approved for Conditional Offer -

Jal 6-16.03

INTERVIEWER'S REPORT

April 16, 2003			Patrick Garrity	
Date			Interviewer	
Appl	icant		Position and	Assignment
1. Interpersonal Contract initiative, judgme	mmunication Skil ent, etc.) circle or	lls (manner, self-ez ne	xpression, responsiv	eness, maturity,
1 extremely poor communicator, uses improper grammar	2 difficult to follow, unable to express themselves	3 satisfactory expresses ideas adequately	speaks clearly, confident, good communicator	5 exceptional, articulate, ideas well thought out & expressed confidently
Comments:				
2. Related Experier adaptability, proc	2. Related Experience (relevance of work, sufficiency of work, skill and competence, adaptability, productivity, leadership, growth & development, etc.)			
1	2	$\left(3\right)$	4	5
no experience, as it relates to this position	very little related exper- ience, will need consider- able training	some experience average skills	e, great deal of experience, will need very little training	currently or has performed similar duties: no training required
Comments:	1	. 1 .	+	

server + p. 1.

3. Education (relevance of schooling, sufficiency of schooling, depth of knowledge, level of accomplishment, etc.)

1 none as it relates to this position

2 very few courses meets minimum or seminars on qualifications subjects related to this position

has had specific educational background and/

or working know- educational backledge of job

extremely well trained for the position-both ground & working knowledge

5

Comments:

Asson a crem just Alleford Comm College 12/01

4. Operation Of Office Equipment (List types of equipment)

Typing Test Score: 5 4 2 1 extremely knowledgeknowledgeable on very little adequate no experience the operation able on the operation on any machines experience on of required of required equipment required equipequipment ment Comments: ed. 5. Professional Characteristics (initiative, judgement, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership) 5 2 3 1 satisfactory ranks high in highly motivated, indifferent, interest in all skill areas eager to work, position is apathetic asks many questions, unclear, lacking excellent skills in several areas Comments: 6. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.) ord cand Overall 7 5 2 3 4 10 Rating 1 Do Not Recommend Recommendation: Highly Recommend Okay For Hire

INTERVIEW QUESTIONS (DEPUTY)

Clerina Mote gring bor BS, sunty on Anders security Cartan Bdofil un Mapuld Hts WHAT INTERESTS YOU MOST ABOUT THIS JOB? likes farihty, new environment HOW DOES YOUR EXPERIENCE RELATE TO THIS JOB? used to seeing heds and of contar TELL US ABOUT THE DUTIES OF YOUR CURRENT POSITION? porter students - ustort, limit admittance WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION. assoc. deque GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL? unhal for NASCAR team building cars

GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE?

WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION?

p. t jos

DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT?

20 p. problem

HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER AGENCY OR DEPARTMENT?

MSH.

Menter Signathaust

INTERVIEWER'S REPORT

April 16, 2003			David Jenkins		
Date			Intervie	ewer	
Applicant			Position and Assignment		
1. Interpersonal Com initiative, judgmen			xpression, responsive	ness, maturity,	
communicator, uses improper	2 difficult to follow, unable to express themselves	3 satisfactory expresses ideas adequately	confident, good communicator	5 exceptional, articulate, ideas well thought out & expressed confidently	
Comments: 	1				
 Related Experience adaptability, produced 	e (relevance of v			npetence,	
1 no experience, as it relates to this position	very little related exper- ience, will need consider- able training	(3) some experience average skills	4 e, great deal of experience, will need very little training	5 currently or has performed similar duties: no training required	
Comments: Has <u>20</u> 3. Education (relevan level of accomplish	Comments: Has some experience in working security 3. Education (relevance of schooling, sufficiency of schooling, depth of knowledge,				
1 none as it relates to this position Comments: ASS	or seminars on subjects related to this position	1	educational background and/	5 extremely well trained for the position-both educational back- ground & working knowledge	

4. Operation Of Office Equipment (List types of equipment)

Typing Test Score:

1 no experience on any machines

2 very little experience on required equipment

4 the operation / of required equipment

5 knowledgeable on extremely knowledgeable on the operation of required equipment

Comments:

Some Computer shills

5. Professional Characteristics (initiative, judgement, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership)

adequate

1	2	(3)	4	5
indifferent,	interest in	satisfactory	-	highly motivated,
apathetic	position is		all skill areas	eager to work,
	unclear, lacking		a.i	asks many questions,
. 4	in several areas	1.1		excellent skills
Comments: H.		x 94.5 5	e 1	

Ambitious, very good attitude, eager to learn

6. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.)

3 4 5 6 Overall 9 10 2 Rating 1

Recommendation:

Highly Recommend

Okay For Hire

Do Not Recommend

INTERVIEW QUESTIONS (DEPUTY)

Ittering Cleveland State Univ, Assoc. in Criminal Lustice, Works security 708 cleveland Indians, WHAT INTERESTS YOU MOST ABOUT THIS JOB? Facility) New Environment, people HOW DOES YOUR EXPERIENCE RELATE TO THIS JOB? ho may be under the influence working WI kids Cadolescents), alleople who may be under the influence of Drugs or alcohol. protect students, escort students to Offices, break up Tights. WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION. Obtaining Assoc. Degree. GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL? Worked for NASCAR in Florida and inspected Cars. For safety GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE? a lot of pressure working for NASCAR / Tire changer. WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION? Looking for a Career DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT? ND HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER AGENCY OR DEPARTMENT? Jes

INTERVIEWER'S REPORT

Jean Neal April 16, 2003 Interviewer Date Position and Assignment Applicant 1. Interpersonal Communication Skills (manner, self-expression, responsiveness, maturity, initiative, judgment, etc.) circle one 5 (.3) 4 2 1 exceptional, satisfactory speaks clearly, difficult to extremely poor articulate, ideas expresses ideas confident, good follow, unable communicator, communicator well thought out to express adequately uses improper & expressed themselves grammar confidently Comments: 0k 2. Related Experience (relevance of work, sufficiency of work, skill and competence, adaptability, productivity, leadership, growth & development, etc.) 5 4 2 1 some experience, great deal of currently or has no experience, very little performed similar experience, average skills as it relates related experduties: no training will need very ience, will to this position little training required need considerable training Comments: Cleu. Insinn's SecuriTy APOTC 3. Education (relevance of schooling, sufficiency of schooling, depth of knowledge, level of accomplishment, etc.) 4 5 2 1 extremely well very few courses meets minimum has had specific none as it educational trained for the qualifications relates to or seminars on position-both background and/ subjects related this position or working know- educational backto this position ground & working ledge of job knowledge Creim Just. Cleve Univ. - 04 Comments:

