



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



2025-3290
Officer Involved Critical Incident - 3810 Louise Ct., Grove
City, OH 43123 (L)

Investigative Activity: Personnel File Review

Involves:

[REDACTED]
[REDACTED]

Activity Date: 12/02/2025

Authoring Agent: SA Joshua Lish

Narrative:

On Tuesday, December 02, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) Joshua Lish (SA Lish) received the personnel files for [REDACTED] [REDACTED] from Grove City Police Department (GCPD). SA Lish reviewed the personnel file and noted the following:

- [REDACTED]
- No discipline for use of force outside of policy prior to the officer involved critical incident on October 8, 2025, was found in [REDACTED] personnel file.

- [REDACTED]
- No discipline for use of force outside of policy prior to the officer involved critical incident on October 8, 2025, was found in [REDACTED] personnel file.

- [REDACTED]
- No discipline for use of force outside of policy prior to the officer involved critical incident on October 8, 2025, was found in [REDACTED] personnel file.

The personnel file was attached to this report. Please refer to the attachment for further details.

References:

No references.

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.



**Ohio Attorney General's Office
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Investigative Report**



2025-3290

Officer Involved Critical Incident - 3810 Louise Ct., Grove
City, OH 43123 (L)

Attachments:

- 1.
- 2.
- 3.



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Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

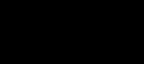
1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial 

2] Do you understand this policy? Yes No Initial 

3] Do you have any questions about this policy? Yes No Initial 

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial 

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial 

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial 

Associate Name 

Associate Signature 

Evaluator Name Sgt. Mcness

Evaluator Signature Sgt. B. W. Sub

Date 01-22-25 Time 1430

Date 1/22/25 Time 1430

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes No Initial [REDACTED]

2] Do you understand this policy? ☒ Yes No Initial [REDACTED]

3] Do you have any questions about this policy? Yes ☒ No Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes No Initial [REDACTED]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☒ No Initial [REDACTED]

Associate Name [REDACTED]

Evaluator Name JOSE SMITH

Associate Signature [REDACTED]

Evaluator Signature [Signature] 1/18/24

Date 01-17-24 Time 1425

Date 1/17/24 Time 1428

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

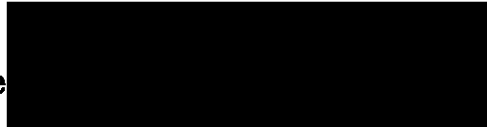


GROVE CITY DIVISION OF POLICE

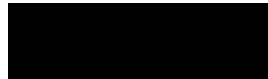


Employee Identification

Employee Name

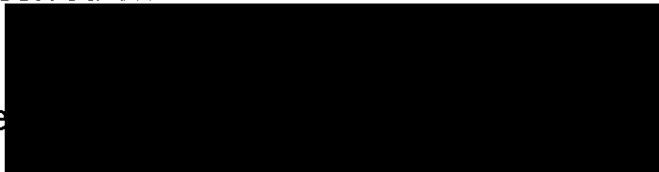


I have received one new HID card #



I have received one new wallet card

Signature



Current HID card returned ☒ Yes ☐ No Card #



Current wallet card returned ☒ Yes

☐ No



(If No, reason why card was not returned)

Supervisor Signature

[Signature] 5/13/15

Verified by:

Laurie Rutan

Signature:

Laurie M Rutan

Annual Discrimination and Harassment Audit

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1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes ☐ No Initial [REDACTED]

2] Do you understand this policy? ☒ Yes ☐ No Initial [REDACTED]

3] Do you have any questions about this policy? Yes ☒ No ☐ Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes ☐ No Initial [REDACTED]

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6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☒ No ☐ Initial [REDACTED]

Associate Name [REDACTED]

Evaluator Name SGT. RD FORREST

Associate Signature [REDACTED]

Evaluator Signature SGT. RD FORREST 2/3

Date 01-31-2023 Time 0930

Date 1/31/23 Time 0930

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

GROVE CITY POLICE

KEYS ISSUED

OFFICER'S NAME

UNIT NUMBER

DATE OF HIRE

FOLLOWING IS A LIST OF KEYS ISSUED TO THE ABOVE NAMED OFFICER:

Keys Issued	Date Issued	Officer's Initials	Date Returned
TRAFFIC CONTROL BOX KEY	2006		
A1	2006		
A2	2006		
A3	2006		
CROWN VIC	2006		
VAN KEY	2008		
CA 751 SRT CABINET	2010		
SRT CA OUTSIDE DOOR	2010		
G5	2016 07 07		
C1	2025 07 21		

ANY AND ALL KEYS WILL BE RETURNED UPON REQUEST OR UPON TERMINATION OF EMPLOYMENT.

Signature of Member/Employee

Date of Signature

**Grove City Division of Police
Annual Discrimination and Harassment Audit**

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted] (Must answer yes to continue audit)

2] Do you understand this policy? Yes No Initial [redacted] (Must answer yes to continue audit)

3] Do you have any questions about this policy? Yes No Initial [redacted] (Must answer no to continue audit)

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted] (Must answer yes to continue audit)

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted] (Must answer no to finish audit)

Associate Name [redacted]

Supervisor Name Sgt. FORNEY

Associate Signature [redacted]

Supervisor Signature Sgt. R. [redacted]

Date 1/8/22 Time 1858

Date 1/8/22 Time 1858

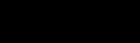
Instructions to the interviewing supervisor

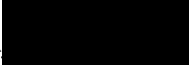
If there are any questions answered that prohibit the completion of the audit, the interviewing supervisor will direct the employee to immediately report the concerns to a supervisor in their chain of command or to human resources.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

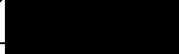
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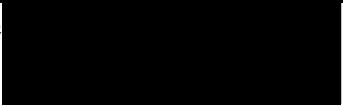
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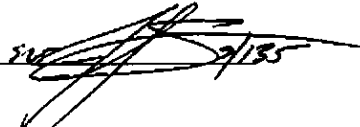
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Associate Name 

Evaluator Name SLS SMITH

Associate Signature 

Evaluator Signature  2/12

Date 02-12-2021 Time 1200

Date 2/12/2021 Time 1200

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Intent and Guidance

At the conclusion of the annual or semi-annual associate evaluation, conclude the discussion with the associate completing this form.

If the associate has not read the policy, reschedule the meeting and recomplete the form.

RECEIPT OF EMPLOYEE HANDBOOK

I have received a copy of this employee handbook. I understand that I should read and familiarize myself with the information that has been provided. I understand that this employee handbook can be changed at any time by the City of Grove City with or without notice. I also understand that this employee handbook is not a contract, express or implied, between myself and the City of Grove City, nor shall it be construed to create such a contract. I understand that I am not employed for any definite period of time, and, as an employee-at-will, either myself or the City of Grove City can terminate the employment relationship at any time for any reason not contrary to law. I understand that no representative of the City of Grove City has authority to make representations to me or enter into an agreement with me that is contrary to the foregoing except the City Administrator of the City of Grove City, or his designated representative, in an express, written agreement.

This employee handbook applies to all non-union personnel, unless noted otherwise, and also applies to all union personnel to the extent the handbook does not conflict with, or a subject is mutually addressed by, the express terms of the applicable collective bargaining agreement.



