



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



2026-1239
Officer Involved Critical Incident – 31000 Block U.S. Route
250, Uhrichsville, Ohio 44683, Harrison County

Investigative Activity: Review – ██████████ Personnel File
Involves: ██████████ (V)
Activity Date: 04/04/2026
Activity Location: BCI - Richfield
Authoring Agent: SA John P. Tingley #154

Narrative:

On Saturday, April 04, 2026, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) John Tingley (SA Tingley) reviewed the OPOTA Records, Firearms Qualification Records and the Personnel file - Training Records for ██████████ ██████████ from the Ohio State Highway Patrol (OSHP). SA Tingley reviewed the documentation and noted the following:

Law Enforcement Experience:

██████████ was hired by the OSHP as a Trooper on ██████████ ██████████ had no other previous law enforcement experience.

Basic Training:

██████████ attended and successfully completed the Ohio State Highway Patrol Academy – Troopers in Columbus, Ohio.

Current Peace Officer Status:

Based on the records received and reviewed, ██████████ was a duly certified and sworn Ohio Peace Officer/Trooper at the time of the Officer Involved Critical Incident.

Training File:

██████████ has attended a number of advanced law enforcement training classes. Some of these classes include:

- Surviving an Active Aggressor Threat

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250, Uhrichsville, Ohio 44683, Harrison County

- Response to Resistance
- Officer Safety and Deadly Errors
- Active Aggressor Training
- Vehicle CQB
- Self Defense
- Use of Force

Firearms Qualifications:

██████████ qualified on the following weapons:

Make	Model	Caliber	Serial #	Qualification Date	Used in OICI
Sig Sauer	P320	9MM	██████████	03/25/2025	Yes
Sig Sauer	P365	9MM	██████████	03/25/2025	No
Aero Precision	M4	5.56/.223	██████████	03/25/2025	No

Disciplinary Records:

Based on the records received and reviewed from the OSHP, ██████████ has no discipline related to the use of force.

██████████ OPOTA Records, Personnel – Training Records, and Firearms Qualification Records are attached to this report. Please refer to the attachments for further details.

References:

None

Attachments:

1. OSHP ██████████ OPOTA RECORDS
2. ██████████ Personnel – Training
3. ██████████ Firearm Qualification

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.



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

[Redacted], Ohio State Highway Patrol, ID: [Redacted]

Appointment History*

Agency	Employee Status	Start Date	End Date	Separation Reason
Ohio State Highway Patrol	Full-time	[Redacted]		

Basic Academy Records

School Number	School	Start Date	End Date	Exam Date	Certificate Number	Certificate Date	Appointed By	Appointed Date
[Redacted]	Ohio State Highway Patrol - Troopers						Ohio State Highway Patrol	[Redacted]

Advanced Certifications

Certification Date	Certification	Officer Number	Officer
No Records Found			

OPOTA Advanced Training Records**

Course Title	Start Date	End Date
No Records Found		

LMS Training Records

Date Completed	Course Title	Officer Number	Officer
12/12/2025	Safe at Home	[Redacted]	[Redacted]

Canine Training Records

Canine School	Certificate Date	Canine Unit	Certificate Type	Specialty	Renewal Date
No Records Found					

***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.**

*****Officer separation reasons are displayed only for separations that occurred on 7/1/2021 or later. For separations prior to 7/1/2021 this information may be obtained by submitting a public records request through the OPOTA Public Records Portal under "Request other records".**



Federal Law and State of Ohio policy prohibit employees whose job requires them to carry, transport, or otherwise possess firearm(s) and/or ammunition, or whose specific position subjects them to Federal Department of Transportation (DOT) drug testing, from using or consuming marijuana in any form, including recreational marijuana, Ohio adult use cannabis, medical marijuana, or otherwise.

As a result, the presence of marijuana in a drug test, even if used in accordance with Ohio Law, will be a positive drug test, which could result in denial of employment or discipline up to and including removal from your position.

I acknowledge my current position, or the position I have applied for, has been identified as one that does not permit the use or consumption of marijuana in any form, even medical, Ohio adult use or recreational marijuana even if used in accordance with Ohio law. I acknowledge that a positive marijuana drug test may result in discipline, up to and including removal, or denial of employment.

I have read and understand this Notice of Marijuana Restriction. I understand this acknowledgement will be placed in my personnel record.

NAME (PRINT CLEARLY) [REDACTED]	DATE 4.18.2024
SIGNATURE X [REDACTED]	

PROBATIONARY REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: PROBATIONARY REVIEW
Template: PROBATION PERFORMANCE REVIEW
Status: Completed

Manager: JOSEPH FETTY
Period: [REDACTED]
Document ID: 215364
Due Date: 09/05/2017

EMPLOYEE DATA

Empl ID :	[REDACTED]	
Agency :	Dept of Public Safety	
Division :	DPS290741	D7 Post 41 Wintersville
Job Code :	26711	
Supervisor ID :	[REDACTED]	

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

08/29/2017 12:40PM

ODPS Purpose of Position

Description :Please refer to the appropriate classification specification for the purpose of position statement.

Created By : Profile

08/29/2017 12:40PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] had very little experience investigating OVI drivers during his Field Training period as a new Trooper. [REDACTED] was assigned to work the [REDACTED] shift after the completion of his Field Training. [REDACTED] has failed to detect drug impaired drivers during the investigation of two incidents. [REDACTED] also has difficulty explaining Standardized Field Sobriety Tests to suspected OVI drivers and lacks confidence when making OVI arrests. [REDACTED] has difficulty reading the BMV2255 form to drivers arrested for OVI. [REDACTED] overall confidence level and his job knowledge is not meeting expectations for his tenure. [REDACTED] has to seek supervisory guidance for things that he should be able to handle at this point.

Created By : Template 08/29/2017 12:40PM

Last Modified By : JOSEPH FETTY 09/11/2017 11:18AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

Description :Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] written reports contain grammatical errors, spelling errors, and lack content. [REDACTED] reports often need corrected before they can be submitted to court, or central records. [REDACTED] has been instructed to review his reports before turning them into a supervisor for approval. [REDACTED] still struggles with his report writing in the areas of case and OVI investigations. [REDACTED] crash investigations need basic corrections before they can be submitted as complete.

Created By : Profile 08/29/2017 12:40PM
Last Modified By : JOSEPH FETTY 09/11/2017 8:54AM

IDENTIFY ACTIONS/OBJS/EVENTS

Description :Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] has difficulties recognizing differences or similarities in stories or circumstances while attempting to identify impaired drivers. On occasion the supervisor has had to point out differences in statements during a field interview for an OVI incident that [REDACTED] did not recognize.

Created By : Profile 08/29/2017 12:40PM
Last Modified By : JOSEPH FETTY 09/11/2017 11:18AM

EVALUATE INFO FOR COMPLIANCE

Description :Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Manager Rating: 1. Does Not Meet

Manager Comments: There have been incidents recently where [REDACTED] has failed to determine if what he is observing is compliant with regulations or standards. [REDACTED] has difficulty connecting relevant information to regulations or standards to see if something is compliant. During a crash investigation [REDACTED] needed guidance from a supervisor to recognize a drug impaired driver.

Created By : Profile 08/29/2017 12:40PM
Last Modified By : JOSEPH FETTY 09/11/2017 11:18AM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 2. Needs Improvement

Manager Comments: [REDACTED] met the very minimum standard at the conclusion of his coach-pupil period. His coach and supervisors had to provide constant guidance throughout his training period regarding report writing and his overall operations. [REDACTED] showed some progress while

constantly being guided by his coach and supervisors, however after the training period he has not shown any further progression. [REDACTED] has not shown any progress in report writing, crash investigation, or detection and apprehension of impaired drivers. Supervision has monitored his performance and offered guidance on how to correct these issues. Supervisors have also ridden with [REDACTED] to offer constructive and practical training. [REDACTED] overall performance has been at the lower range of the post and his shift.

Participant Feedback				
Participant	Role	Rating	Results	
JEFFERY BERNARD	Nominator			
ROBERT BODO	Nominator			

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

"Contributing to a Safer Ohio" - Performance Expectation

Description :The "Contributing to a Safer Ohio" performance expectation centers on the employee fulfilling the agency's mission by performing job duties accurately and timely resulting in the achievement of division, section, or unit goals. The employee must demonstrate the understanding of the agency's mission by preserving, promoting and providing safety and/or services to the citizens of Ohio. The evaluation should include examples of how the employee shows commitment and contribution to the division, section, or unit objectives and/or initiatives.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is aware of the post and district goals for safety belt, and criminal patrol enforcement.

Created By : Profile 08/29/2017 12:40PM

Last Modified By : JOSEPH FETTY 09/19/2017 1:50PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 2. Needs Improvement

Manager Comments: [REDACTED] is in the lower spectrum at the post for overall operations and commitment to goals. [REDACTED] is encouraged to chose a goal, and show consistent participation in that goal.

Participant Feedback			
Participant	Role	Rating	Results
JEFFERY BERNARD	Nominator		
ROBERT BODO	Nominator	2. Needs Improvement	I think [REDACTED] needs to improve his overall operations. A lot of this will come with experience and confidence. He is willing to accept constructive criticism and this will only help him grow in his ability to complete the day to day tasks that are put in front of him.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] has not met expectations for this evaluation period. During video reviews several officer safety issues were noted as well as [REDACTED] patrolling at a speed that is not conducive for working traffic. [REDACTED] has shown some progression with his communications, however, he still has trouble communicating in a clear concise manner to the violators. [REDACTED] met the very minimum standard at the conclusion of his coach-pupil period. His coach and supervisors had to provide constant guidance throughout his training period regarding his report writing and his overall operations. [REDACTED] showed some progress while constantly being guided by his coach and supervisors, however after the training period he has not shown any further progression. [REDACTED]

has not shown any progress in report writing, crash investigation, and detection and apprehension of impaired drivers. Supervision has monitored his performance and offered guidance on how to correct these issues. Supervisors have also ridden with [REDACTED] to offer constructive training and practical training. [REDACTED] overall performance has been at the lower range of the post and his shift.

Participant Feedback			
Participant	Role	Rating	Results
JEFFERY BERNARD	Nominator	Not Applicable	
ROBERT BODO	Nominator	Not Applicable	

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :Has a Career Development Plan been generated for the rated employee?

Manager Rating: No
Manager Comments:

Created By : Template 08/29/2017 12:40PM
 Last Modified By : JOSEPH FETTY 08/31/2017 3:22PM

PERFORMANCE PLAN CONFIRMATION

Description :Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: Yes
Manager Comments:

Created By : Template

08/29/2017 12:40PM

Last Modified By : JOSEPH FETTY

08/31/2017 12:50PM

Section 10 - APPROVALS SECTION

██████████ JOSEPH FETTY 09/19/2017

██████████ STEVEN RINE 09/20/2017

██████████ MATTHEW BROOKS 09/25/2017

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ is not performing at an expected level for his tenure. He seems to lack confidence in his performance, and is failing detect behaviors that are not the norm.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████████ does not meet expectations during this review period. It is imperative that he be self-motivated and have willingness to make the necessary improvements in the areas where he is deficient.

██████████ must focus his work efforts to improve his operational performance and show ownership in at least one goal..

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	JOSEPH FETTY	08/29/2017 12:40:35PM
Reopened By :	JOSEPH FETTY	09/11/2017 8:42:41AM
Acknowledged By :	JOSEPH FETTY	10/17/2017 4:57:50AM
Completed By :	JOSEPH FETTY	10/17/2017 4:57:56AM
Last Modified By :	JOSEPH FETTY	10/17/2017 4:57:56AM

PROBATIONARY REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: PROBATIONARY REVIEW
Template: PROBATION PERFORMANCE REVIEW
Status: Completed

Manager: JOSEPH FETTY
Period: 09/21/2017 - 03/24/2018
Document ID: 203488
Due Date: 03/09/2018

EMPLOYEE DATA

Empl ID :	██████████	
Agency :	Dept of Public Safety	
Division :	DPS290741	D7 Post 41 Wintersville
Job Code :	26711	
Supervisor ID :	██████████	

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

06/28/2017 1:03PM

ODPS Purpose of Position

Description :Please refer to the appropriate classification specification for the purpose of position statement.

Created By : Profile

06/28/2017 1:03PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Manager Rating: 2. Meets Expectations

██████████ treats the public in a polite manner, and is professional in his daily operations. ██████████ interacts well with others at the post level and understands the needs of the internal and external customer.

Manager Comments: ██████████ is professional in his interactions with the public and supervision. ██████████'s timeliness of report submissions is meeting expectations. However, ██████████ reports require corrections before being approved. ██████████ is encouraged to improve his evaluation process to collect valid customer feedback.

Created By : Template 06/28/2017 1:03PM

Last Modified By : JOSEPH FETTY 03/23/2018 12:51PM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

Description :Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Manager Rating: 1. Does Not Meet

██████████ can record, store and document information related to his dash cam videos. He can also maintain case and impaired driver files at the post level. However when recording information ██████████ takes a lengthy amount of time to process impaired drivers or detailed statements.

Manager Comments: ██████████ has not shown the ability to complete an impaired driver statement and associated paperwork without significant correction. ██████████ crashes have shown improvement, but frequently require corrections prior to sending. ██████████ has attended a report writing class, and has been given instruction by supervisors at the post, as well as examples of what documentation needs to be in reports. He has been encouraged to ask questions and seek assistance of other shift members to proofread his submissions, and to proofread them himself. Despite this direction and guidance he continues to turn in written reports that require significant correction.

Created By : Profile 06/28/2017 1:03PM
Last Modified By : JOSEPH FETTY 03/22/2018 4:21PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description :Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] has been on the [REDACTED] shift for the majority of his probation, and has shown improvements in his ability to handle routine traffic stops. On the other hand, [REDACTED] has difficulty recognizing differences or similarities in stories or circumstances while attempting to identify impaired drivers. [REDACTED] has been on the [REDACTED] shift since February 2018, and since then has not shown improvement in the area of identifying, apprehending and processing impaired drivers. [REDACTED] is unable to accurately and completely explain the standardized field sobriety tests in the field.

Created By : Profile 06/28/2017 1:03PM
Last Modified By : JOSEPH FETTY 03/23/2018 12:51PM

EVALUATE INFO FOR COMPLIANCE

Description :Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] can identify probable cause to initiate traffic stops. He can do basic traffic enforcement, issue warnings, defects, and traffic citations. [REDACTED] asks pertinent questions, but fails to ask follow-up questions when the responses from the violators require further investigation. At times his individual judgment has been inconsistent when detecting impaired drivers.

Created By : Profile 06/28/2017 1:03PM
Last Modified By : JOSEPH FETTY 03/23/2018 12:51PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 2. Needs Improvement

Manager Comments: [REDACTED] needs improvement in his overall competency. A performance improvement plan has been initiated for [REDACTED]

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

"Contributing to a Safer Ohio" - Performance Expectation

Description :The "Contributing to a Safer Ohio" performance expectation centers on the employee fulfilling the agency's mission by performing job duties accurately and timely resulting in the achievement of division, section, or unit goals. The employee must demonstrate the understanding of the agency's mission by preserving, promoting and providing safety and/or services to the citizens of Ohio. The evaluation should include examples of how the employee shows commitment and contribution to the division, section, or unit objectives and/or initiatives.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has established an understanding of the post and district goals of safety belts, impaired drivers, and criminal element arrests. [REDACTED] demonstrates his understanding by participating in the goals.

Created By : Profile 06/28/2017 1:03PM

Last Modified By : JOSEPH FETTY 03/23/2018 12:51PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: Even though [REDACTED] is participating in the established goals, he needs to continue to develop his skills to apprehend the impaired driver.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 2. Needs Improvement

Manager Comments: [REDACTED] is a polite and well mannered trooper who enjoys helping the public. He can manage basic traffic patrol and enforcement. However, [REDACTED] has not demonstrated the knowledge, skills, and abilities to recognize, apprehend, and process impaired drivers without the assistance of others.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :Has a Career Development Plan been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template 06/28/2017 1:03PM

Last Modified By : JOSEPH FETTY 03/22/2018 9:00AM

PERFORMANCE PLAN CONFIRMATION

Description :Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: Yes

Manager Comments: The 10p post supervisor is currently checking all of [REDACTED] reports prior to submission to the court. The 10p supervisor is also required to ride with [REDACTED] for a minimum of 4 hours per week to assist him in the areas identified in this evaluation.

Created By : Template 06/28/2017 1:03PM

Last Modified By : JOSEPH FETTY 03/22/2018 9:00AM

Section 10 - APPROVALS SECTION

[REDACTED] JOSEPH FETTY

03/23/2018

[REDACTED] STEVEN RINE

03/23/2018

██████████ JANET JACKSON

03/30/2018

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's

Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ is a polite trooper who enjoys assisting the public. However, ██████████ needs to continue improving his operational skills regarding impaired driver arrests.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████████ continues to need improvement during the final review period. He must challenge himself by proactively looking for tasks that will increase his knowledge as trooper ██████████ needs to make the necessary improvements in the areas where he is deficient in order to improve his operational performance.

Although ██████████ still needs improvement, he should be retained as a trooper.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	JOSEPH FETTY	06/28/2017 1:03:47PM
Acknowledged By :	[REDACTED]	04/09/2018 7:27:08AM
Completed By :	JOSEPH FETTY	04/09/2018 7:32:41AM
Last Modified By :	JOSEPH FETTY	04/09/2018 7:32:41AM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOSEPH FETTY
Period: 10/01/2017 - 09/30/2018
Document ID: 265751
Due Date: 09/15/2018

EMPLOYEE DATA

Empl ID :	██████████	
Agency :	Dept of Public Safety	
Division :	DPS290741	D7 Post 41 Wintersville
Job Code :	26711	
Supervisor ID :	██████████	

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Trooper

Description :To enforce traffic laws and investigate accidents and criminal incidents within statutory jurisdiction and/or perform one technical or specialized function related to law enforcement operations as assigned.