4. Operation Of Office Equipment (List types of equipment)

Typing Test Score:

1	2	3	4	5
no experience	very little	adequate	knowledgeable on	extremely knowledge-
on any machines	experience on		the operation	able on the operation
	required equip-	2	of required	of required equipment
	ment		equipment	
Comments:				
			li.	U.
	racteristics (initiativ ious, adaptability, le		self-confidence, atti	tude, creative,
1	2	D.	4	5
indifferent,	interest in	satisfactory	ranks high in	highly motivated,
apathetic	position is		all skill areas	eager to work,
	unclear, lacking			asks many questions,
	in several areas			excellent skills
Comments: Seem	s like good a	ANIONTE	HAS made pos	sitive educationic
& conser C	horces to fe	ther car	ieen	sitive educations
6. Overall Summary overall summary of or against hiring.)	applicant's qualifica	tions for the p	ngs and Recommend	ation (Note: Give ommendation for
		2		
Overall Rating 1 2	3 4 5	6 7 8	9 10	
		<u> </u>		
Recommendation:	Highly Recomm	endOkay	For Hire Do Not	Recommend

INTERVIEW QUESTIONS (DEPUTY)

TELL US A LITTLE ABOUT YOURSELF? Attend Cleve Stote / working Cum Jest. Back Clear Insigns security

WHAT INTERESTS YOU MOST ABOUT THIS JOB? Facility / New enviroment

HOW DOES YOUR EXPERIENCE RELATE TO THIS JOB?

Dealing of Kids

TELL US ABOUT THE DUTIES OF YOUR CURRENT POSITION? SPFE environnet escarts

Cleve. BOARD of Education Break up Fights

WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION.

ASSOC. Lokelard Comm. College

GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL?

NASCAR LACE CARS I welds I all aspects of SAFery GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE?

NASCAN / changed times / timed Euclid PD

WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION?

Futher CAREER

DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT?

110

HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER OSP/ Advancement opportunities AGENCY OR DEPARTMENT?

Cleveland | Mentor >

RELATIVES, REFERENCES, AND ACQUAINTANCES

Reference	Katherine Steinbeck	
Nome of Ar	Name	Address
Name of Ap	**************************************	****
	ur relationship to the applicant? In Director	in his professor + Associate's Daree,
0	years have you known the applicant?	Over 3 years.
3. Does the ap	oplicant have an interest in people?	Abrolutely: he works well us a
team	member + with peo,	le of diverse backsrounds.
4. Would you	describe the applicant as having integra	ity? Yes <u> </u>
		mannered of has pointed out
a misc Final gr 5. How does t	a lig to ted grade for a de. His Ellica i res he applicant confront problems?	the) when they advertisely exected his openies in class reinforce his ethical belie system.
He lis an ett 6. Is the applie	tens to the particip ical deerston + take cant dependable? Very : he	ants 4 when necessary, mater or duisive action mets all attendance + dead line
	are of any substance abuse (alcohol, dr	15.
	No Kexplain	
8753	licant expressed or displayed any bias of	or prejudice toward others?
	No KExplain I've New	
NOT I	2 purpose ful, direc	+ astrontation will fellow classmater.
9. How does the	ne applicant handle financial responsibi	ilities? I have no personal
Koowle Jo 10. Are you awa	de of his Finances presure he is in are of anything that might disqualify the	Elis Case. e applicant from serving as a Deputy Sheriff?
		highly recommend him for a parition
. 11	your asency.	<i>J i</i>
*******		*********
Prof. J. Morine Signature Program Directo Lakeland Com.	r, Crimiwal Justice munity College	Date for the delay is returning Clis supportive letter of reference: I was out of town & cauld not
		reply stimuler X

EMPLOYERS AND SUPERVISORS

Cleveland Indians	
Name of Compan	y Address
4-03 to Present Date	
CONCERNING 1	THE APPLICATION OF :
1. Why was the appli	cant's employment terminated? <u>D/P</u>
2. Was the applicant	punctual and dependable? will not release
3. How did the applic	cant get along with other employees? Will Motulease
4. How did the applic	ant confront problems? will not release
5. Was the applicant	honest and truthful? Will not release
6. Do you have any re	ecord of salary garnishment or other financial problems of the applicant? Will
7. Did the applicant h	ave any extended work absences? will not rellase
8. Would you re-emp	loy the applicant? D/A
9. Can you think of an	hy reason why the applicant might not be qualified to become a Deputy Sheriff?
10. What is the type of	business or function of your agency? Baselad
×	Nama & title of person giving information
	Signature
	(2/b) $420 - 44bBusiness telephone number$

RELATIVES, REFERENCES, AND ACQUAINTANCES

R	eference Chris Sonnhaulter	2 CARA
	Name Address	
N	ame of Applicant	*****
1.	What is your relationship to the applicant? FRIEND OF FAMILY	
	How many years have you known the applicant? 20	
3.	Does the applicant have an interest in people?	
4.	Would you describe the applicant as having integrity? Yes <u>No</u>	
-	How does the applicant confront problems? Nor observed	
5.		
6.	Is the applicant dependable? ALL NOT OFFERWED	
7.	Are you aware of any substance abuse (alcohol, drugs) by the applicant?	
	Yes No Explain	
8.	Has the applicant expressed or displayed any bias or prejudice toward others?	
	Yes No Explain	
9.	How does the applicant handle financial responsibilities? Not observed	
10.	Are you aware of anything that might disqualify the applicant from serving as a Deputy Sh Yes No Explain	
*** Sign	histph & Anhalto <u>4-30-03</u> Date	****

