



CLEVELAND DIVISION OF POLICE

PATROL OFFICER PERFORMANCE EVALUATION

[REDACTED]	[REDACTED]	Neidbalsen	C	9154
<i>Member's Last Name</i>	<i>First Int.</i>	<i>Badge #</i>	<i>Rated by Last Name</i>	<i>First Int. Badge #</i>

4th	B.P. C Platoon	11/24/2015
<i>Bureau/District</i>	<i>Unit/Platoon</i>	<i>Date</i>

Rating Instructions: Rate member's performance in reference to the scale below by placing the rating value in the appropriate box. If the performance does not apply to a member's assignment, leave the reference blank.

5=Outstanding; 4=Exceeds; 3=Satisfactory; 2=Needs Improvement; 1=Unsatisfactory

SECTION I: CUSTOMER SERVICE, DEPENDABILITY & QUALITY OF WORK			
CUSTOMER SERVICE	RATING	CUSTOMER SERVICE	RATING
Attitude Toward Police Work	4	Accepts Additional Duties	4
Attitude Toward Public	4	Proper Grooming	4
Accepts Constructive Criticism	4	Uniform/Plain Clothes Appearance	4
Self Motivation	4	Courteous/Tactful with Citizens	4
Care of Vehicles & Equipment	4	Courteous/Tactful with Other Members	4
Teamwork: works well with others	4	Interaction with other Ethnic Groups	3
		Promotes CPD-Community Partnership	3
Column subtotal:	24	Column subtotal:	26
TOTAL CUSTOMER SERVICE:	3.8		

QUALITY OF WORK	RATING	QUALITY OF WORK	RATING
<i>Written Reports</i>		<i>Routine Forms</i>	
Organization	4	Organization	4
Completeness	4	Completeness	4
Legibility	4	Legibility	4
Grammar	4	Grammar	4
Column subtotal:	16	Column subtotal:	16
TOTAL QUALITY OF WORK:	4.0		

DEPENDABILITY	RATING	DEPENDABILITY	RATING
Reports For Duty On Time	4	Follows Rules and Regulations	3
Reports Off Duty As Required	4	Supports Division's Goals	3
Follows Orders	4	Complies with Division's Goals	3
Reports to work as scheduled	4		
Column subtotal:	16	Column subtotal:	9
TOTAL DEPENDABILITY:	3.6		



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SECTION II: JOB KNOWLEDGE (PATROL)				
JOB KNOWLEDGE		RATING	JOB KNOWLEDGE	
Reports Arrival Time		4	Meets Deadlines	RATING
Reports Completion Time		4	Problem Solving Ability	3
Driving Ability		4	Community Relations	3
MVA Record		3	Arrests (consistent w/Platoon average)	4
Investigate/Interview Ability		3	MMCs (consistent w/Platoon averages)	4
Community Relations Skills		4	UTTs (consistent w/Platoon averages)	4
Attends Court When Subpoenaed		3	PINS (consistent w/Platoon averages)	3
Promptness of Required Reports		4	Knowledge of General Police Orders	3
Creativity in Handling Assignments		3	Knowledge of Constitutional Law	3
Multi Tasking Ability		3	Knowledge of Statutory Law	3
			Use of RMS Computer	4
	Column subtotal:	35		Column subtotal:
TOTAL JOB KNOWLEDGE (Patrol):		3.4		37

JOB KNOWLEDGE (ADMINISTRATIVE)				
JOB KNOWLEDGE		RATING	JOB KNOWLEDGE	
Promptness of Required Reports			Knowledge of General Police Orders	RATING
Creativity in Handling Assignment			Knowledge of Constitutional Law	
Multiple Tasking Ability			Knowledge of Statutory Law	
Meets Deadlines			Driving Record	
Problem Solving Ability			MVA Record	
Community Relations Skills			Use of RMS Computer	
	Column subtotal	0		Column subtotal
TOTAL JOB KNOWLEDGE (ADMINISTRATIVE):				0