Created By : JOSEPH FETTY

08/06/2018 2:33PM

ODPS Mission Statement

Description :ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

08/06/2018 1:32PM

ODPS Purpose of Position

Description :Please refer to the appropriate classification specification for the purpose of position statement.

Created By : Profile

08/06/2018 1:32PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

██████████ treats the public in a polite manner, and is professional in his daily operations. ██████████ interacts well with others at the post level, and understands the needs of the internal and external customer.

Manager Comments: ██████████ is professional in his interactions with the public and supervision. ██████████ timeliness of report submissions is meeting expectations. However, his reports still require corrections before final approval, which decreases his timeliness. ██████████ is encouraged to review his reports prior to submitting them to improve in this area.

Created By : Template

08/06/2018 1:32PM

Last Modified By : JOSEPH FETTY

09/24/2018 2:12PM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

Description :Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] can record, store, and document information related to his dash cam videos. He can also maintain case and impaired driver files at the post level. However when recording information [REDACTED] takes more time than the other units on his shift to process and complete reports. [REDACTED] is showing improvement with content. [REDACTED] still requires corrections on submissions, both crash and impaired drivers. The degree of correction is improving, and he is encouraged to continue forward progress in this area.

Created By : Profile 08/06/2018 1:32PM

Last Modified By : JOSEPH FETTY 09/27/2018 12:01PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description :Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Employee Measurement :

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] has been on the [REDACTED] shift the majority of the evaluation period. [REDACTED] has shown his ability to handle traffic stops, however, there have been some officer safety issues during this evaluation period. These were addressed in performance plans throughout the year. [REDACTED] sometimes fails to recognize differences in statements and fails to ask the appropriate follow up questions to gain clarification to situations he is dealing with. [REDACTED] is encouraged to slow down, assess the incident, and ask the appropriate questions to clarify the incident he is handling.

Created By : Profile 08/06/2018 1:32PM

Last Modified By : JOSEPH FETTY 09/27/2018 12:01PM

EVALUATE INFO FOR COMPLIANCE

Description :Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] can identify probable cause to initiate traffic stops. He can do basic traffic enforcement, issue warnings, defects, and traffic citations. [REDACTED] asks pertinent questions, but sometimes fails to ask follow-up questions when the responses from the violators require further

investigation. [REDACTED] is encouraged to seek assistance in this area when needed.

Created By : Profile 08/06/2018 1:32PM

Last Modified By : JOSEPH FETTY 09/27/2018 1:11PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 2. Needs Improvement

Manager Comments: [REDACTED] still requires guidance on his day to day operations. He is starting to show an increase in traffic stops since he has recently changed shifts. He has shown progress in the areas of OVI arrests and questioning individuals during certain reports or cases, but needs to ask pertinent follow up questions in more involved investigations. [REDACTED] has not displayed a consistent level of competency in self-initiated impaired driver detection during the evaluation period. [REDACTED] received specific training at the Academy, and supervisory ride time in an effort to improve his success in OVI enforcement and report writing. After this training, [REDACTED] has shown some improvement in report writing and very little improvement in self-initiated OVI enforcement. [REDACTED] has the least amount of success out of his peers on the [REDACTED] shift in OVI enforcement.

Participant Feedback			
Participant	Role	Rating	Results
JEFFERY BERNARD	Nominator	1. Does Not Meet	[REDACTED] has not displayed a level of competency during the evaluation period. [REDACTED] received specific training at the Academy and supervisory ride time in an effort to improve his success in OVI enforcement and report writing. After this training, [REDACTED] has shown little improvement in report writing and very little improvement in OVI enforcement. [REDACTED] has the least amount of success out of his peers on the [REDACTED] shift in OVI enforcement.
ROBERT BODO	Nominator	2. Needs Improvement	[REDACTED] still needs guidance on his day to day operations. I think he is starting to show some improvement on his traffic stops as he has now changed shifts. He has to

			become more comfortable in the areas of OVI arrests and questioning individuals for certain reports or cases.	

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

"Contributing to a Safer Ohio" - Performance Expectation

Description :The "Contributing to a Safer Ohio" performance expectation centers on the employee fulfilling the agency's mission by performing job duties accurately and timely resulting in the achievement of division, section, or unit goals. The employee must demonstrate the understanding of the agency's mission by preserving, promoting and providing safety and/or services to the citizens of Ohio. The evaluation should include examples of how the employee shows commitment and contribution to the division, section, or unit objectives and/or initiatives.

Employee Measurement :

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] was on [REDACTED] shift for the majority of this evaluation period impaired driver enforcement.

Created By : Profile 08/06/2018 1:32PM

Last Modified By : JOSEPH FETTY 09/24/2018 3:07PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY				
<p>Manager Rating: 2. Needs Improvement</p> <p>Manager Comments: [REDACTED] was the lowest on his shift for initiating, detecting and processing impaired drivers.</p>				
Participant Feedback				
Participant	Role	Rating	Results	

JEFFERY BERNARD	Nominator	1. Does Not Meet	██████████ has not met the goals and expectations of the Division.
ROBERT BODO	Nominator	2. Needs Improvement	██████████ still has a great deal of room to grow within his job duties. He needs to stay focused and concentrate on the agency's goals and focus on those areas.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: ██████████ is a polite and well mannered trooper who enjoys helping the public. He can manage basic traffic patrol and enforcement. However, ██████████ has not demonstrated the knowledge skills and abilities to produce impaired driver arrests in a consistent manner on his own. ██████████ has been given individualized training in the area of impaired driver arrests, and report writing. Some of ██████████ reports still require corrections prior to being submitted to the courts. ██████████ is showing some increase in this area, and needs to be more efficient with his processing times. ██████████ takes longer than those on his shift to process and complete basic reports. ██████████ has to be guided by supervision to be off post during peak times, and to expedite his follow-up on incidents. ██████████ has shown increase in some of the areas listed, however still has room to improve. ██████████ is currently working a ██████ shift, and is showing marked improvements in his traffic enforcement.

Participant Feedback			
Participant	Role	Rating	Results
JEFFERY BERNARD	Nominator	Not Applicable	
ROBERT BODO	Nominator	Not Applicable	██████████ needs to focus becoming more comfortable with his job duties. He needs to ask questions and watch how the more experienced units handle certain situations.

			<p>██████████ has had a lot of individualized training and he needs to make sure he focuses on what has been presented to him in these training sessions.</p>

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :Has a Career Development Plan been generated for the rated employee?

Manager Rating: No
Manager Comments:

Created By : Template 08/06/2018 1:32PM
Last Modified By : JOSEPH FETTY 09/24/2018 3:07PM

PERFORMANCE PLAN CONFIRMATION

Description :Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: No
Manager Comments:

Created By : Template 08/06/2018 1:32PM
Last Modified By : JOSEPH FETTY 09/24/2018 3:07PM

Section 10 - APPROVALS SECTION

██████████ JOSEPH FETTY 10/01/2018

██████████ STEVEN RINE 10/01/2018

██████████ Kathleen Robson

10/01/2018

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ is slowly showing an increase in his report writing, and now that he is on another shift, his operational activity is increasing.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████████ continues to improve and develop his operational skills and performance. ██████████ must continue to focus his work efforts towards operational areas that still require improvement. District staff encourages him to continue working hard and contributing to the Post and to the District goals.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	JOSEPH FETTY	08/06/2018 1:32:04PM
Acknowledged By :	[REDACTED]	10/12/2018 2:39:06PM
Completed By :	JOSEPH FETTY	10/12/2018 2:46:17PM
Last Modified By :	JOSEPH FETTY	10/12/2018 2:46:17PM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOSEPH FETTY
Period: 10/01/2018 - 09/30/2019
Document ID: 314932
Due Date: 09/15/2019

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290741
Job Code :	26711
Supervisor ID :	[REDACTED]
	D7 POST 41 STEUBENVILLE

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

07/26/2019 12:40PM

ODPS Purpose of Position

Description :

Please refer to the appropriate classification specification for the purpose of position statement.

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] shows admirable professionalism with customer interactions involving the public as well as co-workers. [REDACTED] understands the needs of the internal and external customers, and shows professionalism when dealing with the public and post personnel. [REDACTED] displays the basic job functions, however, as situations arise he sometimes has difficulty interpreting and applying procedure to these incidents. [REDACTED] does handle situations and seeks guidance from supervision when needed.

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

Description :

Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] obtains information and enters data. He maintains records of incidents and details it in documentation for use at correct times. [REDACTED] sometimes has problems navigating and understanding the needs of software programs utilized by the division, needing assistance in completing entries correctly. He understands what is being asked of him but sometimes has difficulty completing tasks and conveying information clearly and concisely.

Created By : Profile 07/26/2019 12:40PM
Last Modified By : KRYSTEN MCELFRISH 03/31/2026 3:49PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description :

Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: When responding to, and during incidents, [REDACTED] takes his time when talking to people. His demeanor is very professional and [REDACTED] has an uncanny ability to quickly build a rapport with those he speaks with. At times, [REDACTED] can focus too much on conversation where awareness and officer safety are lessened. [REDACTED] needs to remain cognizant of his surroundings while multitasking.

Created By : Profile 07/26/2019 12:40PM
Last Modified By : KRYSTEN MCELFRISH 03/31/2026 3:49PM

EVALUATE INFO FOR COMPLIANCE

Description :

Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] basic job knowledge sometimes hampers his abilities in dissecting events and applying policy and the Ohio Revised Code to the incident for a resolution. For [REDACTED] tenure, his level of job knowledge should be higher to assist him in making his own decisions based upon division policy and the Ohio Revised Code.

Created By : Profile 07/26/2019 12:40PM

Last Modified By : KRYSTEN MCELFRISH 03/31/2026 3:49PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] gathers needed information and takes appropriate action to complete the customer interaction. He has a basic knowledge base but lacks a comprehensive knowledge and sometimes requires supervisory oversight. [REDACTED] in encouraged to consistently improve his knowledge, skills and abilities on his own time, and request training to assist him with increasing his overall knowledge.

Participant Feedback			
Participant	Role	Rating	Results
EDWARD FRANKE	Nominator		[REDACTED] gathers needed information and takes appropriate action to complete the customer interaction. He has a knowledge base but lacks a comprehensive knowledge which can be utilized without constant research and supervision oversight. [REDACTED] in encouraged to consistently improve his knowledge, skills and abilities.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

"Contributing to a Safer Ohio" - Performance Expectation

Description :

The "Contributing to a Safer Ohio" performance expectation centers on the employee fulfilling the agency's mission by performing job duties accurately and timely resulting in the achievement of division, section, or unit goals. The employee must demonstrate the understanding of the agency's mission by preserving, promoting and providing safety and/or services to the citizens of Ohio. The evaluation should include examples of how the employee shows commitment and contribution to the division, section, or unit objectives and/or initiatives.

Employee Measurement :

Manager Rating: 1. Does Not Meet

Manager Comments: [REDACTED] contributes to the Division's mission by initiating customer contacts, and assisting motorists who become disabled. He does need to focus on a goal in line with his shift. [REDACTED] has been on the [REDACTED] shift for the majority of his evaluation period and has shown difficulty in functioning at a comparable level with his peers.

Created By : Profile 07/26/2019 12:40PM

Last Modified By : KRYSTEN MCELFRISH 03/31/2026 3:49PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 2. Needs Improvement

Manager Comments:

[REDACTED] is the lowest operationally performing unit at the post. He needs to maintain consistency with contacts and a working knowledge to coincide with his ability to exhibit a positive image to the public [REDACTED] [REDACTED] requires supervision and is encouraged to develop his knowledge

base and check his own work to enhance his performance as it relates to the post and district goals.

Participant Feedback			
Participant	Role	Rating	Results
EDWARD FRANKE	Nominator	2. Needs Improvement	<p>██████████ shows that he is committed to the mission of the Division and goals. He needs to maintain consistency with contacts and a working knowledge to coincide with his ability to exhibit a positive image to the public. ██████████ requires supervision and is encouraged to expound his knowledge base and check his own work to enhance his performance.</p>

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY			
<p>Manager Rating: 3. Meets Expectations</p> <p>Manager Comments:</p> <p>██████████ performs his duties with a professional demeanor. He continually assists coworkers and customers, building a reputation honorable for the division. ██████████ needs to improve on the timeliness and overall product of his work and decision-making. He is encouraged to research, innovate and manage ways to improve his organization and overall effectiveness.</p>			
Participant Feedback			
Participant	Role	Rating	Results

Created By : Template

07/26/2019 12:40PM

Last Modified By : JOSEPH FETTY

08/28/2019 2:31PM

Section 10 - APPROVALS SECTION

██████████ JOSEPH FETTY 09/04/2019

██████████ WILLIAM BOYD 09/23/2019

██████████ Kathleen Robson 09/23/2019

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ needs to be a consistent performer at the post. He needs to be proactive in a post or district goal, and show improvement in his operations. ██████████ needs to develop his overall knowledge of the Ohio Revised Code and division policy to assist him in handling incidents independently, without having to seek supervisory assistance.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████████ should set personal goals to be in line with goals and expectations of the post and district. He should build on his strengths and work to improve weaknesses in order to be well rounded and meet all expectations of post supervision and the Division.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	JOSEPH FETTY	07/26/2019 12:40:12PM
Acknowledged By :	[REDACTED]	10/10/2019 3:03:26PM
Completed By :	KRYSTEN MCELFRSH	03/31/2026 3:49:14PM
Last Modified By :	KRYSTEN MCELFRSH	03/31/2026 3:49:14PM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: WILLIAM BOYD
Period: 10/01/2019 - 09/30/2020
Document ID: 359192
Due Date: 09/15/2020

EMPLOYEE DATA

Empl ID :	[REDACTED]	
Agency :	Dept of Public Safety	
Division :	DPS290741	D7 POST 41 STEUBENVILLE
Job Code :	26711	
Supervisor ID :	Vacant	

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

06/25/2020 12:56PM

ODPS Purpose of Position

Description :Please refer to the appropriate classification specification for the purpose of position statement.

Created By : Profile

06/25/2020 12:56PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] shows professionalism in his customer interactions involving the public and his co-workers. [REDACTED] has difficulty of applying knowledge in certain situations. [REDACTED] does handle situations when they arise and does seek supervisory assistance when needed.

Created By : Template 06/25/2020 12:56PM

Last Modified By : WILLIAM BOYD 09/15/2020 8:38AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

Description :Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] does gather information and enters the information from incidents. He maintains and records information needed also. [REDACTED] sometimes has difficulty with the programs used by the division and entering the information correctly.

Created By : Profile 06/25/2020 12:56PM

Last Modified By : WILLIAM BOYD 09/15/2020 8:38AM

IDENTIFY ACTIONS/OBJS/EVENTS

Description :Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] takes his time and his demeanor is professional when dealing with people. [REDACTED] needs to continue to focus on changes in circumstances in certain events and situations. He needs to work on recognizing these changes as he is placed in situations where he has to multitask. He needs to focus on detecting changes when different scenarios are placed in front of him at one time. His focus in this area will prevent him from future problems relevant to this area.

Created By : Profile 06/25/2020 12:56PM
Last Modified By : WILLIAM BOYD 10/06/2020 1:30PM

EVALUATE INFO FOR COMPLIANCE

Description :Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has the basic working knowledge of the Ohio Revised Code for certain situations. [REDACTED] needs to continue to work towards more confidence when applying the Ohio Revised Code and policy in certain situations.

Created By : Profile 06/25/2020 12:56PM
Last Modified By : WILLIAM BOYD 09/15/2020 8:38AM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] gathers needed information and takes appropriate action to complete the customer interaction. Trooper is encouraged to improve on his knowledge, skills and abilities and focus on his operational efforts and development.

Participant Feedback

Participant	Role	Rating	Results
ROBERT BODO	Nominator	3. Meets Expectations	██████████ gathers needed information and takes appropriate action to complete the customer interaction. Trooper is encouraged to improve on his knowledge, skills and abilities.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

Criminal interdiction

Description ██████████ will work to be operationally effective in criminal interdiction.

Employee Measurement ██████████ will be successful in this goal if he is active in criminal interdiction.

Manager Rating: 2. Meets Expectations

Manager Comments: ██████████ was active in criminal patrol. He is encouraged to continue work to be successful.

Created By : WILLIAM BOYD 10/06/2020 1:25PM

Last Modified By : WILLIAM BOYD 10/06/2020 1:27PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: ██████████ was active in criminal interdiction. He needs to continue working towards the post and Division goals ██████████ needs to concentrate on maintaining his working knowledge to coincide with his ability to exhibit a positive image in public.

Participant Feedback

Participant	Role	Rating	Results

ROBERT BODO	Nominator	3. Meets Expectations	██████████ needs to continue working towards the post and division goals. ██████████ needs to concentrate on maintaining his working knowledge to coincide with his ability exhibit a positive image in public. T

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: ██████████ is professional in his duties and demeanor. He is very interactive with other units at the post. ██████████ needs to continue to work on his overall work product and knowledge. He is encouraged to work on his organization and overall effectiveness.

Participant Feedback			
Participant	Role	Rating	Results
ROBERT BODO	Nominator	Not Applicable	██████████ is professional in his duties and demeanor. He is very interactive with other units at the post. ██████████ needs to continue to work on his overall work product and knowledge. He is encouraged to work on his organization and overall effectiveness.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :Has a Career Development Plan been generated for the rated employee?