Print Employee Name



Employee Signature

02-25-2021

Date



Application Number



GROVE CITY DIVISION OF POLICE EMPLOYMENT APPLICATION

NAME: [REDACTED]
(LAST) (FIRST) (MIDDLE)

HOME ADDRESS:
(NO P.O. BOX NUMBER)
[REDACTED]
(CITY) (STATE) (ZIP CODE)

PHONE NUMBER: [REDACTED]
(HOME) (WORK) (CELL/PAGER)

SS#: [REDACTED]

EDUCATION: HIGH SCHOOL GRAD. _____ G.E.D. _____ COLLEGE 1 2 3 4

SEX: M ☒ F _____

THE CITY OF GROVE CITY IS AN EQUAL OPPORTUNITY EMPLOYER

GROVE CITY POLICE
ADMINISTRATIVE BUREAU
2004 AUG 26 PM 3:09

The City of Grove City, Ohio

P.O. Box 427 • 4035 Broadway • Grove City, Ohio 43123-0427
(614) 277-3000

CHERYL L. GROSSMAN
Mayor

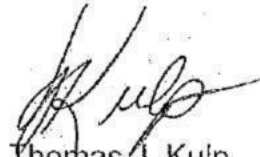
[REDACTED]
Mr. [REDACTED]
[REDACTED]

Dear Mr. [REDACTED]

It is with great pleasure that I certify your appointment as a Police Officer with the Division of Police, effective [REDACTED]. The Oath of Office will be administered at 8:00 PM at the beginning of Council Meeting on [REDACTED]. You are encouraged to advise your family and friends that may want to attend the ceremony.

On behalf of Mayor Cheryl Grossman, Chief Dennis Deskins, and all the city officials, I extend warmest congratulations and our wish for continued success in your work.

Sincerely,



Thomas J. Kulp
Director of Public Safety

TJK:jsb

cc: Cheryl L. Grossman, Mayor
Dr. Leslie A. Bostic, City Administrator
Grove City City Council
Robert E. Behlen, Finance Director
Dennis L. Deskins, Chief of Police



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123
Phone: (614) 277-1700 • Fax: (614) 277-1706
Email: ddeskins@grovecityohio.gov



Dennis L. Deskins
Chief of Police

January 10 [REDACTED]

Safety Director Thomas J. Kulp
Grove City Division of Police
3360 Park Street
Grove City, OH 43123

Dear Director Kulp:

Upon the counsel of Captain Joe Wise, Lieutenant Jeff Lawless and Lieutenant Steve Robinette, I recommend that [REDACTED] receive an appointment to the open position of Police Officer. [REDACTED] has completed the medical, psychological and polygraph testing with favorable results.

As you know, the recruitment, testing and selection process is lengthy. Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature of Dennis L. Deskins, written in dark ink, appearing as "Dennis L. Deskins".

Dennis L. Deskins
Chief of Police

OK [Signature] 1/18 [REDACTED]

cc: Cheryl L. Grossman, Mayor
Dr. Leslie A. Bostic, City Administrator
Captain G. Joseph Wise
Lieutenant Jeffrey J. Lawless
Lieutenant Steven R. Robinette



September 9, 2002

Chief James R. McKean
Lieutenant Lawless
Grove City Police
Grove City Safety Complex

Dear Sir:

It is with great appreciation and a heavy heart that I must decline your invitation to continue the processing of my employment as a Grove City Police Officer. My employment history with the State Department Diplomatic Security and the  has provided me with the utmost confidence that I would be an asset to your organization of public service.

Fortunately, I have had continuous conversations with my family, my two brothers both of which are police officers, and most importantly my wife. It was through these conversations and my own contemplation that I have concluded my best course of action is to complete my college education. After completing my educational goals at The Ohio State University, Fisher College of Business, I will continue my commitment to my life long ambition of helping others in the capacity that public service demands. I have submitted for graduation in June of 2003 for which I had to commit to a demanding schedule for the completion of the required curricula. At that point, I will reconsider my options and re-apply for public service.

It is with great appreciation for all the effort put forth from each person within your department that afforded me the opportunity for consideration. It is my hope and ambition to be a part of an organization such as yours but at this time I feel my goal of completing school will better aid me in life and public service.

Sincerely,



Eligibility Waiver

I, _____, Voluntarily waive my eligibility on the
Grove City Police 2004 Civil Service Police Test List.

Signature

Date

12/21/2004

Witness

Date

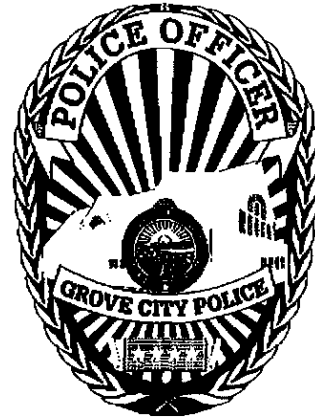
Pat M. [Signature] #17

12-21-04

**GROVE CITY POLICE
FIELD SERVICES
BUREAU**

Memo

To: Capt. G. J. Wise
From: Lt. S.R. Robinette *[Signature]*
CC:
Date: December 5, 2006
Re: Solo Patrol for [REDACTED]



Sir,

[REDACTED] has completed the prescribed field training program, including the scenario evaluation day and the week long patrol evaluation. He has received the recommendation of Off. Strawser who was his evaluator and Sgt. Harris who oversees the field training function.

Based on their recommendations, I am requesting he be released from his field training program and released to me for assignment for solo patrol.

Respectfully submitted.

City of Grove City Electronic Communication Policy

All electronic communications systems (including e-mail, Internet browsing, etc.) and all information transmitted by, received from, or stored in the City of Grove City's systems are the property of the City of Grove City, and as such, are to be used solely for job-related purposes.

The use of any software and business equipment (including but not limited to facsimiles, copiers and computers) for private purposes is strictly forbidden, unless written permission has been received by a designated department head and the mayor.

In addition to these general guidelines, please note:

- Internet browsing will be limited to authorized employees only. Authorization must be approved in writing by the department head and the mayor.
- The Internet, e-mail and on-line services are intended to be used for City business only.
- City employees shall not use the Internet, e-mail, or on-line services for operating a business for personal gain, sending chain letters, or solicitation of any kind.
- City employees shall not use the Internet, e-mail or on-line services to transmit or download material that is obscene, pornographic, threatening or racially or sexually harassing. Defamatory remarks about residents or co-workers are also forbidden.
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Employees who abuse or misuse the City of Grove City's electronic communication policy are subject to disciplinary action, up to and including discharge.

Acknowledgement

I have received, read and fully understand and agree to comply with the City of Grove City electronic communication policy.

I (Check one) Accept Internet Access ☒

Decline Internet Access ☐

NOTE: Internal e-mail may be monitored whether or not e-mail access is approved.

Employee Signature/Date

Department Head Signature/ Date

Cheryl A. Grossman
Mayor's Signature/ Date

The City of Grove City, Ohio

P.O. Box 427 • 4035 Broadway • Grove City, Ohio 43123-0427
(614) 277-3000

CHERYL L. GROSSMAN
Mayor

[REDACTED]
Mr. [REDACTED]
[REDACTED]

Dear Mr. [REDACTED]

It is with great pleasure that I certify your appointment as a Police Officer with the Division of Police, effective [REDACTED]. The Oath of Office will be administered at 8:00 PM at the beginning of Council Meeting on [REDACTED]. You are encouraged to advise your family and friends that may want to attend the ceremony.

On behalf of Mayor Cheryl Grossman, Chief Dennis Deskins, and all the city officials, I extend warmest congratulations and our wish for continued success in your work.

Sincerely,



Thomas J. Kulp
Director of Public Safety

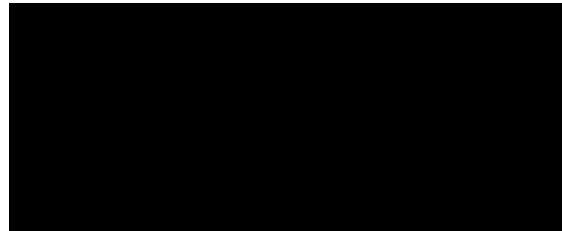
TJK:jsb

cc: Cheryl L. Grossman, Mayor
Dr. Leslie A. Bostic, City Administrator
Grove City City Council
Robert E. Behlen, Finance Director
Dennis L. Deskins, Chief of Police



OATH OF OFFICE

"I, [REDACTED], do solemnly swear (or affirm) that I will support the constitution of the United States and of the State of Ohio and will obey the laws thereof and that I will, in all respects, observe the provision of this charter and ordinances of this City, and will faithfully discharge the duties of POLICE OFFICER upon which I am about to enter."