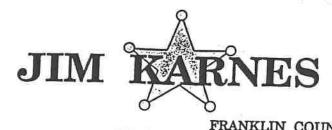
EMPLOYERS AND SUPERVISORS

E	uclid Board of Education 651 E. 222 St., Euclid, Ohio 44123
N	ame of Company Address
1.	-03 to Present
D	ate
***	ONCERNING THE APPLICATION OF :
1.	Why was the applicant's employment terminated? $N/A - mR$ 15
	CURRENTLY EMPLOYED BY EVILID SCHOOLS.
2.	Was the applicant punctual and dependable? YES
3.	How did the applicant get along with other employees? <u>VERY WELL</u>
4.	How did the applicant confront problems? MR . $IS TACTFUL$
	AND RESOURCEFULOWHEN CONFRONTING PROBLEM SITUATION
5.	Was the applicant honest and truthful? YES
6.	Do you have any record of salary garnishment or other financial problems of the applicant?
7.	Did the applicant have any extended work absences?
8.	Would you re-employ the applicant? N/A
9.	Can you think of any reason why the applicant might not be qualified to become a Deputy Sheriff?
	What is the type of business or function of your agency? MR . IS EMPLOYED AS A SEIVELTY OFFILER FOR EVELD CITY SCHOOLS
	DENHIS KEHA - SECURITY DIRECTOR Name & title of person giving information
	Joni Vih
	(216) 797-7817

Business telephone number

RELATIVES, REFERENCES, AND ACQUAINTANCES

Reference	Tony Poelking Name	Address	
Vame of App	olicant	*****	
What is your	r relationship to the appli	ant? 20+ years - Fermis of Fran	my
How many y	ears have you known the	applicant? 20 + 9 5425	_
Does the app	licant have an interest in	people? <u>425</u>	
Explain	CLAPTS PARSON	IL RSSPONSERLING FUR THIS ACTIONS	
	/		
Is the applica	nt dependable? <u>9</u> E	5	
10750			-
	/		
How does the	e applicant handle financi	l responsibilities?	
•	/		
ARUL nature	*****		-
	What is your Yunt is your Yunt is your Yunt is your Yunt is your Yunt is your How many y Does the app Would you d Explain How does the How does the Has the applicant Yes No How does the How does the No How does the No How does the No How does the No	Name Name Name Vare of Applicant What is your relationship to the applic $f_{\mathcal{O}\mathcal{A}\mathcal{L}\mathcal{L}}^{\prime}$ How many years have you known the second state applicant have an interest in provide the applicant as here applicant have an interest in provide the applicant as here applicant have an interest in provide the applicant as here applicant for the applicant as here applicant confront problemation. Would you describe the applicant confront problemation. Would object the applicant confront problemation. Is the applicant dependable? $\mathcal{I}\mathcal{L}$. Are you aware of any substance abuse Yes No Yes No Explain How does the applicant expressed or displayed Yes No Are you aware of anything that might definancial for the applicant handle financial for the applicant handle for	Name Address lame of Applicant



FRANKLIN COUNTY HALL OF JUSTICE 369 South High Street Columbus, Ohio 43215 (614) 462-3360

"PRE-EMPLOYMENT QUESTIONNAIRE"

SECTION I - PERSONAL INFORMATION

NAME: LAST	FIRST	MIDDLE
MAIDEN NAME: <u>N/A</u>	ALIAS (ANY OTHER NAMES	5) <u>N/A</u>
SOCIAL SECURITY NUMBER:	DATE OF	BIRTH: / /
RESIDENCE ADDRESS:	- (
		APT NO:/A
COUNTY: CITY:	STATE	/
PHONE NUMBER: HOME	WORK	: ZIP
OHIO DL#:	EXP DATE:	
OTHER STATE DL#: <u>N/A</u>		_ EXP DATE: <u>N/A</u>

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INFORMATION RELEASE:

I HEREBY AUTHORIZE THE RELEASE OF THIS FORM TO APPROPRIATE INDIVIDUALS/BUSINESSES FOR THE PURPOSE OF OBTAINING INFORMATION IN THE RECRUITMENT/EMPLOYMENT PROCESS.

APPLICANT	SIGNATURE:		
	DATE:	4/15/03	

SECTION II - REFERENCES

FILL IN BELOW THE NAMES OF THREE (3) ADULTS, NOT RELATED TO YOU & NOT FORMER EMPLOYERS, WHO HAVE KNOWN YOU FOR A PERIOD OF FIVE (5) YEARS OR MORE.

Chris Sonnhautter	ADDRESS (INCLUDE ZIP CODE)	HOME PHONE NUMBER
NAME	ADDRESS (INCLUDE ZIP CODE)	HOME PHONE NUMBER
Katherine Steinbeck		
Tony Poelking		

SECTION III - EMPLOYMENT HISTORY

BEGIN WITH YOUR MOST RECENT JOB AND LIST YOUR COMPLETE WORK HISTORY IN CHRONOLOGICAL ORDER. INCLUDE IN SEQUENCE ALL PART TIME JOBS, PERIODS OF UNEMPLOYMENT AND MILITARY SERVICE. WHEN LISTING MILITARY SERVICE, SUBSTITUTE FOR THE NAME AND ADDRESS OF THE IMMEDIATE SUPERVISOR, THE NAME, ADDRESS AND RANK OF THE LAST COMMISSIONED OFFICER WHO WAS YOUR IMMEDIATE COMMISSIONED SUPERIOR. WHEN LISTING PERIODS OF UNEMPLOYMENT, INDICATE DATES IN SPACE PROVIDED. IN THE BOX DESIGNATED AS "NAME OF EMPLOYER" WRITE "UNEMPLOYED". IN THE BLOCK DESIGNATED AS "REASON FOR LEAVING" INDICATE FROM WHAT SOURCE YOU RECEIVED INCOME DURING THAT PERIOD OF UNEMPLOYMENT.

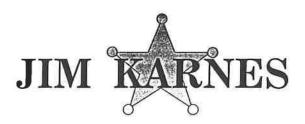
ADDRESS INFORMATION MUST BE COMPLETE - STREET, APT OR SUITE, CITY, STATE & ZIP CODE. · MAY WE CONTACT YOUR CURRENT EMPLOYER? YES NO IF NO, EXPLAIN ON LAST PAGE IF PRESENTLY UNEMPLOYED, INDICATE SO IN FIRST BOX.