Manager Rating: No
Manager Comments:

Created By : Template 06/25/2020 12:56PM
Last Modified By : WILLIAM BOYD 09/15/2020 8:38AM

PERFORMANCE PLAN CONFIRMATION

Description :Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: No
Manager Comments:

Created By : Template 06/25/2020 12:56PM
Last Modified By : WILLIAM BOYD 10/06/2020 1:30PM

Section 10 - APPROVALS SECTION

██████████ WILLIAM BOYD 10/06/2020

██████████ ANNE RALSTON 10/14/2020

██████████ ANGELA LANG 10/14/2020

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's

Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ should set goals for himself both in his personal development and operationally. He is professional and provides good customer focus, but needs to employ his abilities to his operational efforts.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████ has shown consistency during this evaluation period. During the upcoming evaluation period, he should put his training and knowledge to use and demonstrate ownership of the Patrol's mission.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	JOSEPH FETTY	06/25/2020 12:56:22PM
Transferred From :	JOSEPH FETTY	08/10/2020 11:49:18AM
Transferred To :	WILLIAM BOYD	08/10/2020 11:49:18AM
Transferred By :	JANET JACKSON	08/10/2020 11:49:18AM
Acknowledged By :	████████████████████	10/29/2020 2:04:20PM
Completed By :	WILLIAM BOYD	10/29/2020 11:04:56PM
Last Modified By :	WILLIAM BOYD	10/29/2020 11:04:56PM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: ROBERT BODO
Period: 10/01/2020 - 09/30/2021
Document ID: 410458
Due Date: 09/15/2021

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290741
Job Code :	26711
Supervisor ID :	[REDACTED]
	D7 POST 41 STEUBENVILLE

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

08/11/2021 3:00PM

ODPS Purpose of Position

Description :

Please refer to the appropriate classification specification for the purpose of position statement.

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] treats the public in a polite manner and is professional in his daily operations. [REDACTED] interacts well with others at the post level and understands the needs of the internal and external customer. [REDACTED] is professional in his interactions with the public and supervisor [REDACTED] completes his reports in a timely manner. However some reports require some correction. [REDACTED] is encouraged to proofread his reports before submission.

Created By : Template

08/11/2021 3:00PM

Last Modified By : ROBERT BODO

09/14/2021 3:40PM

DIVERSITY AND INCLUSION

Description :

Displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others.

Diversity is the human variety of experiences, identities, and perspectives that our employees bring to state employment.

Inclusion is the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] continues to display and has an understanding of individual differences and viewpoints that impact everyone at the workplace and how it affects the ones we serve. [REDACTED] continues to practice inclusion and applies this to his daily duties both at the workplace and with the public.

Created By : Template 08/11/2021 3:00PM

Last Modified By : ROBERT BODO 09/15/2021 12:09PM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

Description :

Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] can record, store and document information related to his investigations. He can maintain case and impaired driver files at the post level. [REDACTED] does take more time than others to complete reports. [REDACTED] has shown improvement on the content he places in his reports. [REDACTED] is encouraged to continue forward progress in this area.

Created By : Profile 08/11/2021 3:00PM

Last Modified By : ROBERT BODO 09/22/2021 3:09PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description :

Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] takes his time and deals with people in a professional manner. [REDACTED] needs to focus on recognizing changes and differences during his traffic stops. [REDACTED] is encouraged to keep taking his time on traffic stops, assess the incident and ask the appropriate questions to clarify the incident he is addressing.

Created By : Profile 08/11/2021 3:00PM
Last Modified By : ROBERT BODO 09/15/2021 12:31PM

EVALUATE INFO FOR COMPLIANCE

Description :

Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has the basic knowledge of the Ohio Revised Code and division policy. [REDACTED] needs to continue becoming more confident and familiar when applying the Ohio Revised Code in certain situations. [REDACTED] is encouraged to seek assistance in this area when needed.

Created By : Profile 08/11/2021 3:00PM
Last Modified By : ROBERT BODO 09/15/2021 12:35PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ has become more proactive in traffic stops over the evaluation period. ██████████ needs to become more consistent in his questioning during certain situations. ██████████ is encouraged to improve his knowledge, skills and abilities and continue to focus on his operational efforts and development.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

"Contributing to a Safer Ohio" - Performance Expectation

Description :

The "Contributing to a Safer Ohio" performance expectation centers on the employee fulfilling the agency's mission by performing job duties accurately and timely resulting in the achievement of division, section, or unit goals. The employee must demonstrate the understanding of the agency's mission by preserving, promoting and providing safety and/or services to the citizens of Ohio. The evaluation should include examples of how the employee shows commitment and contribution to the division, section, or unit objectives and/or initiatives.

Employee Measurement :

██████████ will contribute to a safer Ohio by becoming more active in criminal interdiction.

Manager Rating: 2. Meets Expectations

Manager Comments: ██████████ is currently working the ██████ shift. ██████████ is encouraged to look beyond the initial reason for the stop. ██████████ is also encouraged to focus on his questioning which will allow him to become more successful in criminal interdiction. This will allow him to be more successful in this goal.

Created By : ROBERT BODO 09/15/2021 12:40PM

Last Modified By : ROBERT BODO 09/22/2021 3:18PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] has become more active in impaired driver enforcement. He needs to continue this and stay focus working towards post and division goals. [REDACTED] needs to continue working on his knowledge of the job.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] is a polite and well mannered trooper who enjoys helping the public. [REDACTED] is professional and projects a positive image for the division. [REDACTED] interacts well with his peers along with supervision. [REDACTED] need to continue to work on his overall work product and knowledge. He is encouraged to work on his organization and overall effectiveness.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

Has a Career Development Plan been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template 08/11/2021 3:00PM

Last Modified By : ROBERT BODO 09/15/2021 1:49PM

PERFORMANCE PLAN CONFIRMATION

Description :

Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: No
Manager Comments:

Created By : Template 08/11/2021 3:00PM

Last Modified By : ROBERT BODO 09/15/2021 1:49PM

Section 10 - APPROVALS SECTION

██████████ ROBERT BODO 09/22/2021

██████████ WILLIAM BOYD 09/23/2021

██████████ KRYSTEN MCELFRISH 09/23/2021

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ needs to continue to work on his professional operations and focus on his personal development. He needs to continue progressing and put his training and knowledge to use. He is professional and provides good customer focus.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████████ displays a professional image of himself and the organization. He should set goals for himself and provide a focused effort operationally to impact the criminal element, seatbelt enforcement, and crash causing violations in the post area.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History			
Created By :	ROBERT BODO	08/11/2021	3:00:30PM
Acknowledged By :	[REDACTED]	10/21/2021	2:27:25PM
Completed By :	System	10/21/2021	2:27:25PM
Last Modified By :	System	10/21/2021	2:27:25PM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: ROBERT BODO
Period: 10/01/2021 - 09/30/2022
Document ID: 458118
Due Date: 09/15/2022

EMPLOYEE DATA

Empl ID :	[REDACTED]	
Agency :	Dept of Public Safety	
Division :	DPS290741	D7 POST 41 STEUBENVILLE
Job Code :	26711	
Supervisor ID :	[REDACTED]	

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

09/14/2022 10:31AM

ODPS Purpose of Position

Description :

Please refer to the appropriate classification specification for the purpose of position statement.

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ treats the public in a polite manner and is professional in his daily encounters with them. ██████████ interacts well with other at the post level and he understands the needs of the internal and external customers. ██████████ is timely in his response to the public and ██████████ uses customer feedback to evaluate his practices on a daily basis.

Created By : Template

09/14/2022 10:31AM

Last Modified By : ROBERT BODO

09/29/2022 8:30AM

DIVERSITY AND INCLUSION

Description :

Displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others.

Diversity is the human variety of experiences, identities, and perspectives that our employees bring to state employment.

Inclusion is the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] continues to display and has an understanding of individual differences and viewpoints that impact everyone at the workplace and how it affects the ones we serve. [REDACTED] continues to practice inclusion and applies this to his daily duties both at the workplace and with the public.

Created By : Template 09/14/2022 10:31AM

Last Modified By : ROBERT BODO 09/29/2022 8:32AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] gathers needed information and takes appropriate action to complete the customer interaction. [REDACTED] is encouraged to improve on his overall knowledge and skills and focus on his operational efforts and development.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

OSP GOAL - Leadership & Followership

Description :

Serves as a positive proponent of the Division's mission; Addresses issues in a professional manner and leads others to approach issues in the same manner; Avoids situations that reflect negatively on the Division; Treats others in a respectful manner; Gains the respect of others through actions and attitude.

Exceeds: Effectively supports the establishment of clear mission statements in which the organizational vision can be easily understood by all levels of the organization; identifies potential conflict situations and addresses them before it escalates; is seen by others as a trustworthy person; readily gains the respect of others, resulting in positive influence without formal authority.

Meets: Demonstrates a persuasive understanding of the organizational mission; identifies conflict situations as they arise and addresses them; exercises formal and informal influence without leadership authority.

Does Not Meet: Does not communicate or share a clear message to support the organizational mission; does not consistently identify conflict situations as they arise or address them in a timely manner; lacks the ability to exercise influence as a formal or informal leader; tends to rely more on positional influence, does not gain the respect of others.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has an understanding of the organizations mission and can identify conflict situations [REDACTED] exercises formal and informal leadership on occasion. [REDACTED] is encouraged to work on increasing his formal and informal leadership skills which will allow him to gain more respect of others.

Created By : ROBERT BODO 09/14/2022 10:31AM

Last Modified By : ROBERT BODO 09/29/2022 9:03AM

OSP GOAL - Safety & Decision Making

Description :

Uses sound tactics and practices that emphasize safety when performing routine and non-routine job duties; Maintains good situational awareness at all times; Considers both officer and Division risk during daily duties; Makes timely, informed, and ethical decisions that take into account all available facts; Keeps composure in stressful situations while maintaining professionalism.

Exceeds: Is cognizant of inherent risks and works to minimize risk; makes good decisions based on the totality of the circumstances and is able to articulate why that action was taken; remains calm when dealing with the public under conditions of stress while calming down others through words or actions; shows adaptability and openness to new ideas from a variety of sources when facing obstacles.

Meets: Is aware of risks and tries to minimize the amount of risk exposure; makes sound decisions that are in the best interest of the Division; remains calm when dealing with the public; shows adaptability when facing obstacles.

Does Not Meet: Takes unnecessary risks and put themselves in avoidable situations; is not able to make decisions without guidance from supervision; loses composure when interacting with the public; is unable to adapt when facing obstacles and gets frustrated.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is aware of risks and tries to minimize the risk exposure. [REDACTED] makes sound decisions and that are in best interest of the division. [REDACTED] remains calm when dealing with the public and adapts when facing obstacles.

Created By : ROBERT BODO 09/14/2022 10:31AM
Last Modified By : ROBERT BODO 09/29/2022 9:27AM

OSP GOAL - Operational Focus & Efficiency

Description :

Actively patrols roadways in order to enforce traffic laws and promote traffic safety; Coordinates the operation of criminal investigations; Provides law enforcement services on state-owned and leased property; Participates in Division identified programs to meet the organization's goals; Properly investigates calls for service, in their area of responsibility.

Exceeds Expectations: Is self-motivated to promote traffic safety in all actions and sells traffic safety in all encounters with the public; coordinates all aspects of criminal investigations to ensure the case is properly handled; identifies potential security issues and mitigates the issue or notifies supervision immediately; ensures all work product is thorough that requires minimal follow-up.

Meets Expectations: Is self-motivated to promote traffic safety; conducts criminal investigations; maintains security for assigned posts; ensure all work product is complete; participates in Division programs.

Does Not Meet: Needs continuous motivation to promote traffic safety; needs assistance with criminal investigations and constant supervisory assistance; has to be continuously told to monitor security assignments; work product requires continual follow-up; needs constant reminders to participate in Division programs.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is self motivated to promote traffic safety and he does participate in division programs. [REDACTED] occasionally needs reinforcement from supervision to continue this. [REDACTED] conducts criminal investigations and completes them in timely manner. [REDACTED] does require oversight and assistance on occasion from supervision when completing investigations in a thorough manner.

Created By : ROBERT BODO 09/14/2022 10:31AM
Last Modified By : ROBERT BODO 09/29/2022 9:40AM

OSP GOAL - Position & Procedural Knowledge

Description :

Understands and applies knowledge of relevant laws, Division policy and procedure, and techniques to performing position duties; familiar with all available Division capabilities; demonstrates proficiency in use of all Division equipment; ensures effective administrative processes within position responsibilities.

Exceeds Expectations: Independently studies new laws, procedures, and updates, and seeks clarification when necessary; takes care of all Division equipment and promptly reports issues to supervision; knows and uses the resources available throughout the Division; handles all administrative functions with little to no oversight necessary.

Meets Expectations: In a timely manner, reads new internal rules, procedures, and updates when they are provided; takes care of all Division equipment; knows resources available throughout the Division but does not always use them to their full potential; handles administrative functions but needs some supervisory oversight.

Does Not Meet: Needs continuous reminders to read new laws, procedures, or updates in a timely manner; does not consistently check all equipment to ensure proper functioning or report issues to supervision; does not know resources available throughout the Division; needs constant supervisory oversight.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] reads new internal rules, policies and updates when they are provided to him. [REDACTED] takes care of all his division issued equipment. [REDACTED] is aware of the resources offered by the division but does not always use them to their full potential. [REDACTED] has the ability to handle some administrative functions but does require supervisory oversight.

Created By : ROBERT BODO 09/14/2022 10:31AM

Last Modified By : ROBERT BODO 09/29/2022 9:43AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] needs to continue to work towards post and division goals needs to concentrate on maintaining his working knowledge and is encouraged to continue to ask questions to gain more insight on topics from his supervisors.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ is professional in his duties and demeanor. He is interactive with others at the post and with members of the community.

██████████ is encouraged to work on his job knowledge and overall work product. ██████████ needs to be more efficient so he can increase his proactive time on the road. ██████████ has had individualized training over the past year and he needs to build of the training he has received.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

Has a Career Development Plan been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template 09/14/2022 10:31AM

Last Modified By : ROBERT BODO 09/29/2022 10:05AM

PERFORMANCE PLAN CONFIRMATION

Description :

Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template

09/14/2022 10:31AM

Last Modified By : ROBERT BODO

09/29/2022 10:05AM

Section 10 - APPROVALS SECTION

██████████ ROBERT BODO 09/29/2022

██████████ WILLIAM BOYD 10/07/2022

██████████ CASSANDRA DESKINS-TAYLOR 10/07/2022

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ is encouraged to improve and develop his operational skills and performance. ██████████ needs to stay dedicated and focused on improving his operational efficiency.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	ROBERT BODO	09/14/2022 10:31:58AM
Acknowledged By :	[REDACTED]	11/07/2022 4:17:16PM
Completed By :	System	11/07/2022 4:17:16PM
Last Modified By :	System	11/07/2022 4:17:16PM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: ROBERT BODO
Period: 10/01/2022 - 09/30/2023
Document ID: 494091
Due Date: 09/15/2023

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290741
Job Code :	26711
Supervisor ID :	[REDACTED]
	D7 POST 41 STEUBENVILLE

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

08/09/2023 11:11AM

ODPS Purpose of Position

Description :

Please refer to the appropriate classification specification for the purpose of position statement.

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has customer service in mind during his day to day operations. [REDACTED] treats everyone with respect and he demonstrates professionalism in his duties. [REDACTED] knows when to seek guidance from a supervisor when he needs assistance making a decision.

Created By : Template

08/09/2023 11:11AM

Last Modified By : ROBERT BODO

09/18/2023 1:46PM

DIVERSITY AND INCLUSION

Description :

Displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others.

Diversity is the human variety of experiences, identities, and perspectives that our employees bring to state employment.

Inclusion is the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] continues to display and has an understanding of individual differences and viewpoints that impact everyone at the workplace. [REDACTED] also is aware on how this affects the ones we serve on a daily basis. [REDACTED] continues to practice inclusion and applies this to his daily duties both at the workplace and with the public.

Created By : Template 08/09/2023 11:11AM

Last Modified By : ROBERT BODO 09/20/2023 8:23AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] gathers needed information and takes appropriate action to complete the customer interaction. [REDACTED] needs to focus on what information is relevant and what information is irrelevant which will allow him to process items quicker. [REDACTED] is encouraged to improve on his overall knowledge and skills and focus on his operational efforts and development.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

OSP GOAL - Leadership & Followership

Description :

Serves as a positive proponent of the Division's mission; Addresses issues in a professional manner and leads others to approach issues in the same manner; Avoids situations that reflect negatively on the Division; Treats others in a respectful manner; Gains the respect of others through actions and attitude.

Exceeds: Effectively supports the establishment of clear mission statements in which the organizational vision can be easily understood by all levels of the organization; identifies potential conflict situations and addresses them before it escalates; is seen by others as a trustworthy person; readily gains the respect of others, resulting in positive influence without formal authority.

Meets: Demonstrates a persuasive understanding of the organizational mission; identifies conflict situations as they arise and addresses them; exercises formal and informal influence without leadership authority.

Does Not Meet: Does not communicate or share a clear message to support the organizational mission; does not consistently identify conflict situations as they arise or address them in a timely manner; lacks the ability to exercise influence as a formal or informal leader; tends to rely more on positional influence, does not gain the respect of others.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has an understanding of the organizations mission and can identify conflict situations. [REDACTED] exercises formal and informal leadership on occasion. [REDACTED] is encouraged to work on increasing his formal and informal leadership authority.

Created By : ROBERT BODO 08/09/2023 11:11AM

Last Modified By : ROBERT BODO 09/18/2023 2:01PM

OSP GOAL - Safety & Decision Making

Description :

Uses sound tactics and practices that emphasize safety when performing routine and non-routine job duties; Maintains good situational awareness at all times; Considers both officer and Division risk during daily duties; Makes timely, informed, and ethical decisions that take into account all available facts; Keeps composure in stressful situations while maintaining professionalism.