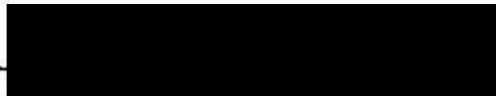
February 24, [REDACTED]
Date

Cliff L. Luman
Mayor of Grove City, OH

CITY OF GROVE CITY
DIVISION OF POLICE

EMPLOYEE IDENTIFICATION

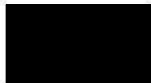
Name:



Rank:

OFFICER

Badge #



Classification:

PATROL BUREAU

Date of Hire:



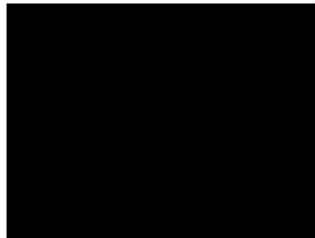
I.D. Control #



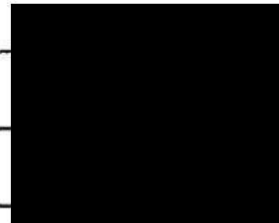
Social Security #



DOB



Blood Type

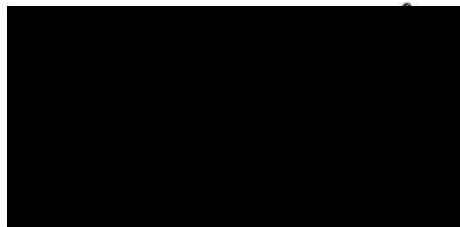


Height

Weight

Hair

Eyes



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- City employees shall not use the Internet, e-mail or on-line services to transmit or download material that is obscene, pornographic, threatening or racially or sexually harassing. Defamatory remarks about residents or co-workers are also forbidden.
- City employees shall not use the Internet, e-mail or on-line services to disseminate or print copyrighted materials (including articles and software) in violation of copyright laws.
- City employees shall not use the Internet, e-mail or on-line services to provide access to confidential information.
- City employees shall not share their password or let anyone use their log on session for any use including the Internet, e-mail or on-line services.

Employees should not assume that electronic messages, documents, or electronic material is confidential. On-line site visits and e-mail are recorded at the administrative offices and may be monitored on a daily basis. Furthermore, all employees should be aware that any electronic messages, documents or electronic material might be subject to Ohio's Public Records Statutes and other disclosure requirements.

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I (Check one) Accept Internet Access ☒

Decline Internet Access ☐

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Employee Signature/Date

Department Head Signature/Date

Mayor's Signature/Date

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Employee Signature/Date

Department Head Signature/ Date

Mayor's Signature/ Date



STATE OF OHIO
OFFICE OF THE ATTORNEY GENERAL
JIM PETRO, ATTORNEY GENERAL

OHIO PEACE OFFICER
TRAINING COMMISSION



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

☒ Appointment ☐ Appointment Status Change (e.g., reserve to full/parttime) ☐ Termination ☐ Correction to Record - highlight correction(s)

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

INSTRUCTIONS

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

A. OFFICER INFORMATION

1. SOCIAL SECURITY NUMBER [REDACTED]	2. NAME (Last) (First) (Middle) [REDACTED]	3. BIRTHDATE (mm/dd/yyyy) [REDACTED]
4. GENDER ☒ Male ☐ Female	5. ALIAS (Last) (First) (Middle) [REDACTED]	6. HOME PHONE NUMBER [REDACTED]
7. DRIVER'S LICENSE # [REDACTED]	8. HOME STREET/MAILING ADDRESS (#/Street/PO Box) (City) (County Name) (State) (Zip Code) [REDACTED]	

B. AGENCY INFORMATION

9. AGENCY NAME Grove City Police Department	10. APPOINTING AUTHORITY'S NAME & TITLE Thomas J. Kulp, Safety Director	11. AGENCY PHONE NUMBER 614 277-1700
12. AGENCY STREET/MAILING ADDRESS (#/Street/PO Box) 3360 Park Street	(City) Grove City	(County Name) (State) (Zip Code) Franklin Ohio 43123

C. APPOINTMENT INFORMATION

13. APPOINTMENT DATE (mm/dd/yyyy) [REDACTED]	14. CURRENT RANK Police Officer	15. TITLE/ POSITION Police Officer	16. ORC SECTION 737.02
17. APPOINTMENT STATUS (mark appropriate box) ☒ Full Time ☐ Part Time ☐ Auxiliary ☐ Reserve ☐ Special		18. APPOINTEE'S FIRST PEACE OFFICER APPOINTMENT? ☒ yes (Complete all of page 2) ☐ no (Complete pages 2 and 3 - an update evaluation will occur)	

D. TERMINATION INFORMATION

19. TERMINATION DATE (mm/dd/yyyy) [REDACTED]	20. REASON FOR TERMINATION (mark appropriate box) ☐ Resigned ☐ Discharged ☐ Retired ☐ Deceased ☐ Felony Conviction ☐ Other
---	---

E. ATTESTATION OF REPORTING OFFICIAL

I attest that the information provided on this form is true and correct and is based on my personal knowledge or inquiry. The personnel records of this agency substantiate the information on this form.		
SIGNATURE OF REPORTING OFFICIAL [Signature]	NAME & TITLE OF REPORTING OFFICIAL (Typed or Printed Legibly) Dennis L. Deskins, Chief of Police	DATE 2/11/04

PEACE OFFICER APPOINTMENT AND OATH OF OFFICE*

If first appointment: SCHOOL NAME Ohio State Highway Patrol Academy

SCHOOL # _____

I. TO BE COMPLETED BY APPOINTEE AND APPOINTING AUTHORITY:

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

As such, you shall swear or affirm the following:

I, [REDACTED], do solemnly swear or affirm that I will support the
appointee's printed name

Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio,
and the Laws and Ordinances of City of Grove City and to the
political subdivision

best of my ability will discharge the duties of the office of Police Officer
position/title

[REDACTED] [REDACTED]
Signature of Appointee Date of Appointment (mm/dd/yyyy)

II. TO BE COMPLETED BY APPOINTING AUTHORITY:

By signing below, I hereby swear or affirm that the above named individual is appointed to the
above position pursuant to the authority vested in me by 737.02, and
ORC Section

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

[Signature] Thomas J. Kulp, Safety Director
Signature of Appointing Authority Typed/Printed Name of Appointing Authority and Title

NOTARY:

Sworn to and subscribed before me this 13th day of March [REDACTED]
in the county of Franklin and the state of Ohio.

[Signature] My commission expires 8/3/2009
Signature of Notary/Attorney/Clerk of Courts Affix seal here

* If you submit a department oath of office, the document must include the officer's name, department, ORC section under which you are appointed and the signature and title of the appointing authority (mayor, safety director, etc.) and the ORC section under which you are appointed.



JOY A. BEDARD
NOTARY PUBLIC, STATE OF OHIO
MY COMMISSION EXPIRES AUGUST 2, 2009



The City of Grove City, Ohio

4035 Broadway • Grove City, Ohio 43123-0427
(614) 277-3000

CHERYL L. GROSSMAN
Mayor

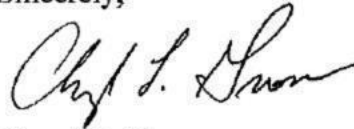
Mr. [REDACTED]

Dear Mr. [REDACTED]

I would like to congratulate you on your appointment as a Police Officer with the Grove City Police Department. I look forward to meeting you and administering the Oath of Office at the [REDACTED] City Council Meeting.

Congratulations on joining one of the finest police departments in the state. I wish you well as you begin the next step in your career serving the residents of Grove City.