FROM DATE	NAME OF EMPLOYER		JOB TITLE		WORK HRS & DAYS OFF
4/03	Cleveland Indians		Security		
TO DATE	ADDRESS OF EMPLOYER		DESCRIBE DIFFIES		12-18 hrs. per week REASON FOR LEAVING
Present	240100+ 51 11	ا ام			REASON FOR LEAVING
TOTAL TIME.	- 2401 Ontario St. Cle	TMMEDIAT	F SUPERVITCOR	y Sec	LEPHONE # OF BUSINESS
1 month		TT A IDDI LAT	L DOLEKATOOK		
FROM DATE	The second	see		2	16 420-4200
	NAME OF EMPLOYER		JOB TITLE		WORK HRS & DAYS OFF
TO DATE	Evelid Board of Educata	ion s	security		25 hrs per week
IO DALL	ADDRESS OF EMPLOYER		DESCRIBE DUTIES		REASON FOR LEAVING
Present a	651E,222 St. Euclid	04,44123	s School Securi	ty	Still there.
TOTIN TTUN	FOLL NAME/. OF	IMMEDIATE	SUPERVISOR	TEL	EPHONE # OF BUSINESS
_4 months	Dennis Kehn				797-7817
FROM DATE	NAME OF EMPLOYER		JOB TITLE		WORK HRS & DAYS OFF
12/02	Mayfield Hts. Police	A.			
TO DATE	ADDRESS OF EMPLOYER		DESCRIBE DUTIES	<u> </u>	Various shifts. REASON FOR LEAVING
Present	6154 Mayfield Rd. Ma	.C. bu	All March D		REASON FOR LEAVING
TOTAL TIME	FULL NAME/ OF	TMMEDIATE	SUPERVISOR	tatrol	Still There EPHONE # OF BUSINESS
5 months	5 Sq. Greg Micheles		DOLFWATOOK		
FROM DATE	NAME OF EMPLOYER			440	442-2323
8/02		10	JOB TITLE		WORK HRS & DAYS OFF
TO DATE	Unemployed				
12/02	ADDRESS OF EMPLOYER		DESCRIBE DUTIES		REASON FOR LEAVING
TOTAL TIME				L	nemployment
	FULL NAME/ OF 1	IMMEDIATE	SUPERVISOR	TELE	PHONE # OF BUSINESS
4 months	F				
		the second s			

-				
FROM DATE	NAME OF EMPLOYE	28	TOD MITHIN	
10/98			JOB TITLE	WORK HRS & DAYS OFF
TO DATE	ADDRESS OF EMPL	OVER	Supervisor	30 hrs. per week REASON FOR LEAVING
7/07	331 2:1-001		DESCRIBE DUTIES	REASON FOR LEAVING
TOTAL TIME	FULL NAME/	OF TAMEDI	S. OH 4414 S Supervis	sed unloaders Rersonal TELEPHONE # OF BUSINESS
3.5yrs	Jay Ranke		ALL BUFERVISOR	TELEPHONE # OF BUSINESS
FROM DATE	NAME OF EMPLOYE		TOD memory	440 646-2090
3/97	Vi i Ili Parl	ĸ	JOB TITLE	WORK HRS & DAYS OFF
TO DATE	ADDRESS OF EMPL	Marce	Tertormance pla	REASON FOR LEAVING
	ZGIC EIR. Of		DESCRIBE DUTIES	REASON FOR LEAVING
TOTAL TIME	FULL NAME	OF TAMEDT	52868 Built Ra	reason for Leaving <u>ce Cars</u> <u>Attend College</u> <u>TELEPHONE</u> # OF BUSINESS
115 yrs.	Rager Vin	OF INNEDI	ALE SUPERVISOR	TELEPHONE # OF BUSINESS
FROM DATE	NAME OF EMPLOYER			107 292-4500
2/92		7	JOB TITLE	WORK HRS & DAYS OFF
TO DATE	Ed Pike Lincol ADDRESS OF EMPLO	Mercury	Mechanic	HO+ hrs. per week REASON FOR LEAVING
			DESCRIBE DUTIES	REASON FOR LEAVING
TOTAL TIME	FULL NAME/	OF TAMEDIA	50 Kepaired Cars	Moved to Florida
5VB.	Bill Davis	OF IMPEDIA	TE SUPERVISOR	TELEPHONE # OF BUSINESS
FROM DATE	NAME OF EMPLOYER	<u>ە</u>		440 357-7533
LIGH DAIL	NAME OF EMPLOYER		JOB TITLE	WORK HRS & DAYS OFF
IO DATE	ADDRESS OF EMPLOY	700		
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				2
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FINANCE/HUMAN RESOURCES

370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

April 1, 2003



Since you passed our pre-employment examination for a deputy sheriff position, you are now included in the first phase of our hiring/selection process. You will be interviewed, fingerprinted, photographed, and given a tour of one of our corrections facilities. During this phase, we will conduct a thorough background check that includes a criminal record check, a report on your driving record, and a credit report.

For your convenience and to speed processing, scheduling has been arranged so that your interview, tour, fingerprinting, and photograph can be done on the same day, Wednesday, April 16, 2003. Your schedule is as follows:

9:00 am	Photo/Fingerprinting	Corrections Center I
10:30 am	Tour	Corrections Center I
1:00 pm	Interview	Personnel Department

Bring the enclosed "Authorization Waiver for Release of Criminal and Traffic Record" with the section within the bold lines completed and the "Authorization for Credit Report". You are also to bring copies (NOT ORIGINALS) of the following documents with you:

birth certificate, high school diploma or G.E.D. certificate, college or technical school degree, and certificates from any other applicable, formal training.

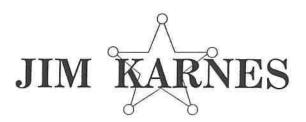
Attached you will find a pre-employment questionnaire which you are to complete and bring with you on the day of your interview. This will not be used in relation to your interview. This questionnaire relates to the polygraph examination which would be the next step for those who progress in the hiring process. It is essential that you file the questionnaire with us on the day of your interview in order that we speed the hiring process.

When filing out the form, be sure to give a complete street, apt. #, or suite, city, state, and zip codes on references, present employer and former employers.

The Personnel Department is located in the Franklin County Corrections Center I, 370 S. Front Street. A map showing the Corrections Center I and surrounding parking is enclosed. If you have decided not to proceed with the pre-employment process, please notify our Personnel Office at (614) 462-3397.

Sincerely.

Patrick F. Garrity Director, Management Services



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FINANCE/HUMAN RESOURCES 370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

May 7, 2003



Dear Mr.