Exceeds: Is cognizant of inherent risks and works to minimize risk; makes good decisions based on the totality of the circumstances and is able to articulate why that action was taken; remains calm when dealing with the public under conditions of stress while calming down others through words or actions; shows adaptability and openness to new ideas from a variety of sources when facing obstacles.

Meets: Is aware of risks and tries to minimize the amount of risk exposure; makes sound decisions that are in the best interest of the Division; remains calm when dealing with the public; shows adaptability when facing obstacles.

Does Not Meet: Takes unnecessary risks and put themselves in avoidable situations; is not able to make decisions without guidance from supervision; loses composure when interacting with the public; is unable to adapt when facing obstacles and gets frustrated.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is aware of risks and tries to minimize the risk of exposure. [REDACTED] is capable of making sound decisions that are in the best interest of the division. He remains calm when dealing with the public and adapts when facing obstacles.

Created By : ROBERT BODO 08/09/2023 11:11AM
Last Modified By : ROBERT BODO 09/18/2023 2:03PM

OSP GOAL - Operational Focus & Efficiency

Description :

Actively patrols roadways in order to enforce traffic laws and promote traffic safety; Coordinates the operation of criminal investigations; Provides law enforcement services on state-owned and leased property; Participates in Division identified programs to meet the organization's goals; Properly investigates calls for service, in their area of responsibility.

Exceeds Expectations: Is self-motivated to promote traffic safety in all actions and sells traffic safety in all encounters with the public; coordinates all aspects of criminal investigations to ensure the case is properly handled; identifies potential security issues and mitigates the issue or notifies supervision immediately; ensures all work product is thorough that requires minimal follow-up.

Meets Expectations: Is self-motivated to promote traffic safety; conducts criminal investigations; maintains security for assigned posts; ensure all work product is complete; participates in Division programs.

Does Not Meet: Needs continuous motivation to promote traffic safety; needs assistance with criminal investigations and constant supervisory assistance; has to be continuously told to monitor security assignments; work product requires continual follow-up; needs constant reminders to participate in Division programs.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is self motivated to promote traffic safety and he does participate in division programs. [REDACTED] occasionally needs reinforcement from supervisors on this [REDACTED] conducts criminal investigations and completes them in a timely manner. [REDACTED] does require supervisory assistance on occasion to make sure the reports are completed in a thorough manner.

Created By : ROBERT BODO 08/09/2023 11:11AM
Last Modified By : ROBERT BODO 09/18/2023 2:36PM

OSP GOAL - Position & Procedural Knowledge

Description :

Understands and applies knowledge of relevant laws, Division policy and procedure, and techniques to performing position duties; familiar with all available Division capabilities; demonstrates proficiency in use of all Division equipment; ensures effective administrative processes within position responsibilities.

Exceeds Expectations: Independently studies new laws, procedures, and updates, and seeks clarification when necessary; takes care of all Division equipment and promptly reports issues to supervision; knows and uses the resources available throughout the Division; handles all administrative functions with little to no oversight necessary.

Meets Expectations: In a timely manner, reads new internal rules, procedures, and updates when they are provided; takes care of all Division equipment; knows resources available throughout the Division but does not always use them to their full potential; handles administrative functions but needs some supervisory oversight.

Does Not Meet: Needs continuous reminders to read new laws, procedures, or updates in a timely manner; does not consistently check all equipment to ensure proper functioning or report issues to supervision; does not know resources available throughout the Division; needs constant supervisory oversight.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] does read updates on new rules and policy updates when they are provided to him. [REDACTED] has his equipment in good working order and immediately notifies supervision if there is an issue. [REDACTED] has the ability to handle some administrative functions but supervisory oversight is required.

Created By : ROBERT BODO 08/09/2023 11:11AM

Last Modified By : ROBERT BODO 09/20/2023 8:26AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] needs to continue to work towards post and division goals. [REDACTED] is encouraged to ask questions when he is faced with something he is unfamiliar with or he has questions on. [REDACTED] is also encouraged to continue to gain knowledge and work with his supervisors to gain more insight on certain subjects which will benefit himself on the road.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ is professional when he interacts with post personnel and with the public. ██████████ is well respected in the community as he continues to provide good interactions during speech details. ██████████ needs to concentrate on his overall work product which will make him more efficient. Gathering the relevant information will allow him to maximize his time and complete task in a more timely manner.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

Has a Career Development Plan been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template 08/09/2023 11:11AM

Last Modified By : ROBERT BODO 09/18/2023 2:51PM

PERFORMANCE PLAN CONFIRMATION

Description :

Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template 08/09/2023 11:11AM
Last Modified By : ROBERT BODO 09/18/2023 2:51PM

Section 10 - APPROVALS SECTION

██████████ ROBERT BODO 09/20/2023

██████████ SCOTT LOUIVE 09/21/2023

██████████ KRISTIN HARRIS 09/22/2023

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's
Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ is encouraged to improve on his operational efficiency which will allow him to be more productive in his daily duties.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	ROBERT BODO	08/09/2023 11:11:25AM
Acknowledged By :	[REDACTED]	11/28/2023 11:07:02AM
Completed By :	System	11/28/2023 11:07:02AM
Last Modified By :	System	11/28/2023 11:07:02AM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: ROBERT BODO
Period: 10/01/2023 - 09/30/2024
Document ID: 542600
Due Date: 09/15/2024

EMPLOYEE DATA

Empl ID :	██████████	
Agency :	Dept of Public Safety	
Division :	DPS290741	D7 POST 41 STEUBENVILLE
Job Code :	26711	
Supervisor ID :	██████████	

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

08/22/2024 1:28PM

ODPS Purpose of Position

Description :

Please refer to the appropriate classification specification for the purpose of position statement.

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has customer service in mind during his day to day operations. [REDACTED] treats everyone with respect and he demonstrates professionalism in his duties. [REDACTED] responds to calls for service without delay [REDACTED] will seek supervisory assistance if he is unfamiliar with something.

Created By : Template

08/22/2024 1:28PM

Last Modified By : ROBERT BODO

09/17/2024 10:43AM

DIVERSITY AND INCLUSION

Description :

Displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others.

Diversity is the human variety of experiences, identities, and perspectives that our employees bring to state employment.

Inclusion is the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] continues to display and has an understanding of individual differences and viewpoints that impact everyone at the workplace. [REDACTED] is aware of how these viewpoints and differences affects the ones we serve on a daily basis. [REDACTED] continues to practice inclusion and applies this to his daily duties both at the workplace and with the public.

Created By : Template 08/22/2024 1:28PM

Last Modified By : ROBERT BODO 09/17/2024 10:46AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] gathers needed information and takes appropriate action to complete the customer interaction. [REDACTED] has increased his overall proactive patrol, but is encouraged to focus on relevant information needed to complete thorough investigations.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

OSP GOAL - Leadership & Followship

Description :

Serves as a positive proponent of the Division's mission; Addresses issues in a professional manner and leads others to approach issues in the same manner; Avoids situations that reflect negatively on the Division; Treats others in a respectful manner; Gains the respect of others through actions and attitude.

Exceeds: Effectively supports the establishment of clear mission statements in which the organizational vision can be easily understood by all levels of the organization; identifies potential conflict situations and addresses them before it escalates; is seen by others as a trustworthy person; readily gains the respect of others, resulting in positive influence without formal authority.

Meets: Demonstrates a persuasive understanding of the organizational mission; identifies conflict situations as they arise and addresses them; exercises formal and informal influence without leadership authority.

Does Not Meet: Does not communicate or share a clear message to support the organizational mission; does not consistently identify conflict situations as they arise or address them in a timely manner; lacks the ability to exercise influence as a formal or informal leader; tends to rely more on positional influence, does not gain the respect of others.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has an understanding of the organizations mission and can identify conflict situations. [REDACTED] can address these situations when they arise without supervisory oversight. [REDACTED] needs to focus on his informal leadership, and continue to build his knowledge base, so he can become more confident making decisions.

Created By : ROBERT BODO 08/22/2024 1:28PM

Last Modified By : ROBERT BODO 09/17/2024 12:29PM

OSP GOAL - Safety & Decision Making

Description :

Uses sound tactics and practices that emphasize safety when performing routine and non-routine job duties; Maintains good situational awareness at all times; Considers both officer and Division risk during daily duties; Makes timely, informed, and ethical decisions that take into account all available facts; Keeps composure in stressful situations while maintaining professionalism.

Exceeds: Is cognizant of inherent risks and works to minimize risk; makes good decisions based on the totality of the circumstances and is able to articulate why that action was taken; remains calm when dealing with the public under conditions of stress while calming down others through words or actions; shows adaptability and openness to new ideas from a variety of sources when facing obstacles.

Meets: Is aware of risks and tries to minimize the amount of risk exposure; makes sound decisions that are in the best interest of the Division; remains calm when dealing with the public; shows adaptability when facing obstacles.

Does Not Meet: Takes unnecessary risks and put themselves in avoidable situations; is not able to make decisions without guidance from supervision; loses composure when interacting with the public; is unable to adapt when facing obstacles and gets frustrated.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is aware of risks which could potentially affect both himself and the division. [REDACTED] is aware on what steps to take to minimize these potential risks. [REDACTED] has the ability to remain calm during stressful situations and he has the ability to keep the public calm as well. [REDACTED] shows he can adapt to various situations, as he is part of mobile field force team, and they are always being put into new situations on a regular basis.

Created By : ROBERT BODO 08/22/2024 1:28PM
Last Modified By : ROBERT BODO 09/17/2024 12:29PM

OSP GOAL - Operational Focus & Efficiency

Description :

Actively patrols roadways in order to enforce traffic laws and promote traffic safety; Coordinates the operation of criminal investigations; Provides law enforcement services on state-owned and leased property; Participates in Division identified programs to meet the organization's goals; Properly investigates calls for service, in their area of responsibility.

Exceeds Expectations: Is self-motivated to promote traffic safety in all actions and sells traffic safety in all encounters with the public; coordinates all aspects of criminal investigations to ensure the case is properly handled; identifies potential security issues and mitigates the issue or notifies supervision immediately; ensures all work product is thorough that requires minimal follow-up.

Meets Expectations: Is self-motivated to promote traffic safety; conducts criminal investigations; maintains security for assigned posts; ensure all work product is complete; participates in Division programs.

Does Not Meet: Needs continuous motivation to promote traffic safety; needs assistance with criminal investigations and constant supervisory assistance; has to be continuously told to monitor security assignments; work product requires continual follow-up; needs constant reminders to participate in Division programs.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has shown he is self motivated to promote traffic safety. [REDACTED] volunteers to participate in division programs. [REDACTED] conducts criminal investigations and he completes them in a timely manner. Occasionally his reports will need supervisory assistance and he needs to double check his work to make sure it is completed thoroughly.

Created By : ROBERT BODO 08/22/2024 1:28PM
Last Modified By : ROBERT BODO 09/17/2024 12:29PM

OSP GOAL - Position & Procedural Knowledge

Description :

Understands and applies knowledge of relevant laws, Division policy and procedure, and techniques to performing position duties; familiar with all available Division capabilities; demonstrates proficiency in use of all Division equipment; ensures effective administrative processes within position responsibilities.

Exceeds Expectations: Independently studies new laws, procedures, and updates, and seeks clarification when necessary; takes care of all Division equipment and promptly reports issues to supervision; knows and uses the resources available throughout the Division; handles all administrative functions with little to no oversight necessary.

Meets Expectations: In a timely manner, reads new internal rules, procedures, and updates when they are provided; takes care of all Division equipment; knows resources available throughout the Division but does not always use them to their full potential; handles administrative functions but needs some supervisory oversight.

Does Not Meet: Needs continuous reminders to read new laws, procedures, or updates in a timely manner; does not consistently check all equipment to ensure proper functioning or report issues to supervision; does not know resources available throughout the Division; needs constant supervisory oversight.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ studies new laws, procedures and updates when presented to him. ██████████ will seek clarification if he is unfamiliar with a subject. ██████████ has his division issued equipment in good working order and notifies supervision if there is an issue. ██████████ is encouraged to learn more administrative functions at the post level, so he can broaden his overall knowledge of the job.

Created By : ROBERT BODO 08/22/2024 1:28PM

Last Modified By : ROBERT BODO 09/17/2024 11:14AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ continues to show his dedication to the division by his involvement in the mobile field force. ██████████ does not hesitate when units are being asked to respond to certain areas for assistance. ██████████ is encouraged to continue to focus on his overall proactive patrol.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] is professional in all his interactions with the customer. [REDACTED] is respected in the community and continues to show good community relations while doing speech details. [REDACTED] is encouraged to focus on becoming a more informal leader and building on his foundation as he gains more experience.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

Has a Career Development Plan been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template 08/22/2024 1:28PM

Last Modified By : ROBERT BODO 09/17/2024 11:20AM

PERFORMANCE PLAN CONFIRMATION

Description :

Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: No
Manager Comments:

Created By : Template 08/22/2024 1:28PM

Last Modified By : ROBERT BODO 09/17/2024 11:20AM

Section 10 - APPROVALS SECTION

██████████ ROBERT BODO 09/17/2024

██████████ SCOTT LOUIVE 09/23/2024

██████████ JENNIFER JOHNSON 09/23/2024

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's
Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ interacts well with post personnel and with the public. He provides a positive image of the post.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	ROBERT BODO	08/22/2024 1:28:41PM
Acknowledged By :	[REDACTED]	10/11/2024 6:13:34AM
Completed By :	System	10/11/2024 6:13:34AM
Last Modified By :	System	10/11/2024 6:13:34AM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol Trooper
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: ROBERT BODO
Period: 10/01/2024 - 09/30/2025
Document ID: 586861
Due Date: 09/15/2025

EMPLOYEE DATA

Empl ID :	██████████	
Agency :	Dept of Public Safety	
Division :	DPS290741	D7 POST 41 STEUBENVILLE
Job Code :	26711	
Supervisor ID :	██████████	

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

ODPS strives to fulfill its mission to save lives, reduce injuries and economic loss, to administer Ohio's motor vehicle laws, and to preserve the safety and well-being of all citizens with the most cost-effective and service-oriented methods available.

Created By : Profile

08/20/2025 1:20PM

ODPS Purpose of Position

Description :

Please refer to the appropriate classification specification for the purpose of position statement.

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has customer focus on his mind during his day-to-day operations. [REDACTED] treats everyone with respect and he demonstrates professionalism in his duties. [REDACTED] responds to calls for service in his area without delay. [REDACTED] does seek supervisory oversight when he faces something he is unfamiliar with.

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ meets the expectations of the Customer Focus competency.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

OSP GOAL - Leadership & Followship

Description :

Serves as a positive proponent of the Division's mission; Addresses issues in a professional manner and leads others to approach issues in the same manner; Avoids situations that reflect negatively on the Division; Treats others in a respectful manner; Gains the respect of others through actions and attitude.

Exceeds: Effectively supports the establishment of clear mission statements in which the organizational vision can be easily understood by all levels of the organization; identifies potential conflict situations and addresses them before it escalates; is seen by others as a trustworthy person; readily gains the respect of others, resulting in positive influence without formal authority.

Meets: Demonstrates a persuasive understanding of the organizational mission; identifies conflict situations as they arise and addresses them; exercises formal and informal influence without leadership authority.

Does Not Meet: Does not communicate or share a clear message to support the organizational mission; does not consistently identify conflict situations as they arise or address them in a timely manner; lacks the ability to exercise influence as a formal or informal leader; tends to rely more on positional influence, does not gain the respect of others.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: ██████████ has an understanding of the mission set forth by the division. ██████████ can identify conflict situations, and he addresses them without supervisory oversight. ██████████ is encouraged to focus on his informal leadership skills and continue to build on his overall knowledge base of the job.

Created By : ROBERT BODO 08/20/2025 1:20PM

Last Modified By : ROBERT BODO 09/18/2025 1:34PM

OSP GOAL - Safety & Decision Making

Description :

Uses sound tactics and practices that emphasize safety when performing routine and non-routine job duties; Maintains good situational awareness at all times; Considers both officer and Division risk during daily duties; Makes timely, informed, and ethical decisions that take into account all available facts; Keeps composure in stressful situations while maintaining professionalism.

Exceeds: Is cognizant of inherent risks and works to minimize risk; makes good decisions based on the totality of the circumstances and is able to articulate why that action was taken; remains calm when dealing with the public under conditions of stress while calming down others through words or actions; shows adaptability and openness to new ideas from a variety of sources when facing obstacles.

Meets: Is aware of risks and tries to minimize the amount of risk exposure; makes sound decisions that are in the best interest of the Division; remains calm when dealing with the public; shows adaptability when facing obstacles.

Does Not Meet: Takes unnecessary risks and put themselves in avoidable situations; is not able to make decisions without guidance from supervision; loses composure when interacting with the public; is unable to adapt when facing obstacles and gets frustrated.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is aware of risks which could potentially affect both himself and the division. [REDACTED] is aware on what steps to take to minimize these potential risks. [REDACTED] has the ability to remain calm during stressful situations, and he has the ability to keep the public calm as well. [REDACTED] has shown he can adapt to different types of situations. As a part of the mobile field force team, [REDACTED] is placed into different situations on a regular basis.

Created By : ROBERT BODO 08/20/2025 1:20PM

Last Modified By : ROBERT BODO 09/23/2025 1:26PM

OSP GOAL - Operational Focus & Efficiency

Description :

Actively patrols roadways in order to enforce traffic laws and promote traffic safety; Coordinates the operation of criminal investigations; Provides law enforcement services on state-owned and leased property; Participates in Division identified programs to meet the organization's goals; Properly investigates calls for service, in their area of responsibility.