Sincerely,



Cheryl L. Grossman

CLG:ds

C: City Council
Dr. Leslie Bostic, City Administrator
Dennis Deskins, Chief of Police ✓
Thomas Kulp, Safety Director

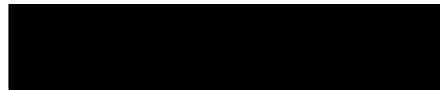


OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

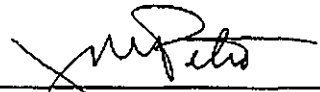


has completed the Ohio
Peace Officer Basic Training Program

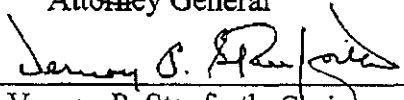
Conducted by
Ohio State Highway Patrol Academy

Awarded on





Jim Petro
Attorney General

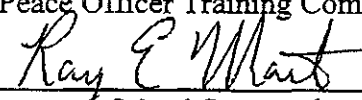


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission





Steven W. Schierholt, Executive Director
Ohio Peace Officer Training Commission



Ray E. Mart
School Commander



The Ohio State Highway Patrol

Certifies



has completed a course of instruction in
A.D.A.P

Advanced Detection Apprehension & Prosecution

April 25 - 28, 2006



Major Peyton J. Watta

Training Officer

Col. Paul D. McCallan

Patrol Superintendent

GROVE CITY DIVISION OF POLICE



Background Investigative Notes

Applicant

Investigator

Ptl. J. Darnell 45

DAY / DATE	TIME	REMARKS
12-06-2005	1100	Left a message for Mr. [REDACTED] to call me.
	1515	Received 10-13, blank CCH, NCIC, BMV photo from CIC.
12-07-2005	0925	Left msg. for Mr. [REDACTED] again on cell, left one with his wife.
12-07-2005	1900	Spoke to Mr. [REDACTED] he [REDACTED] He will come home this weekend and fill out the questionnaire and waivers.
12-08-2005	0900	Blank in RMS.
12-08-2005	1400	Left a message for Mr. [REDACTED] to bring in copies of the needed materials when he picks up his questionnaire.
12-12-2005	1000	Received questionnaire, prints, waivers, and other numerous background paperwork from Mr. [REDACTED]
12-13-2005	1030	Contacted FBI name check unit, 202-324-4897 or 1458 and was told to mail a request to them for information on Mr. [REDACTED] in their process.
12-14-2005	1130	Emily typed up a request for information and mailed it to the FBI.
12-14-2005	1130	Received fax from Mr. [REDACTED] of Individual Awards by [REDACTED] and education by [REDACTED]
12-15-2005	1100	Neighborhood canvas – lives in a single story home – [REDACTED] Obrig isn't real familiar with [REDACTED] he has not seen any problems with the immediate neighbor. NO ANSWER at [REDACTED]
12-15-2005	1300	Blank on county records check.
12-15-2005	1600	Spoke with [REDACTED] she is a little concerned about her husbands career choice but thinks he will make an excellent officer and is going to support him no matter what job he chooses.
12-15-2005	1630	Spoke with [REDACTED] mother - see reference interview.
12-15-2005	1655	Spoke to [REDACTED] - see reference interview.
12-15-2005	1700	Spoke to [REDACTED] - see reference interview.

INVESTIGATIVE PROGRESS REPORT – CONTINUATION



PAGE _____

DAY/DATE	TIME	REMARKS
12-16-2005	1230	Left a message telling [REDACTED] that we would do his Pradco test after his in home interview.
12-16-2005	1250	Spoke to [REDACTED] [REDACTED] See reference interview.
12-16-2005	1400	Spoke to Faith at Byers Chevy and will fax a request to 737-7671.
12-16-2005	1405	Spoke to Christy Johnson at Auto Zone, will fax a request to 475-8001.
12-16-2005	1413	Contacted SEARS – was put on hold for 10 minutes so I hung up.
12-16-2005	1445	Sent fax to Byers and Auto Zone.
12-16-2005	1700	Neighborhood canvas, [REDACTED] Julie Rezes states he is a nice guy with no problems observed, [REDACTED] Karen Kennedy-Carr states he is a nice guy [REDACTED] Mike Robins states he is real friendly [REDACTED] no answer.
12-20-2005	1000	Received voice mail from [REDACTED] – left a voice mail for him.
12-20-2005	1300	Found [REDACTED] former background from 2002 in the basement.
12-21-2005	1140	Spoke to [REDACTED] [REDACTED] – he spoke highly of him and his abilities. See Background Questionnaire and Employer Questionnaire.
12-21-2005	1531	Left a message for reference Mr. Boggess.
12-21-2005	1533	Called Sears, spoke to Jason, was told to call Sharron at 760-7112.
12-21-2005	1535	Spoke to Sharron, she stated she would look up [REDACTED] and call me back.
12-22-2005	1000	Conducted in home interview – See Applicants interview
12-22-2005	1230	[REDACTED] took the PRADCO test – See results in section 9.
12-23-2005	1320	Left a message for reference Emily/Todd Schluter.
12-23-2005	1320	No phone number found for reference Mark/Carol Schuler.
12-23-2005	1326	No answer for reference Jason/Heidi.
12-26-2005	1100	Received voice mail from Emily Schluter.
12-26-2005	1400	Contacted reference Emily Schluter – See Background Interview.

INVESTIGATIVE PROGRESS REPORT – CONTINUATION



PAGE ____

DAY/DATE	TIME	REMARKS
12-26-2005	1415	Contacted reference Heidi Shea – See Background Interview.
12-26-2005	1420	Still unable to locate a p.s. for reference Mark/Carol Schuler.
12-29-2005	1030	Received fax from Dublin Chevy verifying employment from [REDACTED] Would not release any other information.
12-30-2005	1100	Received fingerprint card back from state – no record found.
12-31-2005	1030	Informed [REDACTED] of his assessment date of 1-15-06 at 0800.
1-4-2006	0915	Informed Mr. [REDACTED] of his assessment date changing to Sat 1-7-2006 at 0800 and his oral board on Monday 1-9-2006 at 1330.
1-4-2006	0920	Received mail from FBI, no record found in their background process for a job there.

Applicant

Ptl. D. M. Olmstead #17

[illegible]

Section I**Personal and Marital Record****Applicant**

Legal Name (First)	Full Middle Name	Last Name
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By what other names have you been known: (maiden name, former married name(s), aliases, nicknames etc.)?

DNA

Residence Address (Number, Street)	Apt. or Lot #	City	State	Zip Code
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Residence Phone Number	Cellular Phone Number	E-mail Address	Pager Number
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Social Security Number	Driver's License Number	State of Issue	Type	Expiration Date
------------------------	-------------------------	----------------	------	-----------------

		OHIO	R	
--	--	------	---	--

Are you a U.S. Citizen? ☒ Yes ☐ NoAre you at least 21 years of age? ☒ Yes ☐ NoAre you legally authorized to work in the United States? (Proof will be required upon employment) ☒ Yes ☐ No**Spouse**

WIFE CEN

Parents

Natural Father First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)
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Children

First Name	Middle Name	Last Name	Address (If different from parent)
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Children (Continued)

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)	Relationship to Spouse (Circle One)	
Son Daughter	Natural Step Foster	Natural Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)	Relationship to Spouse (Circle One)	
Son Daughter	Natural Step Foster	Natural Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)	Relationship to Spouse (Circle One)	
Son Daughter	Natural Step Foster	Natural Step Foster	

Other Relatives

List your relatives in the following order: 1-brothers, 2-sisters, 3-step mother 4-step father, 5-step brothers, 6-step sisters, 7-father in law, 8-mother in law, 9-sisters in law, 10-brother in law 11-ex-spouses

First Name	Middle Name	Last Name	Address (if different from yours)

Section VI**General Information Inquiry****Notice:**

The following questions and answers will be verified through the use of a polygraph or voice stress analysis. If the answer to any of the following is "yes" it will be necessary for you to explain, in detail, on the continuation sheet provided. Full and comprehensive explanations are required.