JOB KNOWLEDGE (INVESTIGATIVE)				
JOB KNOWLEDGE		RATING	JOB KNOWLEDGE	
Maintains High-Quality Case Files			Driving Ability	RATING
Cultivates Informants			MVA Record	
Search Warrant Completeness			Problem Solving Ability	
Investigates Cases in Timely Manner			Community Relations Skill	
Ability to Solve Assigned Cases			Attends Court when Subpoenaed	
Prosecutor Relationships			Grand Jury Packages	
Judicial Relationships			Grand Jury Attendance	
Investigative Clearance Rate			Knowledge of General Police Orders	
Interview Skills			Knowledge of Constitutional Law	
Use of RMS Computer			Knowledge of Statutory Law	
	Column subtotal	0		Column subtotal
TOTAL JOB KNOWLEDGE (PATROL):				0

- Outstanding = 4.51 - 5.0
- Exceeds = 3.51 - 4.50
- Satisfactory = 2.51 - 3.50
- Improvement Needed = 1.51 - 2.50
- Unsatisfactory = 1.0 - 1.50

** Performance Improvement or Action Plan included for ratings 2.0 or below.

Cumulative Performance Rating	3.71
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Exceed Expectations



CLEVELAND DIVISION OF POLICE

PATROL OFFICER PERFORMANCE EVALUATION

SECTION III: SUPERVISOR'S COMMENTS

PO [redacted] is a young energetic officer. He is a great asset to our platoon. He has a positive attitude toward police work and I believe will be a good leader amongst his peers in the future.

[Signature] 9154
SIGNATURE/BADGE/DATE 11-26-15

SECTION IV: MEMBER'S COMMENTS



11-26-15

SECTION V: PLATOON/UNIT COMMANDER'S ENDORSEMENT/COMMENTS

[Signature] 112905
SIGNATURE/BADGE/DATE

PART VI: COMMANDER'S ENDORSEMENT/COMMENTS

Reviews & Career

[Signature] 6622 12215
SIGNATURE/BADGE/DATE

D.I.D. - D.C. # 5044



CLEVELAND DIVISION OF POLICE

PATROL OFFICER PERFORMANCE EVALUATION

Member's Last Name	First Init.	Badge #	Rated by Last Name	First Init.	Badge #
[REDACTED]	[REDACTED]	[REDACTED]	Torres	J	9199

Bureau/District	Unit/Platoon	Date
4	A	11/17/2017

Rating Instructions: Rate member's performance in reference to the scale below by placing the rating value in the appropriate box. If the performance does not apply to a member's assignment, leave the reference blank.

5=Outstanding; 4=Exceeds; 3=Satisfactory; 2=Needs Improvement; 1=Unsatisfactory

SECTION I: CUSTOMER SERVICE, DEPENDABILITY & QUALITY OF WORK

CUSTOMER SERVICE		RATING	CUSTOMER SERVICE		RATING
Attitude Toward Police Work		4	Accepts Additional Duties		4
Attitude Toward Public		4	Proper Grooming		4
Accepts Constructive Criticism		4	Uniform/Plain Clothes Appearance		4
Self Motivation		4	Courteous/Tactful with Citizens		4
Care of Vehicles & Equipment		3	Courteous/Tactful with Other Members		4
Teamwork; works well with others		4	Interaction with other Ethnic Groups		4
			Promotes CPD-Community Partnership		3
Column subtotal:		23		Column subtotal:	27
TOTAL CUSTOMER SERVICE:		3.8			

QUALITY OF WORK		RATING	QUALITY OF WORK		RATING
Written Reports			Routine Forms		
Organization		4	Organization		4
Completeness		4	Completeness		4
Legibility		3	Legibility		3
Grammar		3	Grammar		3
Column subtotal:		14		Column subtotal:	14
TOTAL QUALITY OF WORK:		3.5			