Exceeds Expectations: Is self-motivated to promote traffic safety in all actions and sells traffic safety in all encounters with the public; coordinates all aspects of criminal investigations to ensure the case is properly handled; identifies potential security issues and mitigates the issue or notifies supervision immediately; ensures all work product is thorough that requires minimal follow-up.

Meets Expectations: Is self-motivated to promote traffic safety; conducts criminal investigations; maintains security for assigned posts; ensure all work product is complete; participates in Division programs.

Does Not Meet: Needs continuous motivation to promote traffic safety; needs assistance with criminal investigations and constant supervisory assistance; has to be continuously told to monitor security assignments; work product requires continual follow-up; needs constant reminders to participate in Division programs.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has shown he can be self-motivated when it comes to selling traffic safety. [REDACTED] needs to remain consistent when it comes to this portion of the job. [REDACTED] volunteers to participate in divisional programs as this is reflected in his participation on mobile field force team. [REDACTED] has previously volunteered to assist on out of state details as a part of mobile field force. [REDACTED] completes his investigation reports in a timely manner but occasionally requires supervisory oversight.

Created By : ROBERT BODO 08/20/2025 1:20PM

Last Modified By : ROBERT BODO 09/23/2025 1:32PM

OSP GOAL - Position & Procedural Knowledge

Description :

Understands and applies knowledge of relevant laws, Division policy and procedure, and techniques to performing position duties; familiar with all available Division capabilities; demonstrates proficiency in use of all Division equipment; ensures effective administrative processes within position responsibilities.

Exceeds Expectations: Independently studies new laws, procedures, and updates, and seeks clarification when necessary; takes care of all Division equipment and promptly reports issues to supervision; knows and uses the resources available throughout the Division; handles all administrative functions with little to no oversight necessary.

Meets Expectations: In a timely manner, reads new internal rules, procedures, and updates when they are provided; takes care of all Division equipment; knows resources available throughout the Division but does not always use them to their full potential; handles administrative functions but needs some supervisory oversight.

Does Not Meet: Needs continuous reminders to read new laws, procedures, or updates in a timely manner; does not consistently check all equipment to ensure proper functioning or report issues to supervision; does not know resources available throughout the Division; needs constant supervisory oversight.

Employee Measurement :

Manager Rating: 2. Meets Expectations

██████████ studies new laws, procedures and updates when made available to him. ██████████ will seek clarification from supervisor when he is faced with something he is unfamiliar with. ██████████

Manager Comments: takes care of his division issued equipment and immediately notifies supervision if an issue arises. ██████████ is encouraged to learn more administrative functions at the post level, which will allow him to broaden his overall knowledge of the job.

Created By : ROBERT BODO 08/20/2025 1:20PM
Last Modified By : ROBERT BODO 09/18/2025 1:57PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ continues to show his dedication to the division by working as a part of mobile field force. ██████████ does not hesitate to assist his fellow co-workers. ██████████ is encouraged to focus on his overall proactive patrol and broaden his knowledge base while doing so.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ is professional in all encounters with internal and external customers. ██████████ is respected in the community and does a good job interacting with the local schools on speech details. ██████████ is encouraged to become a more informal leader on his shift and at the post. ██████████ will continue to build on his overall job knowledge as he gains more experience.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

Has a Career Development Plan been generated for the rated employee?

Manager Rating: No

Manager Comments:

Created By : Template 08/20/2025 1:20PM

Last Modified By : ROBERT BODO 09/18/2025 2:03PM

PERFORMANCE PLAN CONFIRMATION

Description :

Has a Performance Improvement Plan (PIP) been generated for the rated employee?

Manager Rating: No


Manager Comments:

Created By : Template 08/20/2025 1:20PM

Last Modified By : ROBERT BODO 09/18/2025 2:03PM

Section 10 - APPROVALS SECTION

 ROBERT BODO 09/23/2025

 SCOTT LOUIVE 09/23/2025

 KRYSTEN MCELFRISH 09/24/2025

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

I have included a response in this performance evaluation's
Employee Comments Section.

Yes No

My electronic signature merely indicates an acknowledgement that I have reviewed a copy of the completed evaluation; it does not indicate agreement with its contents. I understand that

performance evaluations may be appealed and that refusal to acknowledge this evaluation waives my right to appeal.

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ interacts well with post personnel and the public. He portrays a positive image for the division.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	ROBERT BODO	08/20/2025 1:19:59PM
Acknowledged By :	██████████	10/17/2025 1:43:50PM
Completed By :	System	10/17/2025 1:43:50PM
Last Modified By :	System	10/17/2025 1:43:50PM

Personal Details



Name [REDACTED]
OAKS ID [REDACTED]
Unit [REDACTED]
Work [REDACTED]
Cell [REDACTED]
Email [REDACTED]@dps.ohio.gov
Location 1377 Cadiz Rd,
Steubenville, OH - 43953

Case List

Case #	Subject(s)	Investigator	Status	Incident Date
[REDACTED]	[REDACTED]	Bailey, David	Closed	05/01/2022

Allegation Summary: [REDACTED] failed to pat down and search a female OVI arrestee prior to securing her in the cruiser.

Back



Personnel Actions Request

PAR # 0000184580		Agency		Division or Institution		HQ County							
To: DPS285000		TRAINING ACADEMY		Franklin									
EMPL ID		Last Name		First Name		MI							
[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]							
OAKS Action				OAKS Reason									
HIR - Hire				PER - Permanent									
Comments													
NEW HIRE, FULL TIME PERMANENT, HIGHWAY PATROL CADET, [REDACTED] (CADET CLASS) ASSIGNED TO OSHP ACADEMY/ TRAINING, APPLICATION, SUPPLEMENTAL EMPLOYMENT AGREEMENT AND UNCLASSIFIED ACKNOWLEDGMENT ATTACHED.													
Effective Date		Last Day Worked		Position Number	Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status		
MO	DA	YR	MO	DA	YR	To: [REDACTED]	DPS285000	EX	99	9	Permanent	Full-Time	U: Unclassified
Job Code Title			Job Code			Grade		Step		TOTAL RATE			
To: Highway Patrol Cadet			99711			0		0		18.66			
Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate					
To: NAHRLY		18.66		0.00		0.00		0.00					
STD HRS (OAKS)		FLSA Status		Empl Class (Retmt)		Officer Code							
40		Overtime Eligible		HPRS		None							
<input checked="" type="checkbox"/> All Items on pre-hire form have been completed.													



Personnel Actions Request

Initiator Name	Entered Date/Time
PETERSON, COLLEEN E	2016-10-12T08:24:38-04:00

Approver Role	Approver By	Date/Time Stamp
EPARAPPROVERLEVEL1	ECKSTEIN, JOSEPH A	2016-10-12T09:27:56-04:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2016-10-14T08:48:57-04:00

	EMPLOYMENT APPLICATION State of Ohio careers@ohio.gov Columbus, Ohio - 43215 http://careers.ohio.gov/ (http://careers.ohio.gov/) [REDACTED] Highway Patrol Cadet	Received: 04/02/2015 09:52 PM For Official Use Only: QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
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PERSONAL INFORMATION		
POSITION TITLE: Highway Patrol Cadet	Job Number: 160 & 161	
NAME: (Last, First, Middle) [REDACTED]	SOCIAL SECURITY NUMBER: [REDACTED]	
Former Last Name: [REDACTED]	Date And Month Of Birth: [REDACTED]	
ADDRESS: (Street, City, State, Zip Code) [REDACTED] Murrysville, Pennsylvania, US - 15688		
HOME PHONE: [REDACTED]	ALTERNATE PHONE: [REDACTED]	EMAIL ADDRESS: [REDACTED]
DRIVER'S LICENSE: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DRIVER'S LICENSE: State: [REDACTED] Number: [REDACTED]	LEGAL RIGHT TO WORK IN THE UNITED STATES?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

PREFERENCES	
PREFERRED SALARY: _____	
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call	
WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular	
OBJECTIVE: _____	

EDUCATION		
DATES: _____	SCHOOL NAME: Heritage Christian School	
LOCATION:(City, State) Pittsburgh, Pennsylvania	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: High School Diploma
MAJOR: _____	UNITS COMPLETED: _____	
DATES: _____	SCHOOL NAME: Westmoreland County Community College	
LOCATION:(City, State) Youngwood, Pennsylvania	DID YOU GRADUATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	DEGREE RECEIVED: No Degree
MAJOR: Criminal Justice	UNITS COMPLETED: 1	

WORK EXPERIENCE		
DATES: [REDACTED]	EMPLOYER: Agate Properties	POSITION TITLE: Maintenance Manager
ADDRESS: (Street, City, State, Zip Code): 13380 Rt. 30 #11 Irwin, Pennsylvania, US - 15642	COMPANY URL: http://www.agateproperties.com	
PHONE NUMBER: 724-325-1555	SUPERVISOR: Rob Agate	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$3360/month	# OF EMPLOYEES SUPERVISED: _____
DUTIES: Ground Maintenance Apartment Maintenance - painting, carpeting, plumbing, electrical Emergency On- Call Heavy Labor Responsible for apartment tenant's satisfaction in work performed Security of Buildings		
REASON FOR LEAVING: Still employed with Agate Properties		
DATES: [REDACTED]	EMPLOYER: Penn Hills School District	POSITION TITLE: Custodian
ADDRESS: (Street, City, State, Zip Code): 309 Collins Drive Pittsburgh, Pennsylvania, US - 15235	COMPANY URL: phsd.k12.pa.us	

PHONE NUMBER: 412-793-7000	SUPERVISOR: John Santucci	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	SALARY: \$2720/month	# OF EMPLOYEES SUPERVISED:
DUTIES: House Keeping Services General Maintenance Responsible for security of building after school hours		
REASON FOR LEAVING: New Employment with Agate Properties		

CERTIFICATES AND LICENSES
Nothing Entered For This Section

SKILLS
OFFICE SKILLS: Typing: Data Entry:
OTHER SKILLS: Nothing Entered For This Section
LANGUAGE(S): English <input checked="" type="checkbox"/> Speak <input checked="" type="checkbox"/> Read <input checked="" type="checkbox"/> Write

REFERENCES
Nothing Entered For This Section

Agency - Wide Questions

- Please indicate your county of residence.
Other
- SUMMARY OF QUALIFICATIONS** - In the area below, briefly describe 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 posted for this position or examination.
I currently have a high school diploma received in [redacted] I am also currently pursuing an Associates Degree in Criminal Justice that will be completed this [redacted] I have been a Maintenance Technician for ten years. In this position, I am in constant interaction with the public solving various problems that arise. I want to use my current skills and learn more through training to serve with the Ohio State Highway Patrol.
- 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.
I am currently pursuing an Associates Degree in Criminal Justice from Westmoreland Community College. I will complete this degree this [redacted]
- Are you a current State of Ohio employee?
No, I'm not a State of Ohio employee
- If you are a current State of Ohio employee, please provide your eight (8) digit, OAKS State of Ohio User ID number. If you are not a current State of Ohio employee, please type N/A.
N/A
- If you are not a current State of Ohio employee, have you ever been employed by the State of Ohio? (If you are a current State of Ohio employee, please select N/A.)
No
- If you were previously employed by the State of Ohio, please choose one of the following:
N/A - Current state employee OR not previously employed by the State of Ohio.
- If you were previously employed by the State of Ohio, have you ever plead guilty or been convicted of a misdemeanor, for violation of Ohio Revised Code 1347.15 (H)(1) and/or (H)(2) - Access rules for confidential personal information?
N/A
- Have you ever been convicted of a felony? (A felony conviction may not automatically exclude you from consideration.)
No
- If you answered Yes to the previous question, please give date(s) of conviction(s) and explain. If you answered No, please type N/A.
N/A
- How did you become aware of this employment or examination opportunity?
careers.ohio.gov
- OPTIONAL: Sex
Male
- OPTIONAL: Please select your age group.
[redacted]
- OPTIONAL: If you chose "Other" in the previous question, please self define "Other".
- OPTIONAL: Race/Ethnicity
WHITE: All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- OPTIONAL: Are you an individual with a physical or mental impairment which substantially limits one or more of your major life activities?
No
- OPTIONAL: Are you a Veteran?
No
- OPTIONAL: If you answered Yes to the previous question, please indicate if one or more of the following apply.

Job Specific Supplemental Questions

- Are you a citizen of the United States of America?
Yes
- Are you between 20 and 34 years of age?
[redacted]
- Do you have a High School Diploma or GED?
Yes
- Do you have a valid driver's license?
Yes

- 5. Have you ever been convicted of a Felony offense?
No
- 6. Have you ever been convicted of a Domestic Violence offense or convicted of any charges that have been reduced from the charge of Domestic Violence?
No
- 7. Have you ever been convicted of more than one OVI / DUI or physical control offense?
No
- 8. Have you been convicted of an OVI / DUI or physical control offense within the last five years?
No
- 9. Do you currently have an SR-22 Bond on your automobile insurance? An SR-22 Bond is court ordered, high-risk insurance bond.
No
- 10. Have you used any illegal substances during the last 12 months?
No
- 11. Do you currently have six or more points on your driving record?
No
- 12. Have you ever been a member of a terrorist group, street gang, or other organization that promotes or participates in criminal activity?
No
- 13. Do you have military experience?
No
- 14. Please describe your college experience.
Some college
- 15. Are any members of your family employed by the Ohio State Highway Patrol?
No
- 16. I confirm I have entered my full legal name including middle initial on my application. Example: If your name is James Brent Smith, but you go by "Jimmy," enter James B. Smith on your application.
Yes
- 17. I confirm that I have entered my email address correctly. Communication will be sent to the email address provided on the application.
Yes
- 18. Please provide your driver license state and number
[REDACTED]

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 its 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 Human Resources Division, Department of Administrative Services, and/or the agency that holds the vacancy for which I am applying and to appropriate officials for recruitment purposes. 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.

This application was submitted on 04/02/2015 09:52 PM

Signature _____
Date 4-5-2015



Personnel Actions Request

PAR #		0000206015												
Agency				Division or Institution						HQ County				
From:		DPS285000 TRAINING ACADEMY						Franklin						
To:		DPS290741 D7 Post 41 Wintersville						Jefferson						
EMPL ID				Last Name				First Name				MI		
[REDACTED]				[REDACTED]				[REDACTED]				[REDACTED]		
OAKS Action						OAKS Reason								
PRO - Promotion						PRO - Promotion								
Comments														
PROMOTION FROM HIGHWAY PATROL CADET [REDACTED] CADET CLASS) TO HIGHWAY PATROL TROOPER. TRANSFER FROM HIGHWAY PATROL TRAINING ACADEMY TO DISTRICT 07, POST 41/ STEUBENVILLE														
Effective Date			Last Day Worked			Position Number		Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS285000	EX	99	9	Permanent	Full-Time	U: Unclassified
[REDACTED]						To:	[REDACTED]	DPS290741	A01	01	9	Permanent	Full-Time	A: Permanent
Job Code Title				Job Code				Grade		Step		TOTAL RATE		
From:		Highway Patrol Cadet						99711		0		18.66		
To:		Highway Patrol Trooper						26711		011		23.75		
From:		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate				
		NAHRLY		18.66		0.00		0.00		18.66				
To:		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate				
		NAHRLY		23.75		0.00		0.00		23.75				
STD HRS (OAKS)				FLSA Status				Empl Class (Retmt)				Officer Code		



Personnel Actions Request

40	Overtime Eligible	HPRS	None
OAKS Multi Action		OAKS Multi Reason	
DTA - Data Change		HQC - HQ Location Change	
DTA - Data Change		SCS - Status - Civil Service	

Initiator Name	Entered Date/Time
PETERSON, COLLEEN E	2017-03-23T07:20:53-04:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	ECKSTEIN, JOSEPH A	2017-03-23T10:17:46-04:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2017-03-23T14:09:08-04:00



Personnel Actions Request

PAR #	0000484889	Agency	D7 POST 41 STEUBENVILLE	Division or Institution	D7 POST 41 STEUBENVILLE	HQ County	Jefferson
From:	DPS290741	To:	DPS290741	Position Number	D7 POST 41 STEUBENVILLE	Jefferson	

EMPL ID	██████████	Last Name	██████████	First Name	██████████	MI
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OAKS Action	OAKS Reason
DTA - Data Change	DCP - DAS - Class Plan Change

Implementation of Class Plan Change for Highway Patrol Troopers from Pay Range 11 to Pay Range 12.

Letter of Agreement attached.

Effective Date	Last Day Worked	Position Number	Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status
MO	DA	YR	MO	DA	YR	From:			A:
8	14	2022				To:			A:
			DPS290741	A01	01	9	Permanent	Full-Time	Permanent
			DPS290741	A01	01	9	Permanent	Full-Time	Permanent

From:	To:	Job Code Title	Job Code	Grade	Step	TOTAL RATE
Highway Patrol Trooper			26711	011	6	36.65
Highway Patrol Trooper			26711	012	6	40.27

From:	To:	Base Rate	Comp Rate	Change Amount	Change Percent	Converted Comp Rate
LNGVTY	NAHRLY	0.71	0.00	0.00	0.00	0.71
NAHRLY	NAHRLY	35.94	0.00	0.00	0.00	35.94
LNGVTY	NAHRLY	0.76	0.00	0.00	0.00	0.76
NAHRLY	NAHRLY	39.51	0.00	0.00	0.00	39.51



Personnel Actions Request

STD HRS (OAKS)	FLSA Status	Empl Class (Retmt)	Officer Code
40	Overtime Eligible	HPRS	None

Initiator Name	Entered Date/Time
Hoseus, Gregory E	2022-08-08T17:00:42-04:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	RAYFIELD, JON T	2022-08-09T16:07:46-04:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2022-08-11T13:55:20-04:00

Letter of Agreement

Pursuant to the Collective Bargaining Agreement (the Contract) for the Ohio State Troopers Association (OSTA) and Chapter 4117 of the Ohio Revised Code (ORC), the State of Ohio, Department of Administrative Services, Office of Collective Bargaining (OCB) and the OSTA have reached the following agreement. This agreement becomes effective upon the date of signature by the Deputy Director of OCB, or designee.