1. If it became necessary in the course of your police duties to take a human life, would you have any reluctance to do so? (Police Officer applicants only need answer this question)	Yes	☒ No
2. Do you have any hatreds or prejudices toward others because of their race, sex, national origin, religion or color, that would be detrimental to your ability to function as a public safety employee?	Yes	☒ No
3. Do you have any problem controlling your temper?	Yes	☒ No
4. Do you have any problems because of gambling?	Yes	☒ No
5. Have you ever been placed on or served in a criminal diversion type program that led to the eventual dismissal of any criminal charge?	Yes	☒ No
6. Have you ever been convicted of a felony?	Yes	☒ No
7. Have you ever been convicted of a misdemeanor that had been reduced from an original felony charge(s)?	Yes	☒ No
8. Have you ever been convicted of any criminal offense? i.e. theft, assault, wrongful influence of a minor, disorderly conduct, drug offense, sex offenses, fraud, trespassing or any other criminal offense?	Yes	☒ No
9. Have you ever been convicted of any traffic offense i.e. operating a motor vehicle while under the influence or alcohol or drugs, reckless operation, hit skip, vehicular homicide, speeding, drag racing, willfully fleeing or eluding police, driving without a license, or any other traffic offense? (other than parking or equipment violations?)	☒ Yes	☐ No
10. As an adult have you ever stolen anything?	☒ Yes	☐ No
11. Have you ever bought or sold any property that you knew was stolen?	Yes	☒ No
12. Have you ever been involved in a traffic crash?	☒ Yes	☐ No
13. Has your driver's license ever been suspended or revoked?	Yes	☒ No
14. Have you ever been committed to any penal institution as a result of either a felony or misdemeanor conviction?	Yes	☒ No
15. Have you ever used any hallucinogens such as marijuana, hashish, mescaline, P.C.P., T.H.C., Peyote, P.C.E., T.C.P. Angel Dust or any of their derivatives?	Yes	☒ No
16. Have you ever used any narcotics such as opium, morphine, codeine, meperidine, methadone, or any of their derivatives such as Darvon, Lomotil, etc. other than for prescribed medical purposes?	Yes	☒ No
17. Have you ever used cocaine, heroin, or L.S.D.?	Yes	☒ No
18. Have you ever used any prescription drugs such as barbiturates, amphetamines, valium, Librium, sopors, speed, uppers/downers etc. without the benefit of a prescription?	Yes	☒ No
19. Have you ever used any prescribed medications for purposes other than that for which they were originally prescribed or intended?	Yes	☒ No
20. Have you ever used what are described as designer drugs i.e. ecstasy, substances that are chemically altered in make up but which give the effect as illicit drugs?	Yes	☒ No
21. Have you ever sold, been party to the sale, or in any other way been financially rewarded due to the sale of any controlled substance?	Yes	☒ No
22. Have you ever been involved in the manufacturing, distilling, cultivation, or harvest of illegal or illicit drugs or alcohol?	Yes	☒ No
23. Have you ever been involved in glue, solvent, paint, refrigerant, or other vapor or chemical sniffing or inhaling for the purpose of obtaining a high or state of intoxication?	Yes	☒ No
24. Have you ever had sex with animals?	Yes	☒ No
25. Have you ever been convicted of a sexual offense?	Yes	☒ No
26. Have you ever exposed your genitalia in public?	Yes	☒ No
27. As an adult have you ever had sex with a minor under the age of 14 years of age?	Yes	☒ No

Section VII**Continuation Sheet**

Note in using this section to explain or further add to answers, make reference to particular Section Numbers, Question Numbers, and Page Numbers, in the column provided below before proceeding to answer. Your answers must be clear in meaning, explain all facets of the particular question.

Note: In signing the certificates you are attesting to the validity of all answers noted within this questionnaire and continuation. Should you require additional space attach an 8½" by 11" sheet of plain paper.

Section Number	Page	Question Number	Continuation
II	6	PREVIOUS RESIDENCE	[REDACTED]
IV	7	WORK HISTORY	FBI HIGHWAY PATROL } PENDING APPLICATIONS FOR JOB SEARCH
EMPLOYMENT	9	CONTACTING EMPLOYER	[REDACTED] NO ISSUES WITH CONTACTING
			TAYLOR TEAM OF DEALERSHIPS ; VOLITILE DEALER ENVIRONMENT HOSTILE ATMOSPHERE IF THEY KNEW I WAS SEEKING OTHER OPPORTUNITIES.
VI	11	9	1988 SPEED LAKEWOOD, OH 1991 SPEED ROCKY RIVER, OH 1992 PARKING TICKET LAKEWOOD OH. 1996 IMPROPER LANE CHANGE AUBURN OH. 1998 ACCIDENT; OTHER PERSON CITED FOR FAILING TO YIELD. 2000 OR 2001 ; LOAD EXHAUST, HILLCROD OH. 2003 EQUIPMENT VIOLATION COLUMBUS OH.
VI	11	10	PENS, PENCILS, HIGHLIGHTERS FROM WORK THAT HAVE ALL BEEN RETURNED TO THE BEST OF MY KNOWLEDGE.
VI	11	12	I CANNOT REMEMBER EXACT DATE (I BELIEVE 1998) I WAS NOT AT FAULT; OTHER PARTY CITED FOR FAILURE TO YIELD ALSO, IN GERMANY (LATE 95 EARLY 96 TIMEFRAME) I SLID ON BLACK ICE + STRUCK A MEDIAN.

All Applicants must sign the following certificate

I certify that the statements contained in this questionnaire are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further realize that any falsehoods may result in prosecution under Ohio Revised Code Section 2921.13

Signature of Applicant: [REDACTED]

Date: 12/10/2005

Other Relatives (Continued)

List your relatives in the following order: 1-brothers, 2-sisters, 3-step mother 4-step father, 5-step brothers, 6-step sisters, 7-father In law, 8-mother In law, 9-sisters In law, 10-brother in law 11-ex-spouses

First Name	Middle Name	Last Name	Address (If different from yours)

First Name	Middle Name	Last Name	Address (if different from yours)
ONA	ONA	ONA	ONA
Relationship to you		Phone Number	()
	ONA		ONA

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you		Phone Number	()
	DNA		DNA

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you		Phone Number	()
	DNA		DNA

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you		Phone Number	()
	DNA		DNA

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	Phone Number	() DNA	

Section II

Previous Residences

Residences

Indicate all residential addresses chronologically for past 20 years account for all time spans with the most recent address first. Include all military addresses, listing the nearest city in proximity to the base if you resided on base. If renting or leasing include the agent or management company to whom you paid rent to.

From(month/year)	To (month/year)	Address	With whom did you live?	Relationship
10/97	12/99			FIANCE/WIFE
08/96	10/97			FRIEND
06/96	08/96			PARENTS
12/94	06/96			EMPLOYER
12/93	12/94			EMPLOYER
08/93	12/93			EMPLOYER
03/92	08/93			EMPLOYER
12/91	03/92			EMPLOYER
11/91	12/91			EMPLOYER
08/91	11/91			EMPLOYER
03/73	08/91			PARENTS
DNA	DNA			DNA

References

References: Indicate the names, addresses and phone numbers of three adults not related to you and not former employers who have known you for a period of preferably more than five years

1 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
STEVE BOGGESS	15025 SCHULLER AVE CLEVELAND OHIO 44111	
Years Known	Occupation	Business Address number street city state zip code
16	AUTO REPAIR	15200 LORAIN AVE (LAWYER-OFF) CLEVELAND OHIO 44111
2 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
JEFFREY VANBUSKIRK	12397 CENTER DR ORIENT OHIO 43146	
Years Known	Occupation	Business Address number street city state zip code
9	GROVE CITY POLICE OFFICER	3360 PARK STREET GROVE CITY OHIO 44123
3 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
MICHAEL BOLEY	1234 1234 ST COLUMBUS OHIO 43201	