DEPENDABILITY		RATING	DEPENDABILITY		RATING
Reports For Duty On Time		4	Follows Rules and Regulations		4
Reports Off Duty As Required		4	Supports Division's Goals		4
Follows Orders		4	Complies with Division's Goals		4
Reports to work as scheduled		4			
Column subtotal:		16		Column subtotal:	12
TOTAL DEPENDABILITY:		4.0			



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SECTION II: JOB KNOWLEDGE (PATROL)			
JOB KNOWLEDGE	RATING	JOB KNOWLEDGE	RATING
Reports Arrival Time	4	Meets Deadlines	4
Reports Completion Time	4	Problem Solving Ability	4
Driving Ability	3	Community Relations	3
MVA Record	3	Arrests (consistent w/Platoon average)	3
Investigate/Interview Ability	4	MMCs (consistent w/Platoon averages)	3
Community Relations Skills	3	UTTs (consistent w/Platoon averages)	3
Attends Court When Subpoenaed	4	PINS (consistent w/Platoon averages)	3
Promptness of Required Reports	4	Knowledge of General Police Orders	3
Creativity in Handling Assignments	4	Knowledge of Constitutional Law	4
Multi Tasking Ability	4	Knowledge of Statutory Law	4
		Use of RMS Computer	4
Column subtotal:	37		38
TOTAL JOB KNOWLEDGE (Patrol):	3.6		

JOB KNOWLEDGE (ADMINISTRATIVE)			
JOB KNOWLEDGE	RATING	JOB KNOWLEDGE	RATING
Promptness of Required Reports		Knowledge of General Police Orders	
Creativity in Handling Assignment		Knowledge of Constitutional Law	
Multiple Tasking Ability		Knowledge of Statutory Law	
Meets Deadlines		Driving Record	
Problem Solving Ability		MVA Record	
Community Relations Skills		Use of RMS Computer	
Column subtotal	0		0
TOTAL JOB KNOWLEDGE (ADMINISTRATIVE):			

JOB KNOWLEDGE (INVESTIGATIVE)			
JOB KNOWLEDGE	RATING	JOB KNOWLEDGE	RATING
Maintains High-Quality Case Files		Driving Ability	
Cultivates Informants		MVA Record	
Search Warrant Completeness		Problem Solving Ability	
Investigates Cases in Timely Manner		Community Relations Skill	
Ability to Solve Assigned Cases		Attends Court when Subpoenaed	
Prosecutor Relationships		Grand Jury Packages	
Judicial Relationships		Grand Jury Attendance	
Investigative Clearance Rate		Knowledge of General Police Orders	
Interview Skills		Knowledge of Constitutional Law	
Use of RMS Computer		Knowledge of Statutory Law	
Column subtotal	0		0
TOTAL JOB KNOWLEDGE (PATROL):			

- Outstanding = 4.51 - 5.0
- Exceeds = 3.51 - 4.50
- Satisfactory = 2.51 - 3.50
- Improvement Needed = 1.51 - 2.50
- Unsatisfactory = 1.0 - 1.50

** Performance Improvement or Action Plan included for ratings 2.0 or below.

Cumulative Performance Rating	3.73
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Exceed Expectations



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SECTION III: SUPERVISOR'S COMMENTS

P.O. [REDACTED] takes on additional task when requested and works well with others.

Jim Jones Sgt 49199
SIGNATURE/BADGE/DATE

SECTION IV: MEMBER'S COMMENTS

[REDACTED] 11-18-17
DATE

SECTION V: PLATOON/UNIT COMMANDER'S ENDORSEMENT/COMMENTS

TC 458
SIGNATURE/BADGE/DATE

PART VI: COMMANDER'S ENDORSEMENT/COMMENTS

P2 J. Toranzo Capt 6567 PC 11-30-17
SIGNATURE/BADGE/DATE