Purpose

The State of Ohio and Governor DeWine recognize and appreciate the dedication of the law enforcement officers at the Ohio State Highway Patrol (OSHP). The State of Ohio and Governor DeWine recognize the immediate need to retain the current employees and to increase the number of hires in certain classifications at the OSHP. The purpose of this agreement is to address this immediate need through the provisions listed below.

Agreement

1. Current full-time permanent OSHP Troopers and Sergeants who are covered by this agreement shall be eligible for up to two (2) payments of \$2,500 (\$5,000 total). The first payment shall be made in the paycheck the employees receive on December 16, 2022, and the second payment shall be made in the paycheck the employees receive on June 16, 2023. In order to be eligible for the first \$2,500 payment, the eligible OSHP Trooper/Sergeant must be active on agency payroll and/or on an approved military leave from the date of this agreement through the pay period that includes December 1, 2022. In order to be eligible for the second \$2,500 payment, the eligible OSHP Trooper/Sergeant must be active on agency payroll and/or on an approved military leave from the pay period that includes December 1, 2022, through the pay period that includes June 1, 2023. Any employee who is on disability, workers' compensation, occupational injury leave, or childbirth/adoption leave when either payment is issued will receive the retention payment within two pay periods upon return to full duty. Following the execution of this agreement, any Trooper who received a signing incentive as a Cadet will not be eligible for either of the two payments outlined in this agreement. This payment shall not be subject to retirement withholding.
2. Current full-time permanent OSHP Dispatchers who are covered by this agreement shall be eligible for up to two (2) payments of \$1,750 (\$3,500 total). The first payment shall be made in the paycheck that the employees receive on December 16, 2022, and the second payment shall be made in the paycheck employees receive on June 16, 2023. In order to be eligible for the first \$1,750 payment, the eligible OSHP Dispatcher must be active on agency payroll and/or on an approved military leave from the date of this agreement through the pay period that includes December 1, 2022. In order to be eligible for the second \$1,750 payment, the eligible OSHP Dispatcher must be active on agency payroll and/or on an approved military leave from the pay period that includes December 1, 2022, through the pay period that includes June 1, 2023. Any employee who is on disability, workers' compensation, occupational injury leave, or childbirth/adoption leave when either payment is issued will receive the retention payment within two pay periods upon return to full duty. This payment shall not be subject to retirement withholding.
3. The Highway Patrol Trooper Classification (job code 26711) will be reassigned from OSTA pay range 11 to OSTA pay range 12 effective the pay period following the execution of this agreement. Troopers will be assigned to the corresponding step in the new pay range and step dates will be reset to the date

LOA#:

of the change. The Union agrees to waive the twenty (20) day notice requirement for classification changes under Section 59.01 of the Contract.

Scope of Agreement

This agreement constitutes the complete understanding of the parties and merges and supersedes all other discussions, agreements, and understandings, either oral or written between the parties with respect to the subject matter thereof. This letter of agreement may be used by either party only to enforce its provisions and will not be used in any unrelated hearing, grievance, arbitration or negotiation.

Termination and Modification

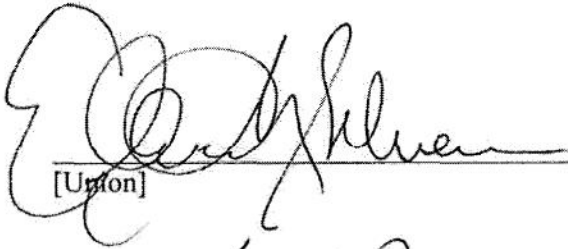
This agreement shall remain in effect until the terms of the letter of agreement are completed.



ODAS, Office of Collective Bargaining

8/3/2022

Date


[Union]

8/3/2022
Date


[Union]

08032022
Date

STATE OF OHIO

Unclassified Service Explanation and Acknowledgment per O.R.C. 124.12

1. Employees in the unclassified civil service of the State of Ohio do NOT have a property interest in their positions.
2. Employees in the unclassified civil service of the State of Ohio will never gain a property interest in their unclassified positions regardless of the amount of time they remain in their unclassified positions.
3. Employees in the unclassified civil service of the State of Ohio serve at the pleasure of the appointing authority and may be removed from their unclassified position at any time and for any legal reason.
4. Employees who are removed from positions in the unclassified civil service of the State of Ohio do not have appeal rights to the State Personnel Board of Review.

For all employees appointed to an unclassified position:

I, [redacted] (name), acknowledge the following:

- I have read and understand the information provided above about the nature of employment in the unclassified civil service of the State of Ohio.
- I acknowledge that the position of Highway Patrol Cadet (position title) that I occupy at Ohio Department of Public Safety / OSHP (agency) is in the unclassified service per O.R.C. 124.11(A) (31) **OR** O.R.C. _____.
- I sign this form and accept appointment to this position in the unclassified service knowingly and voluntarily, and I acknowledge that I serve at the pleasure of the appointing authority, and that I have no protection under the civil service laws of the State of Ohio.

[redacted]

9/20/2014
Date

~~Additional acknowledgment for employees appointed FROM a classified position:~~

~~In addition to what is written above I, [redacted] (name) acknowledge the following:~~

- ~~• I sign this form and accept the appointment to this position in the unclassified service knowingly and voluntarily, and I acknowledge that I may have fall back rights as provided by O.R.C. 124.11(D) **OR** other statutory authority as indicated above.~~

~~[redacted]~~

~~9/20/2014
Date~~



NOTICE CONCERNING USE OF STATE-ISSUED PROPERTY

I understand that for the mutual convenience of the Department of Public Safety and myself, I may be assigned state-owned equipment. This may include, but is not limited to, any of the following: vehicle, locker, desk, cabinet, computer, pager, voice and paper mailboxes, and cellular telephone. I realize that the retention of any personal items in such equipment is at my own risk, and the Department of Public Safety will not be responsible for any losses.

Additionally, I understand that any state-issued equipment is subject to entry, search, and inspection by my employer without prior notice. Data, voice, and E-mail boxes, pager memory banks, and other electronic storage systems may be opened, "read" or inspected in the same manner as the contents of desks, lockers and other equipment.

I further understand that the placing of a personally owned lock, where permitted, on any state-issued equipment does not entitle me to any expectation of privacy. I understand there is **NO** expectation of privacy when using state-issued equipment.

E X	[REDACTED]	PRINTED NAME [REDACTED]	DATE 9/20/2014
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ACKNOWLEDGE RECEIPT OF WORK RULES

I hereby acknowledge receipt of my personal copy of applicable Ohio Department of Public Safety's Work Rules.

EMPLOYEE NAME (PRINT) [REDACTED]	S X	DATE 9/20/2016
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Forward the completed acknowledgement with the original signature to the Office of Human Resource Management for filing in the employee's file.

ACKNOWLEDGE RECEIPT OF OHIO ETHICS LAW

I [REDACTED] acknowledge that I have received a copy of the Ohio Ethics Law as required by Chapter 102 of the Ohio Revised Code. I understand that this acknowledgement will be placed in my personnel file.

SIGNATURE X [REDACTED]		DATE 9/20/2016
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FRAUD REPORTING SYSTEM

Acknowledgement of receipt of Auditor of State fraud-reporting system information

Pursuant to Ohio Revised Code (R.C.) 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 the Ohio Department of Public Safety 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.

I JONATHAN JARED ANDERSON SR., have read the information provided by my employer regarding the fraud-reporting system operation by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt of this information.

NAME (PRINT) [REDACTED]	TITLE Highway Patrol Cadet	DEPARTMENT ODPS / OSHP
X [REDACTED]	DATE 9/20/2016	

The Ohio Auditor of State's office maintains a system for the reporting of fraud, including misuse of public money by any official or office. The system allows all Ohio citizens, including public employees, the opportunity to make anonymous complaints through a toll free number, the Auditor of State's Web site, or through the United States mail.

Ohio Auditor of State's fraud contact information:

Telephone: (866) FRAUD OH or (866) 372-8364

US Mail: Ohio Auditor of State
Special Investigations Unit
P.O. Box 1140
88 East Broad Street
Columbus, OH 43215

Web: www.ohioauditor.gov



OHIO DEPARTMENT OF PUBLIC SAFETY
OHIO STATE HIGHWAY PATROL

NOTICE OF MEDICAL MARIJUANA RESTRICTION

Federal Law and State of Ohio policy prohibit employees whose job requires them to carry, transport, or otherwise possess firearm(s) and/or ammunition from using or consuming marijuana, including medical marijuana. As a result, the presence of marijuana in a drug test, even if used in accordance with Ohio law, will be a positive drug test, which could result in discipline up to and including removal from your position.

I, [REDACTED], acknowledge my position has been identified as one that does not permit use or consumption of marijuana, even medical marijuana used in accordance with Ohio law.

I have read and understand this Notice of Medical Marijuana Restriction. I understand this acknowledgement will be placed in my personnel record.

SI	[REDACTED]	DATE	
X	[REDACTED]		11-17-18
SI	[REDACTED]	DATE	
X	Sgt A. Belo		11-18-18

Related Authority:

18 USC 922 (g)(3)

12 CFR 478.31 (a)(3)

DAS Directive HR-39

INTER-OFFICE COMMUNICATION

REVIEWED
12/15/17
[Signature]

Date December 12, 2017



File [Redacted]

To Captain C. D. Davies

Attention S/Lieutenant S. Rine

From Lieutenant J.R. Fetty, Steubenville Post Commander

Subject [Redacted], Post 41, Cambridge District, 270 Day Evaluation

[Redacted] is developing into an effective officer. He continues to learn and develop into his role as a trooper. [Redacted] sometimes has trouble applying what he has learned thus far in his career to his daily work effort. His results are becoming notable, and he is starting to become a consistent producer on his shift with operational activity.

[Redacted] is continuing to learn how to identify and apprehend impaired drivers, and the processing of the court documents that are associated with those arrests. [Redacted] has struggled with the Standardized Field Sobriety Testing, and has failed his Datamaster Proficiency Test for the second time. [Redacted] has been sent back to the Academy to attend the practical Standardized Field Sobriety Testing portion of training. [Redacted] still struggles with the instructions and is now required to perform the complete test on his supervisor prior to starting his shift. [Redacted] will also be required to requalify as a Senior Operator by taking the complete class in February of 2018.

[Redacted] shows a positive work ethic and attitude when reporting to work. He is learning the area, and continues to work on his output. [Redacted] has shown improved involvement in the safety belt program. [Redacted] works the [Redacted] shift currently and his crash volume is high. He is still developing his skills in crash investigation and overall patrol technique, and has shown improvements to supervision in these areas.

Customer Focus: [Redacted] is well aware of the internal and external customer needs. [Redacted] deals professionally with the staff and the public, and is very polite and professional. [Redacted] has developed good relationships with the post personnel as well as the local agencies in the post area. [Redacted] will seek supervisory advice when needed, and delivers prompt and professional service to the public.

Document/Record Info: [Redacted] is currently assigned to the afternoon shift, and has handled several crashes since completing his coach pupil period. [Redacted] has shown marked improvement in his overall crash quality and documentation. [Redacted] has factual and informative content in his reports, and has shown improvement on their timeliness. [Redacted] submissions sometime require corrections, however, they are minor and quickly fixed.

As national leaders, the Ohio State Highway Patrol collaborates with community and safety partners to provide professional law enforcement services focused on deterring crime and promoting traffic safety to improve the quality of life for those we serve.
An Equal Opportunity Employer

Identify Actions/Objects/Events: [REDACTED] continues to develop his knowledge of the Ohio Revised Code and makes decisions based on his knowledge [REDACTED] can be counted on to contact supervisors if he encounters a situation that he is not familiar with. [REDACTED] shows sound judgement when dealing with situations, however, he still seems to lack confidence in the area of OVI arrests, drug impaired drivers, and the processing of OVI paperwork. [REDACTED] has shown improvement in identifying these violations and issues. [REDACTED] has displayed competence to his supervisors when using his knowledge to process information during traffic stops. [REDACTED] is continuing to develop his ability to speak to violators and look beyond the original stop for other factors; such as criminal element violations.

Evaluate Info for Compliance: [REDACTED] uses his common sense and knowledge to determine an outcome that is suitable for the public and division. [REDACTED] seeks advice from post supervisors on incidents he is unfamiliar with. [REDACTED] is showing improvement on identifying and evaluating information and determining if it is compliant with Ohio law or division policy. [REDACTED] needs to continue his development in this area by reading and learning more about the Ohio Revised Code and the division policy.

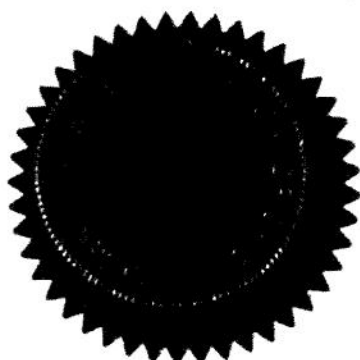
Ohio State Highway Patrol
Oath of Office

State of Ohio :
County of Franklin :

I, _____
(Name of Officer)

do solemnly swear / affirm that I will support the Constitution of the United States and the Constitution of the State of Ohio, and that I will faithfully, honestly and impartially discharge the duties of the office of Trooper in the Ohio State Highway Patrol to the best of my ability, during my continuance in that office.

Sworn and/or affirmed before me and subscribed in my presence this _____
day of _____, 20____



X
Peter B. Abele

HON PETER B. ABELE
JUDGE, COURT OF APPEALS
FOURTH APPELLATE DISTRICT
NOTARY PUBLIC - STATE OF OHIO
LIFETIME COMMISSION

Ohio State Highway Patrol Academy



Has successfully completed the course of **Basic Training** prescribed and conducted by the **OHIO STATE HIGHWAY PATROL** as evidenced by the graduation with the [redacted] Academy Class and is hereby declared to be qualified for service as a **TROOPER** subject to appointment by the Superintendent.

[redacted]
Date

Colonel Paul A. Hall
Superintendent

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Continuing Professional Training	10/03/2017	10/03/2017	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	07/31/2017	10/03/2017	4.00	
Individualized Training	10/17/2017	10/18/2017	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/12/2017	10/18/2017	2.00	
Hypothermia Training Video	11/01/2017	11/12/2019	Online	11/01/2017	12/31/2017	0.50	
Milestone Promotional Process 2017 Update	11/13/2017	10/19/2020	Online	11/14/2017	12/31/2017	0.50	
Colonel Pride's 2017 Year End Video	12/27/2017	10/30/2018	Online	12/27/2017	12/31/2017	0.05	
2017 DPS Year-End Video	12/28/2017	12/31/2018	Online	12/28/2017	12/31/2017	1.00	
Contributing to a Safer Ohio - 4th Quarter 2017	12/28/2017	12/31/2018	Online	12/29/2017	12/31/2017	1.00	
2017 CALEA	12/29/2017	03/10/2021	Online	12/29/2017	12/31/2017	0.05	
NARCAN (Naloxone Hydrochloride)	01/01/2018	01/01/2019	Online	01/03/2018	01/12/2018	0.50	
CPR Online Review	01/03/2018	11/12/2019	Online	01/03/2018	11/12/2019	0.50	
OHLEG Security Update (2018)	01/03/2018	07/31/2019	Online	01/09/2018	03/04/2025	0.50	
SOF Tactical Tourniquet Training	01/05/2018	11/12/2019	Online	01/05/2018	01/12/2018	0.50	
Criminal Patrol - Drug Interdiction	01/18/2018	01/19/2018	Belmont County EMA, 68329 Bannock Road, St. Clairsville, OH 43950	12/12/2017	01/19/2018	16.00	
OSHP HPFP UPDATE	03/06/2018	03/20/2020	Online	03/06/2018	05/25/2018	0.50	
2018 Sworn In-Service Training	03/13/2018	03/13/2018	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/02/2018	03/13/2018	7.00	
Ohio Ethics Law: Upholding Trust in Government	03/20/2018	01/31/2019	Online	08/14/2018	08/26/2018	1.00	
HyFin Chest Seals and IFAK First Aid Kits	04/30/2018	11/12/2019	Online	05/14/2018	12/30/2018	0.50	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Civil Disturbance (CD) Spring Training	05/08/2018	05/08/2018	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	02/08/2018	05/08/2018	8.00	
SMD Annual Training Video - LIDAR	06/11/2018	04/30/2019	Online	06/11/2018	12/30/2018	0.50	
SMD Annual Training Video - RADAR	06/11/2018	04/30/2019	Online	06/11/2018	12/30/2018	0.50	
Autonomous Vehicle Awareness	07/16/2018	03/14/2020	Online	07/16/2018	12/30/2018	0.50	
2018 Directors Accomplishments Video	08/15/2018	08/29/2019	Online	08/15/2018	12/30/2018	1.00	
Contributing to a Safer Ohio - 2nd Quarter 2018	08/15/2018	01/31/2019	Online	08/21/2018	12/30/2018	1.00	
Cyber Security Awareness Training	08/15/2018	01/01/2019	Online	10/11/2018	10/12/2018	1.00	
Risk Management Training	10/25/2018	10/25/2018	Belmont County EMA, 68329 Bannock Road, St. Clairsville, OH 43950	07/19/2018	10/25/2018	4.00	
Hypothermia Training Video	10/31/2018	03/16/2020	Online	10/31/2018	12/30/2018	0.50	
Contributing to a Safer Ohio - 3rd Quarter 2018	11/09/2018	12/31/2019	Online	11/19/2018	12/30/2018	1.00	
Statewide Terrorism Analysis & Crime Center Website	11/19/2018	01/31/2020	Online	11/19/2018	12/30/2018	0.50	
Suicide Prevention Resources	11/28/2018	01/31/2020	Online	11/28/2018	12/30/2018	0.50	
2018 Cryptocurrency Training	12/03/2018	03/14/2020	Online	12/03/2018	12/30/2018	0.50	
CPR Online Review	01/02/2019	01/01/2020	Online	01/03/2019	12/19/2019	0.50	
NARCAN (Naloxone Hydrochloride)	01/02/2019	01/01/2020	Online	01/03/2019	06/05/2019	0.50	
HyFin Chest Seals and IFAK First Aid Kits	02/01/2019	02/02/2020	Online	02/12/2019	05/19/2019	0.50	
Ohio Ethics Law: Good Government in Action	03/20/2019	01/08/2020	Online	04/09/2019	04/22/2019	1.00	
Level One - Public Order Training	04/01/2019	04/04/2019	Ohio Fire Academy, 8895 East Main Street, Reynoldsburg, OH 43068	01/10/2019	04/04/2019	24.00	
Phishing Decision Tree Video	04/17/2019	01/31/2020	Online	04/23/2019	05/30/2019	1.00	