Section III

Financial Record

Financial Record

1. If you answer "Yes" on questions 4-6 below, explain fully on the continuation sheet, citing the section, question number and page number, be complete on all explanations requested.			
2. Are you now supporting all dependents that you are required to support?			(Yes) No
3. Are you paying alimony or child support?	Yes	No	4. Amount per Month? \$ DNA
4. Are you now delinquent, past due, in receipt of late notice, or collections notification in any financial obligation?			Yes (No)
5. Do you, your spouse or ex-spouses have any immediate civil action pending against you?			Yes (No)
6. If employed by the police department, do you anticipate any income other than your police salary?			(Yes) No

Section IV

Work History

Law enforcement and Government Employment Applications

Have you ever applied for a position with any law enforcement or other government agency?		(Yes) No
Name of Department or Agency	Date Applied	Accepted
FEDERAL BUREAU OF INVESTIGATION		Yes No PENDING
OHIO STATE HIGHWAY PATROL		Yes No PENDING
STATE DEPARTMENT DIPLOMATIC SECURITY		(Yes) No
UNITED STATES MARINE CORPS		(Yes) No
DNA	DNA	Yes No
DNA	DNA	Yes No
DNA	DNA	Yes No

Employment

Begin with your most recent job and list your complete work history in chronological order. Include in sequence all part time jobs, periods of unemployment and military service. When listing periods of unemployment, indicate dates in space provided. In that block designated name of employer write in "unemployed". In that block designated "reason for leaving" indicate from what source you received income during that period of unemployment. Address information must be complete - Street, Apt. or suite, city, state and zip code. If presently unemployed indicate so in first block

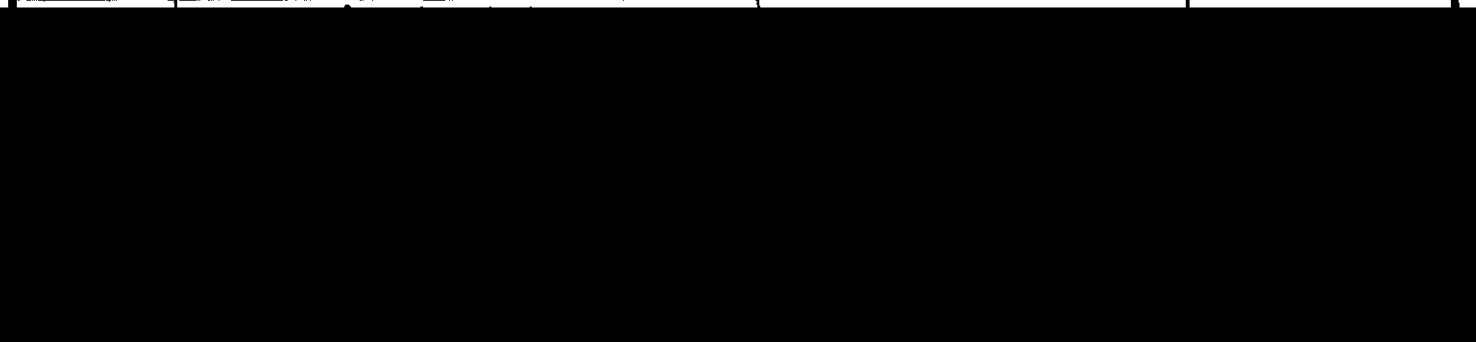
From Date	Name of Employer	Job Title	Hours & Days off
			DNA
PRESENT			
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
14 YRS			
Salary			
60 K +			

Employment (Continued)

From Date	Name of Employer	Job Title	Hours & Days off
	MICHAEL BRADY	BROKER / SALES, OHIO 79712	870-861-1070
From Date	Name of Employer	Job Title	Hours & Days off
	TAYLOR TEAM OF DEALERSHIPS	FINANCE MANAGER	SUN + ONE OTHER
	Address of Employer 2510 N. MEMOREAL DR LANCASTER OHIO 43130	Description of Duties PROVIDE FINANCIAL GUIDANCE ON THE PURCHASE / LEASE OF NEW / USED CAR + TRUCKS	
	Full Name of Immediate Supervisor:	Address of Immediate Supervisor	Tele. of Business
ON-GOING	MILTON TAYLOR JR	2510 N. MEMORIAL DR LANCASTER OHIO 43130	() 800 345-4910
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
55-60K+	DANIEL MARCHI	2510 N. MEMORIAL DR LANCASTER OHIO 43130	() 800 345-4910
From Date	Name of Employer	Job Title	Hours & Days off
	BYERS DUBLIN CHEVY INC.	SALES / LEASING SPECIALIST	2 DAYS / WK
	Address of Employer 6801 VILLAGE PARKWAY DUBLIN OHIO 43017	Description of Duties ASSIST IN SELECTION + ORDER + TRAINING WITH PURCHASE OF NEW / USED CARS + TRUCKS	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
2 YR 1 MO	BRAD JOHNSON	6801 VILLAGE PARKWAY DUBLIN OHIO 43017	() 614 793 4800
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
40K+	LESTER MYNARD	6801 VILLAGE PARKWAY DUBLIN OHIO 43017	() 614 793 4800
From Date	Name of Employer	Job Title	Hours & Days off
	AUTO ZONE INC.	STORE MANAGER	2 DAYS / WK
	Address of Employer 3545 MAIN STREET HELLEBARA OHIO 43026	Description of Duties RESPONSIBLE FOR ALL STORE OPERATIONS	
	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
2 YR 11 MO	GERRY KOHRMAN	3545 MAIN STREET HELLEBARA OHIO 43026	() 614 475-2621
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
38 K +	FREDRICK STILL JR.	3545 MAIN STREET HELLEBARA OHIO 43026	() 614 475-2621

Employment (Continued)

From Date	Name of Employer	Job Title	Hours & Days off
	SEARS TIRE GROUP SEARS AUTO CENTER	CUSTOMER SERVICE ADVISOR	2 DAYS / WK
	Address of Employer	Description of Duties	
	4975 TUTTLE CROSSING BLVD DUBLIN OHIO 43017	CUSTOMER RELATIONS + SALES	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
1 YR 9 MO	DOUGLAS FERRAL	4975 TUTTLE CROSSING BLVD DUBLIN, OHIO 43017	() 614 760-7195
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
HOURLY + COMMISSIONS	MARK SCHUELLER	4975 TUTTLE CROSSING BLVD DUBLIN, OHIO 43017	() 614 760-7195
From Date	Name of Employer	Job Title	Hours & Days off
	MURRAY GUARD INC.	CONTROL ROOM OPERATOR	2 DAYS / WK
	Address of Employer	Description of Duties	
	1500 WEST 3 RD AVE SUITE 211 COLUMBUS OHIO 43212	SUPERVISED ALL GUARDS, ACCESS CONTROL + MONITORING OF ALL SITE ACTIVITIES	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
3 MO	PETER A. ROUSH	1500 WEST 3 RD AVE SUITE 211 COLUMBUS OHIO 43212	() 614 488-9004
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
HOURLY	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Hours & Days off



From Date	Name of Employer	Job Title	Hours & Days off
			DNA
	Address of Employer	Description of Duties	
	WORLDWIDE SERVICE	MULTIPLE	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
2 YR	MULTIPLE	MULTIPLE	() MULTIPLE
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
30K+	MULTIPLE	MULTIPLE	() MULTIPLE
May we contact your present employer?		☒ Yes	☒ No
If no please explain on continuation sheet		TAYLOR TEAM OF DEALERSHIPS (NO)	

Military and Educational Record

Are you registered with Selective Service?	Draft Board Address (street, city, state zip code)		Selective Service Board #
YES	P.O. BOX 4636 NORTH SUBURBAN, IL 60197-4636		
Branch of Service (Army, Navy, etc.)	Unit (Infantry, Engineers, Etc.)	Military Serial Number	

Have you ever taken a General Educational Development (GED) Test?																Yes	No
Circle highest grade completed	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Other
List each elementary, grammar, junior high, intermediate, high school, business, trade school, college or university that you have attended, start with the most recent school attended.																	