Congratulations on your progression through our pre-employment process. As recently discussed on the telephone, you have been scheduled for your drug test on Wednesday, May 28, 2003 at 9:30 a.m. The test will be conducted at the Franklin County Court House Annex, 410 S. High Street, main floor. When you enter the building you will see a security guard and you are to tell him that you need to see Internal Affairs for a drug test.

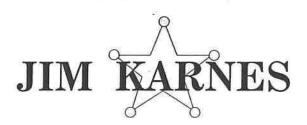
Your polygraph examination has been scheduled for Wednesday, May 28, 2003 at 5:30 p.m. The examination will be conducted at the Perry Township Police Department, 7125 Sawmill Road. The Department is located about ¼ mile north of I-270 across from McDonald's. The Department is located in the third township building in the rear. Chief Champ will be the polygraph examiner. In order to help you locate the Department, I have enclosed a map.

You must bring this letter with you to the polygraph examination, along with a valid photo identification. If you have any questions, you can contact me at 462-3397.

Sincerely,

Vatrick J. Sarrily

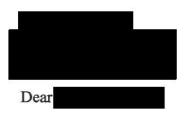
Patrick F. Garrity Director, Management Services



FRANKLIN COUNTY \mathbf{R}

FINANCE/HUMAN RESOURCES 370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

February 20, 2003



I am pleased to notify you that you have passed our deputy sheriff pre-employment examination. By passing the examination, you are one of many who may be considered for a position as a deputy sheriff. To qualify, applicants had to pass all four parts of our examination.

From the beginning, my goal has been to make and keep the hiring process as fair and objective as possible. Since so many applicants have passed the test and there is a limited number of vacancies, not everyone who passes the test will be called for the next or later phases of the hiring process. Applicants will be contacted on an as needed basis.

I congratulate you on passing the test and appreciate your interest in serving as a deputy sheriff.

Sincerely,

James atamer

James A. Karnes Franklin County Sheriff

Your Test Score:

Video: 72.50 Writing: Passed Reading: 80.65 Counting: 100.00



FRANKLIN COUNTY SHERIFF

FINANCE/PERSONNEL OFFICE 370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Personnel (614) 462-3397 • Finance (614) 462-3543

January 13, 2003



TEST NOTIFICATION

You have been scheduled to take the pre-employment examination for the position of Franklin County The test will be conducted in the Auditorium on the first floor of the Franklin County Government Center, 373 S. High Street, Columbus, Ohio on Tuesday, February 4, 2003. You must report to the Auditorium at 8:00 a.m. to register.

On the morning of the test, you must bring your state driver's license or state identification card. Without a valid photo identification, you will be ineligible for registration. We ask that you also bring two sharpened No 2 pencils. Do not bring any other items such as books, briefcases, or folders with you. Be prompt. The doors will be locked once the test begins. Entry will then be denied for any reason. The examination will conclude at approximately 11:30 a.m.

There are two county parking garages at locations shown on the enclosed map. The fee for parking for four hours at either of these garages is \$5.00. You could also park at the City Center garage for four hours at a cost of \$5.00. The City Center garage is located between Rich and Main Streets off of South High Street.

A second map of downtown Columbus is also enclosed. The Franklin County Government Center is just north of Interstate 70 and 71 and identified by the number 27.

Sincerely,

tatinh & Camil

Patrick F. Garrity Director, Management Services



FRANKLIN COUNTY

FINANCE/PERSONNEL OFFICE

370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Personnel (614) 462-3397 • Finance (614) 462-3543

Date: 2002 1018

I, hereby, give my permission for authorized agents of the Franklin County Sheriff's Office to conduct an investigation of my background, including education, employment, credit, reputation, military records, and any other factors which such agents may deem proper and necessary subjects of investigations, in order to properly assess my character and background in

connection with my application for the position of _ with the Franklin County Sheriff's Office.

I give my permission for any persons, business, or institution contracted in the course of such investigation to release any and all information properly requested and photostats of same, if requested, and do hereby release such person, business, or institution from all liability for providing correct information.

I recognize the right of the Franklin County Sheriff's Office to treat, at its discretion, certain sources as confidential sources, and information obtained therefrom.

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nt/type name of a	applicant	-	
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Investigating Officer



FRANKLIN COUNTY SHERIFF

FRANKLIN COUNTY HALL OF JUSTICE 369 South High Street Columbus, Ohio 43215 (614) 462-3360

"AUTHORIZATION WAIVER FOR RELEASE OF CRIMINAL AND TRAFFIC RECORD"

Date

I, hereby, give my permission for authorized agents of the Franklin County Sheriff's Office to conduct an investigation of my background, including education, employment, credit, reputation, military records, and any other factors which such agents may deem proper and necessary subjects of investigation, in order to properly assess my character and background in connection with my application for the position of the position of the Franklin County Sheriff's Office.

I give my permission for any person, business, or institution contacted in the course of such investigation to release any and all information properly requested and photostats of same, if requested, and do hereby release such person, business, or institution from all liability for providing correct information.

I recognize the right of the Franklin County Sheriff's Office to treat, at its discretion, certain sources as confidential sources, and information obtained therefrom.

Signature of Applicant	
and Connectories and Anna Connectories	
Printed/Typed Name of A	pplicant
Date of Birth	c.
Social Security Number	s
Investigating Officer	





Date .

AUTHORIZATION FOR CREDIT REPORT

I, hereby, authorize agents of the Franklin County Sheriff's Office to obtain a credit report. I understand that this credit report will be used by Sheriff's Office staff as a part of a report on my background. This background is being conducted pursuant to my application for employment with the Franklin County Sheriff's Office. By signing this authorization, I give my permission to the Sheriff's Office to request and receive my credit report.

Print/Type-Name of Applicant Date of Birth Social Security Number

OMB No. 1115-0136 Employment Eligibility Verification

Immigration and Naturalization Service

Please read instructions carefully before completing this form. The instructions must be available during completion of this form. ANTI-DISCRIMINATION NOTICE. It is illegal to discriminate against work eligible individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because of a future expiration date may also constitute illegal discrimination.