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Ohio Communication Disability Law Enforcement Training Video	05/01/2019	05/01/2020	Online	05/01/2019	02/10/2020	0.50	
Civil Disturbance (CD) Spring Training	05/09/2019	05/09/2019	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	03/04/2019	05/09/2019	8.00	
Off Duty Carry	05/10/2019	05/10/2020	Online	05/10/2019	05/19/2019	0.50	
SMD Annual Training Video - LIDAR	05/10/2019	04/30/2020	Online	05/10/2019	05/19/2019	0.50	
SMD Annual Training Video - RADAR	05/10/2019	04/30/2020	Online	05/10/2019	05/19/2019	0.50	
Mobile Field Force Regional Training	05/15/2019	05/15/2019	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	04/16/2019	05/15/2019	6.00	
2019 Weapons Transition Course	05/21/2019	05/21/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/04/2019	05/21/2019	9.00	
Heat-Related Illnesses	05/23/2019	05/25/2020	Online	05/23/2019	05/30/2019	0.50	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	07/09/2019	03/14/2020	Online	07/09/2019	01/06/2020	1.00	
MFF- Ohio National Guard 2019	08/06/2019	08/06/2019	Kent State University Field House - 2227 Summit Road, Kent, OH 44242	06/18/2019	08/06/2019	7.00	
2019 Sworn In-Service Training	09/12/2019	09/12/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/10/2019	09/12/2019	7.00	
2019 Colonel's Video Series	09/26/2019	03/14/2020	Online	09/26/2019	10/18/2019	0.50	
2019 Diversity Training	09/30/2019	09/30/2019	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	08/01/2019	09/30/2019	8.00	
2019 Colonel's Second Video	10/18/2019	03/14/2020	Online	10/18/2019	10/18/2019	0.50	

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Mobile Field Force Regional Training	10/22/2019	10/22/2019	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, Ohio 44266	08/20/2019	10/22/2019	6.00	
Responding to Domestic Violence in the Workplace - As an Employee	10/29/2019	04/24/2020	Online	11/05/2019	02/10/2020	1.00	
2019 Colonel's Third Video	11/25/2019	03/14/2020	Online	11/25/2019	11/28/2019	0.50	
Mental Health Training Video	12/13/2019	10/01/2020	Online	12/13/2019	02/10/2020	0.50	
Precision Immobilization Training	12/18/2019	12/18/2019	OPOTA Driving Track, State Route 42 SW, London, OH 43140	06/06/2019	12/18/2019	8.00	
CPR Online Review	01/02/2020	12/11/2020	Online	01/02/2020	01/03/2020	0.50	
NARCAN (Naloxone Hydrochloride)	01/02/2020	11/30/2020	Online	01/02/2020	01/03/2020	0.50	
Criminal Patrol Drug Interdiction	02/05/2020	02/06/2020	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/09/2020	02/06/2020	16.00	
Individualized Training	02/07/2020	02/07/2020	OSHP Academy			6.00	Student
HyFin Chest Seals and IFAK First Aid Kits	02/07/2020	11/30/2020	Online	02/07/2020	02/10/2020	0.50	
Ohio Ethics Law 20/20 Part Four: Sales to Public Agencies and Post-Employment	02/07/2020	01/31/2021	Online	02/25/2020	09/12/2020	0.25	
Ohio Ethics Law 20/20 Part One: Conflicts of Interest	02/07/2020	01/31/2021	Online	02/25/2020	08/23/2020	0.25	
Ohio Ethics Law 20/20 Part Three: Public Contracts and Nepotism	02/07/2020	01/31/2021	Online	02/25/2020	08/23/2020	0.25	
Ohio Ethics Law 20/20 Part Two: Gifts	02/07/2020	01/31/2021	Online	02/25/2020	08/23/2020	0.25	
SOF Tactical Tourniquet Training	02/07/2020	02/01/2021	Online	02/07/2020	02/10/2020	0.05	
2020 Sworn In-Service Training	02/13/2020	02/13/2020	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	01/06/2020	02/13/2020	8.00	
Colonel Fambro COVID-19 Resilience Video	03/17/2020	02/05/2021	Online	03/17/2020	05/08/2020	0.50	

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Mobile Field Force Training	03/19/2020	03/19/2020	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, OH 44266	02/12/2020	03/19/2020	16.00	
Colonel Fambro COVID-19 - Communication	03/25/2020	02/05/2021	Online	03/25/2020	05/08/2020	0.50	
Colonel Fambro COVID-19 - Community Involvement	04/01/2020	02/05/2021	Online	04/01/2020	05/08/2020	0.50	
Colonel Fambro - COVID-19 National Communicators Week Video	04/09/2020	02/05/2021	Online	04/09/2020	05/08/2020	0.50	
Microsoft Teams - Getting Started	04/09/2020	01/31/2021	Online	11/06/2020	11/18/2021	1.00	
All Hazards and Incident Command	04/15/2020	02/05/2021	Online	04/15/2020	05/08/2020	0.50	
Colonel Fambro COVID-19 - Continuing the Mission Video	04/16/2020	02/05/2021	Online	04/16/2020	05/08/2020	0.50	
Colonel Fambro COVID-19 - Embracing Change	04/23/2020	02/05/2021	Online	04/23/2020	05/08/2020	0.50	
Colonel Fambro COVID-19 - Showing Appreciation	04/29/2020	02/05/2021	Online	04/29/2020	05/08/2020	0.50	
SMD Annual Training Video - LIDAR	05/01/2020	02/08/2021	Online	05/01/2020	05/08/2020	0.50	
SMD Annual Training Video - RADAR	05/01/2020	02/08/2021	Online	05/01/2020	05/08/2020	0.50	
Colonel Fambro COVID-19 - Transitioning and Moving Forward	05/06/2020	02/05/2021	Online	05/06/2020	05/08/2020	0.50	
2020 Ohio State Highway Patrol Memorial Video	05/07/2020	02/05/2021	Online	05/07/2020	05/08/2020	0.50	
Colonel Fambro COVID-19 - Remembering Fallen Heroes	05/13/2020	02/05/2021	Online	05/13/2020	05/27/2020	0.50	
Colonel Fambro COVID-19 - Moving Forward	05/20/2020	02/05/2021	Online	05/20/2020	05/27/2020	0.50	
2020 CD Online Training	05/21/2020	10/21/2021	Online	09/09/2020	09/12/2020	0.50	
DPS Responsible RestartOhio In-Office Protocols	05/21/2020	12/31/2020	Online	05/26/2020	06/08/2020	1.00	
Colonel Fambro COVID-19 - Memorial Day Weekend	05/27/2020	02/05/2021	Online	05/27/2020	05/27/2020	0.50	
Colonel Fambro - May Our Most Sincere Intentions Be Reflective In Our Work	06/03/2020	02/05/2021	Online	06/03/2020	06/08/2020	0.50	
Heat-Related Illnesses	06/03/2020	11/30/2020	Online	06/03/2020	06/08/2020	0.50	
Risk Management Training Quiz - 2020	06/11/2020	10/21/2021	Online	06/12/2020	08/01/2020	1.00	

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Colonel Fambro - Retirees, Diversity and Moving Forward	06/17/2020	02/05/2021	Online	06/17/2020	07/21/2020	0.50	
Colonel Fambro - Placing Mental and Physical Health at the Forefront	07/08/2020	02/05/2021	Online	07/08/2020	07/21/2020	0.50	
Colonel Fambro: COVID-19 - Diversification and Core Mission Video	07/30/2020	02/05/2021	Online	07/30/2020	08/01/2020	0.50	
OSHP Individualized Training	09/17/2020	09/17/2020	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/17/2020	09/17/2020	4.00	
Crisis Intervention Team (CIT) Familiarization Training	09/24/2020	09/25/2020	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/26/2020	09/25/2020	16.00	
2020 Civil Disturbance (CD) Fall Training	10/05/2020	10/05/2020	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/11/2020	10/05/2020	4.00	
Career Fair	10/06/2020	10/06/2020	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/11/2020	10/06/2020	1.00	
2020 Diversity Segment One	10/26/2020	01/15/2022	Online	10/26/2020	03/25/2021	0.67	
Diversity Training Quiz 1 - 2020	10/26/2020	10/21/2021	Online	10/26/2020	03/25/2021	0.08	
SOF Tactical Tourniquet Training	10/27/2020	10/26/2020	Online	02/05/2019	01/03/2020	0.50	
Mental Health Training	11/05/2020	01/15/2022	Online	11/08/2020	01/05/2022	0.50	
2020 Diversity Segment Two	12/02/2020	01/15/2022	Online	12/02/2020	03/25/2021	0.50	
Police Legitimacy and the Community Bank Account Quiz - 2020	12/02/2020	10/21/2021	Online	12/02/2020	03/25/2021	1.00	
2020 Diversity Segment Three	12/15/2020	01/15/2022	Online	12/23/2020	03/25/2021	0.50	
Bloodborne Pathogens Training	12/28/2020	04/28/2021	Online	12/29/2020	03/25/2021	0.50	
CPR Online Review	01/04/2021	01/15/2022	Online	01/04/2021	03/25/2021	0.50	
NARCAN (Naloxone Hydrochloride)	01/04/2021	10/21/2021	Online	01/04/2021	03/25/2021	0.50	
OSP 203-20 - Response to Resistance	02/01/2021	09/30/2022	Online	02/01/2021	03/25/2021	0.50	

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OSP 902.04 - Officer Safety and Deadly Errors	02/01/2021	09/30/2022	Online	02/01/2021	03/25/2021	0.50	
Taser CEW Annual Conducted Energy Weapon User Update	02/01/2021	09/30/2022	Online	02/01/2021	03/25/2021	0.50	
Career Exploration & Professional Development - Online	02/04/2021	01/31/2022	Online	03/15/2021	11/18/2021	1.00	
HyFin Chest Seals and IFAK First Aid Kits	02/08/2021	01/15/2022	Online	02/08/2021	03/25/2021	0.50	
SOF Tactical Tourniquet Training	02/08/2021	10/21/2021	Online	02/08/2021	03/25/2021	0.05	
2020 Leadership Awards Recognition	03/12/2021	07/12/2021	Online	03/12/2021	03/25/2021	0.50	
Handgun Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/25/2021	0.50	
Rifle Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/25/2021	0.50	
Shotgun Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/25/2021	0.50	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	03/26/2021	01/15/2022	Online	03/26/2021	04/29/2021	1.00	
HB1 Guidance - Restraints/Confinement of Pregnant Women	04/06/2021	03/31/2023	Online	04/06/2021	04/09/2021	0.50	
Mobile Field Force In-Service 2021	04/07/2021	04/07/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/17/2021	04/07/2021	8.00	
COVID-19, Making an Informed Decision	04/11/2021	01/15/2022	Online	04/12/2021	06/08/2021	0.50	
2021 Sworn In-Service Training	05/03/2021	05/03/2021	Canfield Fairgrounds - 7265 Columbiana Canfield Rd Canfield, OH 44406	03/19/2021	05/03/2021	8.00	
Bloodborne Pathogens Training	05/03/2021	01/15/2022	Online	05/03/2021	06/08/2021	0.50	
Heat-Related Illnesses	05/03/2021	01/15/2022	Online	05/03/2021	06/08/2021	0.50	
SMD Annual Training Video - RADAR	05/03/2021	04/07/2022	Online	05/03/2021	06/08/2021	0.50	
Ohio's New Protection Order - Notice of Existence of Protection Order	05/25/2021	12/31/2022	Online	05/25/2021	06/08/2021	0.50	
Ohio's Protection Order - Post-Conviction No Contact Orders	05/25/2021	03/31/2023	Online	05/25/2021	06/08/2021	0.50	
Response to Resistance Video Series - Wright v. Euclid	06/30/2021	01/15/2022	Online	06/30/2021	07/26/2021	0.50	

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Showcasing our Ability to Adapt to Challenges and High Profile Circumstances	07/22/2021	01/15/2022	Online	07/22/2021	07/26/2021	0.50	
MFF - East Platoon	08/17/2021	08/17/2021	Ohio National Guard Camp Garfield, East Gate - 1438 State Route 534 SW, Newton Falls, OH 44444	07/27/2021	08/17/2021	6.00	
2021 Civil Disturbance Training	09/30/2021	09/30/2021	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/16/2021	09/30/2021	8.00	
Hypothermia Training Video	09/30/2021	01/30/2022	Online	09/30/2021	10/03/2021	0.50	
Mental Health Training	09/30/2021	04/07/2022	Online	09/30/2021	10/03/2021	0.50	
Hear to Serve - Lieutenant Colonel M. K. Gaskill	10/01/2021	12/31/2022	Online	10/01/2021	10/23/2021	0.50	
We All Have A Date With This Virus	10/08/2021	03/11/2022	Online	10/08/2021	11/23/2021	0.50	
Public Safety Training Campus - Upgrades & Enhancements	10/12/2021	12/31/2021	Online	10/13/2021	10/23/2021	1.00	
ICAT: Integrating Communications, Assessment, and Tactics	10/28/2021	10/28/2021	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	09/15/2021	10/28/2021	0.00	
Hear to Serve - Mick Yinger	11/01/2021	12/31/2022	Online	11/01/2021	11/18/2021	0.50	
OhioHealth Answers Your COVID-19 Questions Part 2	11/08/2021	03/08/2022	Online	11/08/2021	11/23/2021	0.50	
Hear to Serve Podcast #3 - Denise Williams	12/01/2021	12/31/2022	Online	12/01/2021	12/21/2021	0.50	
SB 33 - Refresher Training	12/29/2021	10/31/2023	Online	12/29/2021	12/29/2021	0.50	
CPR Online Review	01/03/2022	12/31/2022	Online	01/03/2022	01/04/2022	0.50	
NARCAN (Naloxone Hydrochloride)	01/03/2022	11/30/2022	Online	01/03/2022	01/05/2022	0.50	
Axon Body Camera Training	01/05/2022	02/01/2023	Online	01/05/2022	01/06/2022	0.50	
Taser CEW Annual Conducted Energy Weapon User Update	01/21/2022	11/30/2022	Online	01/24/2022	01/25/2022	0.50	

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AXON, TASER Energy Weapon Annual Operator Update - Feb. 2022	02/09/2022	03/31/2023	Online	02/09/2022	02/18/2022	0.50	
2022 Domestic Violence Legal Updates	02/17/2022	01/31/2023	Online	02/17/2022	08/15/2022	4.00	
MAT - Trauma Video #1	02/24/2022	02/01/2023	Online	02/24/2022	03/03/2022	0.50	
SMD Annual Training Video - LIDAR	03/07/2022	04/07/2022	Online	05/03/2021	06/08/2021	0.50	
Hear to Serve Podcast #4 - Tricia Knoles	03/08/2022	02/01/2023	Online	03/08/2022	04/04/2022	0.50	
Mobile Field Force - East Platoon Civil Disturbance Training	03/15/2022	03/15/2022	SRT Range, 11271 State Route 762, Orient, OH 43146	01/19/2022	03/15/2022	8.00	
Impact 22 Crisis Communications Strategy	03/22/2022	11/30/2022	Online	03/22/2022	04/04/2022	0.50	
All Hazards and Incident Command	04/05/2022	12/31/2022	Online	04/05/2022	07/07/2022	0.50	
Mid-Ohio Advanced Emergency Vehicle Operations Training	04/07/2022	04/07/2022	Mid-OH Sports Car Course, 7721 Steam Corners Road, Lexington, OH 44904	02/18/2022	04/07/2022	6.00	
MAT - Trauma Video #2	04/25/2022	06/30/2023	Online	04/25/2022	07/07/2022	0.50	
SMD Annual Training Video - LIDAR	05/05/2022	03/31/2023	Online	05/05/2022	06/30/2022	0.50	
SMD Annual Training Video - RADAR	05/05/2022	03/31/2023	Online	05/05/2022	06/30/2022	0.50	
MAT - Trauma Video #3	05/26/2022	06/30/2023	Online	05/26/2022	07/07/2022	0.50	
Bloodborne Pathogens Training	06/07/2022	12/10/2022	Online	06/07/2022	07/07/2022	0.50	
MAT - Trauma Video #4	06/07/2022	12/31/2022	Online	06/07/2022	07/07/2022	0.50	
Ohio Firearms Carry Training (2022)	06/16/2022	06/30/2023	Online	06/16/2022	07/07/2022	0.50	
Search & Seizure Annual Quiz for All Sworn (OSHP and PO)	07/14/2022	03/15/2023	Online	08/09/2022	12/31/2022	1.00	
Mobile Field Force In-Service 2022	07/16/2022	07/16/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/10/2022	07/16/2022	8.00	
MAT - FULL Trauma Video #5	08/10/2022	03/15/2023	Online	08/10/2022	10/16/2022	0.50	
Colonel Jones' Message	08/16/2022	12/31/2022	Online	08/16/2022	10/16/2022	0.50	