Name of School	School Address	Graduate		Degree type or credits earned
		Yes	No	
THE OHIO STATE UNIVERSITY FISHER COLLEGE OF BUSINESS	COLUMBUS, OHIO	✓		BS BA
		✓		MULTIPLE DIPLOMAS + CERTIFICATIONS
		✓		DIPLOMA
		✓		DIPLOMA
		✓		MULTIPLE CERTIFICATIONS
		✓		DIPLOMA
		✓		MULTIPLE DIPLOMAS + CERTIFICATIONS

You may list any memberships in organized groups or associations that you feel may have a relevant bearing on your ability to perform as a public safety employee, excluding any organization the name or character of which indicates the race, color, religion, sex, national origin, handicap, disability, age, or ancestry of its members.

Organization (Chapter, Lodge, etc.)	Address number street city state zip code	Relevant activities
UNITED STATES FIRE ARMS CORP		BATTALION SUPPLY CHIEF COMPANY CAREER PLANNER
		MEMBER / PARTICIPANT
		MEMBER / PARTICIPANT
		MEMBER / PARTICIPANT
		MEMBER / PARTICIPANT

[illegible][illegible]

I certify that the statements contained in this continuation sheet are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further realize that any falsehoods may subject me to prosecution under Ohio Revised Code Section 2921.13

I certify that the statements contained in this continuation sheet are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further realize that any falsehoods may subject me to prosecution under Ohio Revised Code Section 2921.13

GROVE CITY DIVISION OF POLICE
PERSONAL HISTORY QUESTIONNAIRE

ATTENTION

CAREFULLY READ THE INSTRUCTIONS. *Inability to follow instructions may result in elimination from the selection process. Although truthfulness and honesty regarding past behavior are conditions for employment, specific facts revealed regarding past crimes will be considered and may cause removal from the civil service eligibility list. Participation in the selection process is done under your own free will, and you are free to remove yourself from consideration and the application process at any time you wish. Anything revealed and documented during the employment application or employment selection process may become a public record and subject to production upon proper request pursuant to applicable law.*

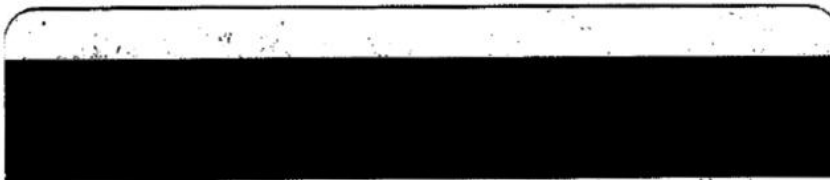
INSTRUCTIONS

This Personal History Questionnaire is intended for the use of the Grove City Division of Police. You must be truthful and complete all answers requested on this form. All information contained herein may be subject to verification (i.e., source documentation, truth verification examination, and screening procedures). Information contained herein will be considered to be confidential and will not be disclosed to any unauthorized person(s), subject to public record requirements. **Failure to include all required documentation or failure to completely answer all questions with this Personal History Questionnaire may disqualify you from the selection process.**

Your answers to questions contained in this questionnaire must be printed, in your own hand, legibly in **black ink only**. Each individual question must be answered, **there can be no blanks**. If a question **does not** apply to your particular circumstance, insert "DNA" in that blank. When answering questions that require dates, insert the full date; partial month/year responses are unacceptable without proper explanation. You must provide complete address information when requested; partial address responses are unacceptable without proper explanation. If you need more space, a "Continuation Sheet" has been provided at the end of this questionnaire. Sign and date your questionnaire and continuation sheets. If you have any questions contact (614) 277-1710 and speak with a Recruitment Team Background Supervisor Sgt. Brian Davidson.

WARNING

Applicants are cautioned to answer every question truthfully and without evasion. The Ohio Revised Code provides penalties for making a false statement of a material fact or for practicing any fraud or deception in obtaining or attempting to obtain municipal employment. Such penalties include rejection for appointment or discharge after appointment and/or prosecution under Ohio Revised Code Section 2921.13.



RESTRICTIONS		CLASS
A None	D1 Artificial Limb Required	D Operator
B Corrective Lenses	D2 Auto Drive/Artificial Drive	M1 Motorcycle Only
C Special Attachments	E Automatic Transmission	M2 Motorized Bicycle Only
C2 All Hand Controls	F1 Lt. Out & Inside Mirrors	M3 3-Wheel Motorcycle Only
C3 Modified Dimmer Switch	F2 Rt. Out & Inside Mirrors	
C4 Spin Knob/Power Steering	F3 Inside/Outside Mirrors	ENDORSEMENTS
C5 Modified Turn Signal	G Daylight Driving Only	M Motorcycle
C6 Modified Accelerator	H Employment Driving Only	R 3-Wheel Motorcycle
C7 Modified Brake	J1 Bifocal/Telescopic Lens Required	S School Bus
C8 Shortness Of Stature		
TWO PART LICENSE		LICENSE TYPE
U Non-medical Restriction	O-Original	R-Renewal
V Medical Restriction Only	F-Duplicate	G-Temporary Permit
	E-Probationary	

RESTRICTIONS		CLASS
A None	D1 Artificial Limb Required	D Operator
B Corrective Lenses	D2 Auto Drive/Artificial Limb	M1 Motorcycle Only
C Special Attachments	E Automatic Transmission	M2 Motorized Bicycle Only
C2 All Hand Controls	F1-Lt. Out & Inside Mirrors	M3 3-Wheel Motorcycle Only
C3 Modified Driver Switch	F2 Right & Inside Mirrors	
C4 Spin Knob Power Steering	F3 Inside Outside Mirrors	ENDORSEMENTS
C5 Modified Turn Signal	G Daylight Driving Only	M Motorcycle
C6 Modified Accelerator	H Employment Driving Only	R 3-Wheel Motorcycle
C7 Modified Brakes	J1 Telescopic Lens Required	S School Bus
C8 Shortness Of Stature		
TWO PART LICENSE		LICENSE TYPE
U Non-medical Restriction		O Original
V Medical Restriction Only		R-Renewal
		G Temporary Permit
		F-Duplicate
		E-Probationary

Do not laminate this card.

This card is invalid if not signed by the number holder unless health or age prevents signature.

Improper use of this card and/or number by the number holder or any other person is punishable by fine, imprisonment or both.

This card is the property of the Social Security Administration and must be returned upon request. If found, return to:

SSA-ATTN: FOUND SSN CARD
P.O. Box 17087 Baltimore Md. 21203

Contact your local Social Security office for any other matter regarding this card.

Department of Health and Human Services
Social Security Administration
Form OA-702 (1-88)

GROVE CITY DIVISION OF POLICE

3360 Park Street
Grove City, Ohio 43123
614-277-1710

RELEASE OF INFORMATION

To: _____

Please reply promptly. A postage-free envelope can be enclosed for your reply.

NAME: _____

ADDRESS: _____

SSN: _____

DOB: _____

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

Signature _____

Date 12/09/2005

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

GROVE CITY DIVISION OF POLICE

3360 Park Street
Grove City, Ohio 43123
614-277-1710

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Signature

12/09/2005
Date

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

**PRE-EMPLOYMENT TESTING
CONSENT AND RELEASE AGREEMENT**

I hereby knowingly and voluntarily consent to the City of Grove City's, the laboratory's, and/or the collection facility's (and their respective agents') request for my body fluid sample for analysis. I further authorize the laboratory or collection facility (and their agents) to release to the City any information regarding the results of any such analysis of my body fluid sample.