			Middle	Initial	Maiden Name
Address	(Street Name and Number	r)	ApL A		Date of Ridb (month (i) the
			OPL #		Date of Birth (month/day/year)
Cil		State	Zio Co	ode	Social Shourity #
use of	onment and/or fines	al law provides for for false statements or a connection with the	D. A citizen or	national of ermanent Re horized to v	
Employee'	's Signature				Date (month/day/year) 8/26/03
		Islator Certification. (To be) I attest, under penalty of perjud dge the information is true and co		if Section n the comp	a la change in
.)= 	Preparer's/Translator's Sig	inature	Print Name		
	Address (Street Name and	d Number, City, State, Zip Code)	l		Date (month/day/year)
xamine o te docum	and address thought Flot F	B and one from List C as listed on OR 7	the reverse of this form a	AND	tamine one document from List A OR the lille, number and expiration date, if any, of List C
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suing auth	nority <u>: OHIO</u>			1	
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CONFIDENTIAL POLYGRAPH REPORT

HOWARD W. CHAMP CERTIFIED POLYGRAPH EXAMINER

COMPANY: Franklin County Sheriff's Office	DATE:	
BRANCH:	APP.DATE: 04-15-03	
NAME:	AKA:	
ADDRESS:		
	NO:	
MARITAL STATUS: Single $\stackrel{X}{_}$ Separated [Divorced Married	
Yrs. Married No. Children	Ages	

HEIGHT: WEIGHT:		
HEIGHT: WEIGHT: DOB: AGE:		
DOB: AGE:		
DOB: AGE:		
DOB: AGE:		

PRESENT EMPLOYMENT: Euclid Board of Education,

Security Officer - 6 months.

A. POLYGRAPH SUITABILITY

1.	Have you ever taken a polygraph test?	YES	NO
2.	Do you know of any reason why you could not pass a polygraph test today?	YES	NO
3.	Have you ever failed a polygraph test for any reason?	YES	NO X
4.	Have you taken any medication in the last 24 hours?	YES	NO

Rev 2/00

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A. POLYGRAPH SUITABILITY (Cont.)

5. Have you used any type of narcotics, hallucinogens, or tranquilizers in the past 24 hours?

YES__ NO___

Explanation:

в. <u>А</u>	PPLICATION INFORMATION		
1	L. Did you tell the complete and honest truth on your application?	YES X	NO .
2	2. Is there anything on your application that you would like to change?	YES	
	3. Have you ever been fired from any position?	YES	11 - 24 - 22 I P
4	I. Have you failed to show any previous employers?	YES	NO
ţ	5. Did you falsify any reason for leaving a previous employer?	YES	NO_X
6	i. Have you ever been asked to resign from any position?	YES	NO \underline{X}
7	7. Do you know of any past employer who would not give you a good recommendation?	YES	NO
8	B. Do you have applications pending with any other Law Enforcement Agency?	YES X	NO
9	Bave you been turned down for employment with any Law Enforcement Agency?	YES X	NO
10	Is there anything in your past that, if made known, would prevent you from becoming a Deputy Sheriff?	YES	NO
Evola	nation:		

6. 07/02 -Possibly UPS, due to being struck by a fellow employee and not doing anything about it. 8. Mentor P.D and O.S.P.

9. Lynhurst P.D. and Painesville P.D.

C. EDUC/	TIONAL	BACKG	ROUND
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C. LDOCATIONAL PROVIDENCE	x
1. Did you tell the truth about your educational background Mentor High School	
2. High School attended:Gradua Lakeland Comm. College	ate Date:
3. College attended: Gradu	ate Date:
Assoc Criminal Justice	12/01
4a. Dogroo.	
4b. O.P.T.A. Training	Date:
Explanation:	
D. MILITARY SERVICE RECORD	- VEC 10
1. Did you receive an Honorable Discharge from the servic	e? YES NO
2. Did you receive any disciplinary action while in the serv	ice? YES NO
Explanation: No Military Service	
E. ARREST & CONVICTION HISTORY	Х
1. Have you ever been arrested?	YES NO X
2. Have you ever been convicted of any crime?	YES NO $\stackrel{X}{_}$
	YES NO
3. Are you wanted by the police anywhere at this time?	1E3 NO
4. Have you ever been held for questioning by any Law	YES NO X
Enforcement Agency?	
5. Have you ever commited a serious undetected crime?	YES NO $\frac{X}{2}$
6. Have you ever been arrested for a narcotics violation?	YES NO $\stackrel{\mathrm{X}}{-}$
	YES NO
7. Have you ever sold narcotics or hallucinogens?	
8. Have you ever had your driving rights suspended?	YES NO \underline{X}
9. Do you have any unpaid traffic citations?	YES NO \underline{X}
1999 - Unicated d e versitet providenze i unice 1999 - Diale pe	YES NO X
10. Do you have any traffic warrants?	YES NO

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E. ARREST & CONVICTION HISTORY (Cont.)

11.	Do you have any criminal charges pending against you at this time?	YES	NO $\frac{X}{v}$
12.	Are you involved in any type of lawsuit at this time?	YES	NO
Explar	nation:		

F. FINANCIAL BACKGROUND & CONDITION

ŀ.	FIN	ANCIAL BACKGROOND & CONDITION		v
	1.	Have you ever been sued?	YES	
	2.	Have you ever been through bankruptcy?	YES	
	3.	Have you ever had your wages garnished?	YES	NO
	4.	Have you ever been divorced?	YES	NO
		Are you required to pay alimony or child support?	YES	NO
		Are you current on your alimony/child support? N/A $\stackrel{X}{_}$	YES	NO
		Have you ever been in court for any reason?	YES \underline{X}	NO
		Are you current on all your present obligations?	yes \underline{X}	NO
		Has anyone you owe ever turned your account over for collection?	YES \underline{X}	
	10.	Have you ever had any property repossessed?	YES	NO X
	11.	Have you ever been evicted from any residence?	YES	
		Are you excessively in debt?	YES	NO
	13.	Can you meet all your financial obligations with the salary offered with this position?	YE\$	NO <u>X</u>
E	oplan	nation:		
7	•	Accident lawsuit.		