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Individualized Training	09/15/2022	09/15/2022	OSHP Academy			2.00	Student
Roll Call Training December 2022	10/04/2022	03/15/2023	Online	10/04/2022	12/31/2022	0.10	
Roll Call Training November 2022	10/04/2022	03/15/2023	Online	10/04/2022	12/31/2022	0.10	
Roll Call Training October 2022	10/04/2022	03/15/2023	Online	10/04/2022	10/16/2022	0.10	
2022 Weapons Transition Training	10/21/2022	10/21/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/24/2022	10/21/2022	8.00	
2022 Sworn In-Service Training	10/24/2022	10/25/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/16/2021	10/25/2022	16.00	
Embodying Service with a Purpose on the Patrol's 89th Birthday	11/15/2022	12/31/2022	Online	11/15/2022	12/31/2022	0.50	
Roll Call Training - Mental Health January 2023	11/28/2022	12/31/2023	Online	01/06/2023	03/17/2023	0.50	
Cultural Awareness & Respect Education/Stress First Aid/In-Service CPT 2022	11/29/2022	11/29/2022	Southeastern Equipment Training Facility 11406 Old National Road Cambridge, OH, 43725	09/15/2022	11/29/2022	8.00	
Mobile Field Force Quarterly Training	11/30/2022	11/30/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	11/21/2022	11/30/2022	6.00	
Holiday Message from Colonel Jones	12/22/2022	01/31/2023	Online	12/22/2022	01/24/2023	0.50	
All Hazards and Incident Command	01/04/2023	12/31/2023	Online	04/25/2023	05/05/2023	0.50	
NARCAN (Naloxone Hydrochloride)	01/13/2023	12/26/2023	Online	01/13/2023	03/17/2023	0.50	
Taser 7 Transition Presentation	01/13/2023	10/31/2023	Online	01/13/2023	01/24/2023	0.50	
Roll Call Training - Mental Health February 2023	02/01/2023	12/31/2023	Online	02/01/2023	03/17/2023	0.50	
TASER 7 Transition	02/10/2023	02/10/2023	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	12/20/2022	02/10/2023	7.00	

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Securing Ohio 2022-23 Training	02/28/2023	04/21/2023	Online	02/28/2023	03/17/2023	1.67	
The Ohio Ethics Law 2023: Following the Right Path	03/01/2023	12/31/2023	Online	03/01/2023	03/17/2023	1.00	
Roll Call Training - Mental Health March 2023	03/02/2023	12/31/2023	Online	03/02/2023	03/17/2023	0.50	
Ohio's New Distracted Driving Law: What You Need to Know	03/19/2023	10/31/2023	Online	03/20/2023	05/05/2023	0.17	
State of Patrol Address	04/03/2023	10/31/2023	Online	04/04/2023	05/05/2023	1.00	
Hear to Serve Podcast #5	04/20/2023	12/31/2023	Online	04/20/2023	05/05/2023	0.50	
Roll Call Training - Mental Health April 2023	04/26/2023	12/31/2023	Online	04/26/2023	05/05/2023	0.50	
CPR Annual Online Review	05/08/2023	12/31/2023	Online	05/08/2023	06/08/2023	0.50	
EEO Awareness and Sexual Harassment Prevention - 2023	05/09/2023	06/30/2023	Online	05/09/2023	05/21/2023	0.50	
Roll Call Training - Mental Health May 2023	05/16/2023	12/31/2023	Online	05/16/2023	06/08/2023	0.50	
SMD Annual Training Video - LIDAR	05/17/2023	11/17/2023	Online	05/17/2023	06/08/2023	0.50	
SMD Annual Training Video - RADAR	05/17/2023	11/17/2023	Online	05/17/2023	06/08/2023	0.50	
Retirement Readiness - 5 Year Program	05/18/2023	05/18/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/24/2023	05/18/2023	1.00	
Heat-Related Illnesses	05/30/2023	11/30/2023	Online	05/30/2023	06/08/2023	0.50	
Sport Utility Vehicle Familiarization Course	06/12/2023	06/12/2023	OPOTA Driving Track, 1760 US-42, London, OH 43140	05/15/2023	06/12/2023	4.00	
Mobile Field Force In-Service 2023	06/14/2023	06/15/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	05/15/2023	06/15/2023	16.00	
Roll Call Training - Mental Health June 2023	06/22/2023	12/31/2023	Online	06/22/2023	09/14/2023	0.50	
Sworn In-Service Active Aggressor Training 23CPT400	06/28/2023	06/28/2023	Pike Elementary, 4533 Peters Creek Road, Cambridge, OH 43725	05/05/2023	06/28/2023	8.00	
Securing Ohio 2023-24	08/18/2023	10/27/2023	Online	08/18/2023	08/26/2023	1.00	

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Roll Call Training - Mental Health August 2023	08/25/2023	12/31/2023	Online	08/25/2023	09/14/2023	0.50	
2023 Troopers and PO's Sworn In-Service Training	09/20/2023	09/21/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/06/2023	09/21/2023	16.00	
Hypothermia Training Video	10/05/2023	12/31/2023	Online	10/05/2023	11/08/2023	0.50	
2023 Civil Disturbance Training	10/10/2023	10/10/2023	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/08/2023	10/10/2023	8.00	
Roll Call Training - Mental Health October 2023	10/11/2023	12/31/2023	Online	10/11/2023	11/08/2023	0.50	
Colonel Jones October 2023 Video Message: We Are All Recruiters	10/16/2023	12/31/2023	Online	10/16/2023	11/08/2023	0.50	
Sworn In-Service CARE and Officer Wellness Training 2023CPT752	11/09/2023	11/09/2023	Southeastern Equipment Training Facility 11406 Old National Road Cambridge, OH, 43725	08/23/2023	11/09/2023	8.00	
Mobile Field Force Quarterly Training	11/29/2023	11/29/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/14/2023	11/29/2023	8.00	
Recreational Use of Marijuana in Ohio	12/06/2023	12/31/2024	Online	12/06/2023	12/12/2023	1.00	
2023 Durango Training	12/11/2023	12/31/2024	Online	12/11/2023	12/12/2023	0.50	
2023 Colonel Jones Holiday Message	12/21/2023	01/31/2024	Online	12/21/2023	01/27/2024	0.50	
Mental Health Training	12/22/2023	01/31/2024	Online	12/22/2023	01/27/2024	0.50	
All Hazards and Incident Command	01/01/2024	12/31/2024	Online	04/09/2024	05/07/2024	0.50	
CPR Annual Online Review	01/01/2024	12/30/2024	Online	01/24/2024	01/27/2024	0.50	
NARCAN (Naloxone Hydrochloride)	01/01/2024	09/30/2024	Online	01/24/2024	01/27/2024	0.50	
January 2024 Colonel Jones Message	01/08/2024	06/08/2024	Online	01/08/2024	01/27/2024	0.50	
Utilizing DREs	01/19/2024	12/31/2024	Online	01/19/2024	01/27/2024	0.50	

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First Amendment Online Training Video	01/29/2024	12/31/2024	Online	01/29/2024	02/08/2024	0.15	
The Ohio Ethics Law 2024: 50 Years of Promoting Governmental Ethics	02/01/2024	12/31/2024	Online	02/01/2024	03/26/2024	1.00	
OSP Policy 203.20 Response Resistance-203.20-002 Motor Vehicle and Foot Pursuits	03/15/2024	09/15/2024	Online	03/15/2024	05/07/2024	0.50	
TASER 2024 Annual Update Training	03/21/2024	12/31/2024	Online	03/21/2024	05/07/2024	0.50	
HyFin Chest Seals and IFAK First Aid Kits	04/09/2024	10/09/2024	Online	04/09/2024	05/07/2024	0.50	
Mobile Field Force Quarterly Training	04/11/2024	04/11/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/28/2023	04/11/2024	8.00	
2024 Civil Disturbance Training	04/23/2024	04/23/2024	ODNR Woodbury Range, : 41384 State Route 541 Warsaw, OH 43844	02/12/2024	04/23/2024	8.00	
NIBIN Overview 24CPT2024NO	04/30/2024	05/05/2025	Online	05/01/2024	06/05/2024	1.00	
Securing Ohio 2024-25	05/02/2024	10/31/2024	Online	05/02/2024	08/06/2024	0.75	
SMD Annual Training Video - LIDAR	05/15/2024	12/31/2024	Online	05/15/2024	06/05/2024	0.50	
SMD Annual Training Video - RADAR	05/15/2024	12/31/2024	Online	05/15/2024	06/05/2024	0.50	
Shatterball Training	05/17/2024	12/31/2024	Online	05/17/2024	06/05/2024	0.50	
The Administration of Oaths & Acknowledgments	05/20/2024	12/31/2024	Online	05/20/2024	06/05/2024	1.00	
Older Driver Safety Awareness Week	05/21/2024	11/01/2024	Online	05/21/2024	06/05/2024	0.08	
BAC Training	06/04/2024	06/04/2024	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	05/15/2024	06/04/2024	8.00	
Mobile Field Force In-Service 2024	06/12/2024	06/13/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	05/23/2024	06/13/2024	16.00	
Video Message from Colonel Jones â€œ We Are Doing More in 2024	07/30/2024	12/31/2024	Online	07/31/2024	08/07/2024	0.30	
Ohio Auditor of State Fraud Awareness Training 2024	08/05/2024	10/29/2024	Online	08/05/2024	08/06/2024	0.13	

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FLOCK Training	08/16/2024	12/31/2025	Online	08/19/2024	09/15/2024	0.50	
2024 Troopers and PO's Sworn In-Service Training	09/11/2024	09/13/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/09/2024	09/13/2024	22.00	
Hypothermia Training Video	09/25/2024	12/31/2024	Online	09/25/2024	10/07/2024	0.50	
Mobile Field Force Quarterly Training	10/03/2024	10/03/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/16/2024	10/03/2024	8.00	
Fall Firearms Training	10/29/2024	10/29/2024	ODNR Woodbury Range, : 41384 State Route 541 Warsaw, OH 43844	08/22/2024	10/29/2024	8.00	
The Victims' Rights Law - Marsy's Law - Overview of Changes - 24CPT2024VR	11/06/2024	05/30/2025	Online	11/07/2024	11/24/2024	1.00	
Mobile Field Force Quarterly Training	11/13/2024	11/13/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	10/23/2024	11/13/2024	8.00	
Disability Etiquette and Awareness Training - FY25	12/17/2024	12/31/2024	Online	12/17/2024	12/29/2024	1.00	
Season's Greetings from the Ohio State Highway Patrol	12/20/2024	01/31/2025	Online	12/23/2024	01/14/2025	0.50	
All Hazards and Incident Command	01/01/2025	12/31/2025	Online	04/14/2025	08/02/2025	0.50	
CPR Annual Online Review	01/11/2025	12/01/2025	Online	01/11/2025	01/14/2025	0.50	
NARCAN (Naloxone Hydrochloride)	01/11/2025	12/31/2025	Online	01/11/2025	01/14/2025	0.50	
Operational Focus: ACT 2025	01/31/2025	12/31/2025	Online	01/31/2025	02/18/2025	0.50	
MFF Training	02/13/2025	02/13/2025	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/24/2024	02/13/2025	8.00	
The Administration of Oaths & Acknowledgments	02/24/2025	12/31/2025	Online	06/27/2025	07/22/2025	1.00	
The Ohio Ethics Law and Law Enforcement - 25CPT083	02/28/2025	10/05/2025	Online	03/03/2025	03/04/2025	1.00	
TASER 2025 Annual Operator Update	03/06/2025	12/31/2025	Online	03/06/2025	04/18/2025	0.50	
Vehicle CQB Overview	03/10/2025	12/31/2025	Online	03/10/2025	04/18/2025	0.50	

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HyFin Chest Seals and IFAK First Aid Kits	03/18/2025	12/31/2025	Online	03/18/2025	07/06/2025	0.50	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	03/20/2025	12/31/2025	Online	03/20/2025	07/29/2025	0.50	
2025 Spring Firearms - 25CPT093	03/25/2025	03/25/2025	ODNR Woodbury Range, : 41384 State Route 541 Warsaw, OH 43844	01/15/2025	03/25/2025	8.00	
Ohio Trooper Information System Case Module - 25CPT434	04/16/2025	02/27/2026	Online	04/16/2025	05/16/2025	1.00	
MFF NATO TRAINING	04/17/2025	04/17/2025	University of Dayton Arena, 1801 South Edwin C. Moses Blvd., Dayton, OH 45417	03/25/2025	04/17/2025	3.00	
MFF NATO TRAINING	05/15/2025	05/15/2025	University of Dayton Arena, 1801 South Edwin C. Moses Blvd., Dayton, OH 45417	03/25/2025	05/15/2025	3.00	
Professional Ethics of the Ohio State Highway Patrol - 25CPT1036	05/22/2025	02/27/2026	Online	05/23/2025	07/22/2025	1.00	
Heat-Related Illnesses	05/23/2025	12/31/2025	Online	05/23/2025	07/06/2025	0.50	
Self Defense Training	06/12/2025	03/06/2026	Online	06/12/2025	08/02/2025	0.05	
Domestic Violence - 25CPT087	06/17/2025	02/27/2026	Online	06/18/2025	07/22/2025	1.00	
Mobile Field Force In-service 2025	06/24/2025	06/24/2025	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/24/2024	06/24/2025	8.00	
Speed Measuring Devices (SMD) Annual Training	07/01/2025	02/27/2026	Online	07/01/2025	07/06/2025	0.33	
Speed Measuring Devices (SMD) Annual Exam	07/03/2025	02/27/2026	Online	07/03/2025	07/18/2025	1.00	
Strengthening Our Connections with the Communities We Serve	07/03/2025	12/31/2025	Online	07/03/2025	07/06/2025	0.50	
Back to Life - 2025 Employee Wellness Training: 25CPT757	07/28/2025	02/27/2026	Online	07/28/2025	07/29/2025	1.00	
Leadership at Work and at Home: 25CPT088	08/26/2025	02/27/2026	Online	08/26/2025	09/12/2025	1.00	
Securing Ohio 2025-26	09/09/2025	10/31/2025	Online	09/09/2025	09/20/2025	0.83	

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Vehicle Dynamics Practical Training - 25CPT094	09/10/2025	09/10/2025	OPOTA Driving Track, 1760 US-42, London, OH 43140	02/11/2025	09/10/2025	4.00	
MFF White Platoon	09/16/2025	09/16/2025	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/24/2024	09/16/2025	8.00	
2025 Troopers and PO's Sworn In-service Training	09/23/2025	09/24/2025	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/15/2025	09/24/2025	16.00	
Performance Driving: 25CPT094	09/24/2025	02/27/2026	Online	09/24/2025	10/02/2025	1.00	
2025 Civil Disturbance Training	10/27/2025	10/27/2025	ODNR Woodbury Range, : 41384 State Route 541 Warsaw, OH 43844	08/21/2025	10/27/2025	8.00	
RCR10523 - Safe at Home	11/04/2025	02/16/2026	Online	11/04/2025	12/12/2025	0.50	
CPR Annual Online Review	12/02/2025	11/01/2026	Online	01/05/2026	02/02/2026	0.50	
Hypothermia Training Video	12/02/2025	12/31/2026	Online	12/02/2025	03/20/2026	0.50	
NARCAN (Naloxone Hydrochloride)	01/05/2026	11/30/2026	Online	01/08/2026	03/20/2026	0.50	
Violent Crime Reduction Operations	01/16/2026	12/31/2026	Online	01/16/2026	03/20/2026	0.50	
MFF Quarterly Training	02/03/2026	02/03/2026	Clark County Fairgrounds at 4401 S. Charleston Pike, Springfield, Ohio 45505	01/15/2026	02/03/2026	6.00	
OSHP Dietician	02/05/2026	12/31/2026	Online	02/05/2026	03/20/2026	0.50	
Oral Fluid Collection	02/11/2026	12/31/2026	Online	03/19/2026	03/20/2026	0.50	
Advancing Our Mission in 2026	02/27/2026	12/31/2026	Online	02/27/2026	03/20/2026	0.50	
Responsible AI for Public Professionals: Using GenAI at Work	03/18/2026	05/17/2026	Ohio Learn	03/19/2026	03/20/2026	2.00	

State Of Ohio - Department of Public Safety

Weapons Report

OAKSID : [REDACTED] Unit Number : [REDACTED] Name : [REDACTED]

Report Date : 04/01/2026 09:38 AM

Date Of Qualification	Weapon Type	Make	Model	Caliber	Serial Number	Condition	Req Officer Name	Score
03/25/2025	Pistol-Primary-P320	Sig Sauer	P320	9mm	[REDACTED]	Good		20
03/25/2025	Pistol-Secondary-P365	Sig Sauer	P365	9mm	[REDACTED]	Good	Bayless Scott(0069)-REQ09497-10/25/2026	19
03/25/2025	Rifle - Optics	AERO Precision	AR15	.223	[REDACTED]	Good		20
03/25/2025	Rifle - Iron Sights	AERO Precision	AR15	.223	[REDACTED]	Good	Bayless Scott(0069)-REQ09497-10/25/2026	20
03/25/2025	Pistol-Primary-P320	Sig Sauer	P320	9mm	[REDACTED]	Good		19