9. Mt. Carmel Hospital, Columbus, Ohio.

F. FINANCIAL BACKGROUND & CONDITION (Cont.)

	X
Spouse Employment:	
Position:	

G. MOTOR VEHICLE AND DRIVING HISTORY (Use Only If Required)

IVIS		X
1.	a valid drivers license? YES N	0 <u>~</u>
2.	e more than 7 points against your driving record? YES No	0 <u></u>
3.	er been charged with Driving While Intoxicated? YES N	NO

Explanation:

H. CHARACTER TRAITS - PAST/PRESENT POSITIONS

1.	Have you ever stolen any merchandise over a \$5.00 value from an employer?	YES	
2.	Have you ever assisted anyone in a theft from an employer?	YES	NO
3.	Have you ever stolen any money from any place you have worked?	YES	NO $\frac{X}{v}$
4.	Have you ever written a check knowing you did not have funds to cover it?	YES	NO

Explanation:

	 8	
I. PROPERTY THEFT		

1.	Have you ever borrowed anything from a former/present employer which you falled to return?	YES	NO
2.	Do you have any property, taken from a past employer, in your possession?	YES	NO
3.	Have you ever purchased/swapped/exchanged any stolen merchandise?	YES	NO X
4.	Do you have any stolen property in your possession now?	YES	NO <u> </u>

١.	PROPI	ERTY	THEFT	(Cont.)
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	x
5. Have you ever sold any stolen property?	YES NO
6. Have you ever shoplifted anything in your adult life?	YES NO
Explanation:	

J. PERSONAL DRINKING HABITS

YES X	NO
\$20.00	
YES	NO
YES	NO
	YES

Explanation:

2010/1025	

K. DRUGS/CONTROLLED SUBSTANCES

00000				~ -
	1.	Have you ever used any form of narcotics or hallucinogens?	YES	NO <u> </u>
	2.	Have you ever sold any type of controlled substance?	YES	NO
	3.	Have you ever purchased any type of controlled substance?	YES	NO
	4.	Have you ever used cocaine or crack?	YES	NO
	5.	Have you ever sniffed glue, etc?	YES	NO
	6.	Have you ever abused a prescription drug?	YES	NO
NC	TE	: No Drug History XX Experimentation Drug Problem Has not used any controlled substance since his/her	birthday.	
Exp	olai	nation:		

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L. MORAL INTEGRITY

L.	MQ	RALINIEGRITT		v
	1.	Have you ever had sexual contact with an animal?	YES	NO $\frac{\Lambda}{M}$
	2.	Have you ever been involved in an illegal sex act?	YES	NO X
	3.	Have you ever had sex with an underage person?	YES	NO
	4.	Has anything happened in your past that, if made known, could cause embarrassment to the F.C.S.O.?	YES	NO X
	5.	Have you ever abused an animal?	YES	NO
	6.	Have you ever struck your spouse/girlfriend in anger?	YES	NO
	7.	Have you ever struck your child in anger?	YES	NO
	8.	Have you ever been charged or counseled concerning domestic abuse?	YES	NO $\frac{X}{X}$
	9.	Have you ever had difficulty in controlling your temper?	YES	NO X
	10.	Have you ever been involved in any type of child abuse?	YES	NOX
	11.	Do you gamble?	YES	NO <u>X</u>
	12.	Do you have a gambling problem?	YES	NO

8

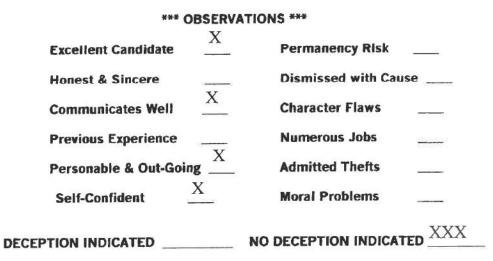
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Explanation:

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POLYGRAPH CONCLUSION

	NONE	
QUESTIONABLE AREAS		
DOG TEST ADMISSIONS	NONE	
PRE-TEST ADMISSIONS	EXCELLENT	
ATTITUDE		
	EXCELLENT	
COOPERATION	COOD	
APPEARANCE	GOOD	
	NO	
WITHHOLDING INFORMATION	NO	····
DECEPTION ON APPLICATION	NO	



Howard W. Champ

Date: 05-28-03

NOTE: Will relocate if he is hired for this position.

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POLYGRAPH

WAIVER

Date

1

Place Dublin, Ohio

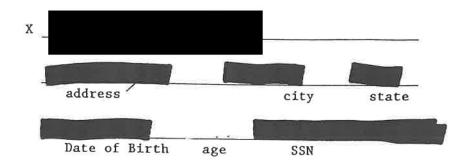
I, _______voluntarily agree to be examined by the polygraph technique for the mutual benefit of myself and _____

THE FRANKLIN COUNTY SHERIFF'S OFFICE

I request that the reactions of said examination be made known to the above person and/or firm.

I hold free from all harm, liability or damage to me as a result of the examination the above persons or their agents, together with Howard W. Champ and the polygraph service, and I remise, release, waive and forever discharge all and each and every one of the above persons and/or firms from any action or cause of action, claim or demand which I have now or may ever have resulting directly or indirectly or remotely from or by said said examination, or making known as above, such reactions and opinions thereto.

I have read the above and fully understand that I am taking a polygraph examination on a voluntary basis.



From the desk of .

Chief Deputy Mark Barrett, Esq., BA, Park College (Criminal Justice Administration) JD. Capital University Law School Admitted to Ohio Bar (1982) Frai ... in County Sheriff's Office Columbus, Ohio



TO: DEPUTY BENJAMIN PETROVICH DEPUTY CURTIS CALLOWAY

DEPUTY SCOTT TIPTON, III DEPUTY DARMEL TRAPP DEPUTY MICHAEL MEADE DEPUTY JEANETTE ARROYO DEPUTY DEAN WISE DEPUTY TED WILLIAMS DEPUTY CHARLIE FRIZZELL DEPUTY JAMES CHURCH DEPUTY MARCUS PENWELL DEPUTY JASON LAWLER DEPUTY ANTHONY KOLESAR

FROM: CHIEF DEPUTY MARK J. BARRETT

SUBJECT: TRAINING ASSIGNMENT

DATE: OCTOBER 14, 2003

Effective Monday November 3, 2003, you are assigned to on-the-job training on 3rd shift (11:00 p.m. - 7:00 a.m.), at Franklin County Correction Center 1, 370 S. Front Street. You are to report to Lt. Gilbert (462-5727) who will assign you to a coach. You will have the same days off as your coach.

MEMO

By order of:

Mark J. Barrett Chief Deputy

cc: Major Strickler Lt. Gilbert Major T. Hanes, Training Personnel





I HAVE RECEIVED THIS DATE A COPY OF THE AGREEMENT BETWEEN THE FRANKLIN COUNTY SHERIFF'S OFFICE AND THE FRATERNAL ORDER OF POLICE.



FRINT MAIVIE

103 DA





I HAVE RECEIVED THIS DATE A COPY OF THE FRANKLIN COUNTY SHERIFF'S OFFICE RULES AND REGULATIONS.

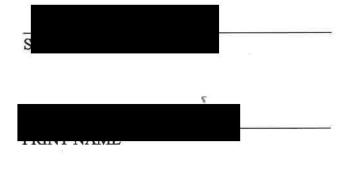
PRINT NAME

26/03





I HAVE RECEIVED THIS DATE A WORKERS' COMPENSATION MANAGED CARE CARD.



8/26/03 DATE



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES

370 South Front Street, 2nd Floor • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

July 25, 2003

Dear Mr.

I am pleased to extend to you an offer of employment as a Franklin County assigned to the Your appointment date is Monday, September 8, 2003. On that date, you are to report to Major Tom Hanes at the Franklin County Sheriff's Training Academy, 2460 Jackson Pike at 7:30 a.m. Your rate of pay will be \$14.85 per hour. If you have any questions, you can contact Major Tom Hanes at 462-3781.

Pursuant to the Immigration Reform and Control Act of 1986, employers must verify that every person hired is eligible to work in the U.S. and is not an illegal alien. Therefore, you have been scheduled to meet on Tuesday, August 26, 2003 at 9:30 a.m. with the Human Resources office staff to complete necessary paperwork. The Human Resources office is located in the Franklin County Corrections Center I, 370 South Front Street. You need to bring a valid driver's license and your social security card with you.

Enclosed is an order form for your uniform items. You must take this form to Roy Tailors Uniforms so that you can be measured and your order can be placed. Roy Tailors is located at 3889 Business Park Drive, telephone number (614) 351-1566. Plan to do this on or before Tuesday August 26, 2003.

I congratulate you on being selected to serve as a Deputy Sheriff and look forward to working with you.

Sincerely, Sames abarnes

James A. Karnes Franklin County Sheriff

cc: Chief Barrett Major Hanes

JAK/db



Office of Ohio Attorney General Ohio Peace Officer Training Academy Officer Record



OPOTA London Campus 1650 State Route 56 SW P.O. Box 309 London, OH 43140 Phone: 740-845-2700

Franklin County Sheriff's Office, ID:

Appointment History*

Agency	Employee Status	Start Date	End Date
Franklin County Sheriff's Office	Full-time	10/27/2005	

Basic Academy Records

School Number	School	Start Date	End Date	Exam Date	Certificate Number	Certificate Date	Appointed By	Appointed Date
СВТ03-030	Franklin County Sheriff's Office Corrections Academy	9/8/2003	9/30/2003	10/21/2003		10/21/2003		
BAS05-037	Eastland Police Academy	3/21/2005	8/9/2005	9/1/2005		10/27/2005	Franklin County Sheriff's Office	10/27/2005

OPOTA Advanced Training Records**

Course Title	Start Date	End Date
Rx Abuse in Ohio - The Scope of the Problem	5/9/2011	5/9/2011
Canine Evaluator's Course	10/22/2018	10/24/2018

LMS Training Records

Date Completed	Course Title	Officer Number	Officer
1/15/2013	Awareness of Human Trafficking		
1/15/2013	Responding to Human Trafficking		
1/15/2013	Ohio Human Trafficking		

LMS Training Records

4/11/2013	Law Enforcement Sexual Harassment Awareness Training		
10/21/2013	DeEscalating Mental Health Crises		
12/11/2013	Victims with Special Needs		
10/19/2016	Procedural Justice and Police Legitimacy		
10/19/2016	Human Trafficking 2016 Update		
2/4/2017	01 Blue Courage Foundations		
2/4/2017	02 Blue Courage The Nobility of Policing	1	
2/4/2017	03 Blue Courage Positive Psychology		
2/4/2017	04 Blue Courage Health and Wellness		
2/4/2017	2017 Legal Update: Search and Seizure Law		
2/4/2017	2017 Legal Update: Civil Liability for Officers		
2/24/2017	2017 Legal Update: Issues in Interrogations and Confessions		
4/15/2017	2017 Legal Update: Domestic Violence Refresher		
10/9/2018	Missing Persons		
5/19/2023	Arrest, Search, and Seizure 2023		
5/20/2023	Ohio School Threat Assessment		
5/20/2023	Part 1 - Legal Updates 2023	- 3	
5/20/2023	Part 2 - Legal Updates 2023		
5/31/2023	Part 3 - Legal Updates 2023		

Training Records

Certificate Date	Canine Unit	Certificate Type	Specialty	Renewal Date
9/6/2013		Patrol Related	Criminal Apprehension, Control and Searches	9/6/2014
9/6/2013		Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	9/6/2014

Training Records

9/2/2014	Patrol Related	Criminal Apprehension, Control and Searches	9/6/2015
9/2/2014	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	9/6/2015
8/25/2015	Patrol Related	Criminal Apprehension, Control and Searches	9/6/2016
8/25/2015	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	9/6/2016
4/28/2016	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2017
4/28/2016	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2017
4/4/2017	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2018
4/4/2017	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2018
3/27/2018	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2019
3/27/2018	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2019
3/12/2019	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2020
3/12/2019	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2020
3/10/2020	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2021
3/10/2020	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2021

Training Records

3/2/2021	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2022
3/2/2021	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2022
3/22/2022	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2023
3/22/2022	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2023
3/21/2023	Patrol Related	Criminal Apprehension, Control and Searches	4/28/2024
3/21/2023	Special Purpose	Tracking, Article Search, Marijuana, Cocaine, Heroin, Methamphetamines and their derivatives	4/28/2024

*The appointment records listed above reflect the appointed and separation information reported to OPOTC pursuant to section 109.761 of the Revised Code. Neither OPOTC, nor its staff, has independent knowledge of the information contained in these records.

**The advanced training records listed above reflect ONLY THOSE trainings the peace officer scheduled through OPOTA. Records reflecting advanced training conducted by the peace officer's agency, or conducted by another organization, are not maintained by OPOTC. Requests for any such records should be directed to the peace officer's employing agency or the organization who conducted the training.