In exchange for considering me for employment with the City, I also release the City, including any and all of its related or affiliated entities, its employees and representatives, from any and all claims, suits, administrative charges, causes of action, liability, damages, and/or attorney fees relating to or arising from: a) the submission of my body fluid sample for analysis; b) my refusal to submit a sample; c) the release of any information to the City which pertains to the collection, testing, or test results of my sample; and/or d) the rejection of my application and/or termination of my employment (or removal from the job) based on a positive test result, a violation of City policy and/or my refusal to submit to testing.

I understand a positive test for illegal drugs, alcohol or controlled substances based on the testing, or other violations of the City's policy, will disqualify me from being placed on the payroll of the City. I understand negative and positive results will be reported to the City.

If I am hired I also understand that this consent and release agreement will remain valid, binding, and useable throughout my employment with the City, including whenever the City may require that I submit to a drug and/or alcohol test as a condition of employment.

I have read and understand the above conditions for the pre-employment testing consent and release agreement.

APPLICANT NAME

APPLICANT SIGNATURE

S

12 09 2005
MONTH DAY YEAR

WITNESSED BY:

P.C. R.T. #55
CITY REPRESENTATIVE
SIGNATURE

12 09 2005
MONTH DAY YEAR

CBC EMPLOYMENT SCREENING SERVICES

Toledo Office/Operation Center
5555 Airport Highway, Suite 205 • Toledo, OH 43615
419/861-7555 • FAX 419/861-7565 • 1/800/772-0130 • FAX 1/800/772-0440

REPORT REQUEST

Grove City Police Department

DATE: 12-21-05 TIME: 2:09 P.M. ESS SPECIALIST: Team4 / Karlene Iott
CUSTOMER #: [REDACTED] PERSON ORDERING REPORT: Emily Graham

APPLICANT INFORMATION: (Please print all information)

LAST NAME: [REDACTED] FIRST: [REDACTED] MIDDLE: [REDACTED] *MAIDEN: [REDACTED]

CURRENT ADDRESS: [REDACTED]

PREVIOUS ADDRESS: [REDACTED]

SOCIAL SECURITY NO.: [REDACTED] *MALE: ☒ *FEMALE: ☐

DRIVER'S LICENSE NO.: [REDACTED] STATE: OH-IO

*DATE OF BIRTH: [REDACTED]

APPLICANT AUTHORIZATION

Without reservation, I authorize this employer or any party or agency contacted by this employer to procure my consumer report and/or to obtain or furnish information concerning my credit, criminal, motor vehicle, and other history. I understand that inquiries may be made to various federal and state agencies, employers, references, acquaintances and others seeking information as to my personal characteristics, credit worthiness, employment status, general reputation, and mode of living.

FCRA DISCLOSURE

This is to inform you that as part of processing your application, a consumer report may be obtained for employment purposes.

SIGNATURE: [REDACTED] DATE: 12/09/2005

*This information is requested by CBC Employment Screening Services solely for purposes of ensuring accurate retrieval of records.

FOR EMPLOYER USE ONLY

Reports Requested: (Place checkmark next to report(s) requested and fill in appropriate information)

☐ Social Security Search

☒ Credit Report

☐ Motor Vehicle Report: State: _____
License No.: _____

☐ Report (other): _____

Available:

(Please fax a copy of the application if ordering)

- ☐ Education Verification
☐ Previous employer verification
☐ Professional License Verification
☐ Personal Reference Check

☐ Criminal Report, County: _____

State: _____

County: _____

City: _____

☐ Felony

☐ Felony and misdemeanor

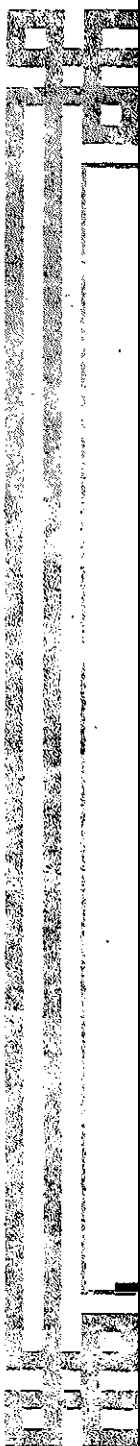
Do you want the maiden name searched? ☐ Yes ☐ No
(Maiden name search will incur additional charges)

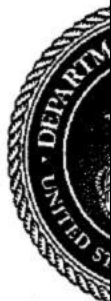
☐ State Criminal Report (list State): _____

CUSTOMER CERTIFICATION

I, PRC John Doe 45, as an authorized representative of the above-mentioned Customer, do hereby certify that, in accordance with the ESS Customer Services Agreement, prior to ordering any report for employment purposes, the applicant, 1) authorized the procurement of the report(s), 2) received the FTC "Summary of Your Rights Under the Fair Credit Reporting Act, 3) received the FCRA Disclosure herein, and that 4) in the event any adverse action is to be taken which is based in whole or in part on the report(s), before taking such action, the applicant will be provided with a copy of the report(s) including a written summary of a consumer's rights under the FCRA, and 5) information from the report(s) will not be used in violation of any applicable federal or state equal opportunity law or regulation.

Signature of Customer: PRC John Doe 45 Date: 12-17-05



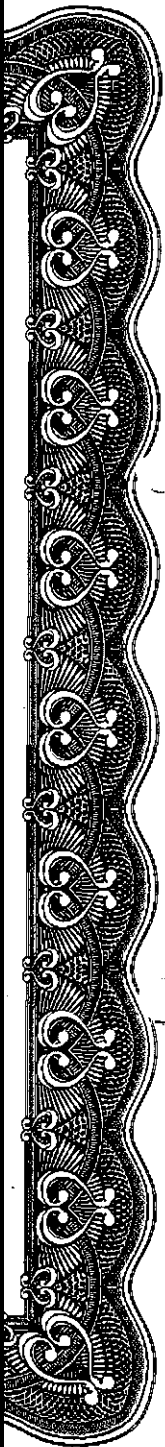
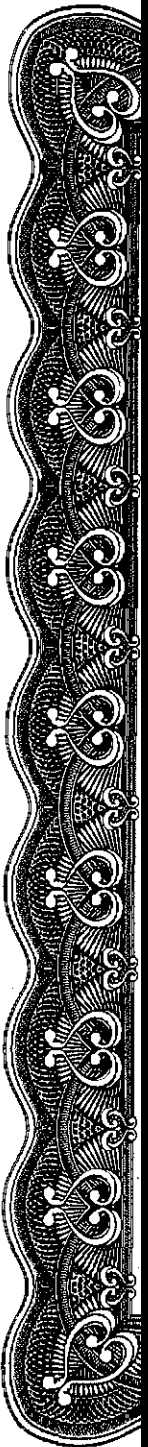


NAVMC
SN: 0109



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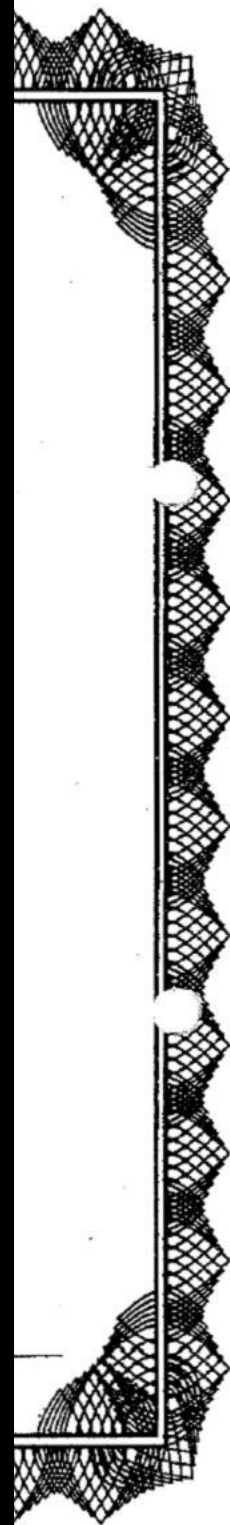
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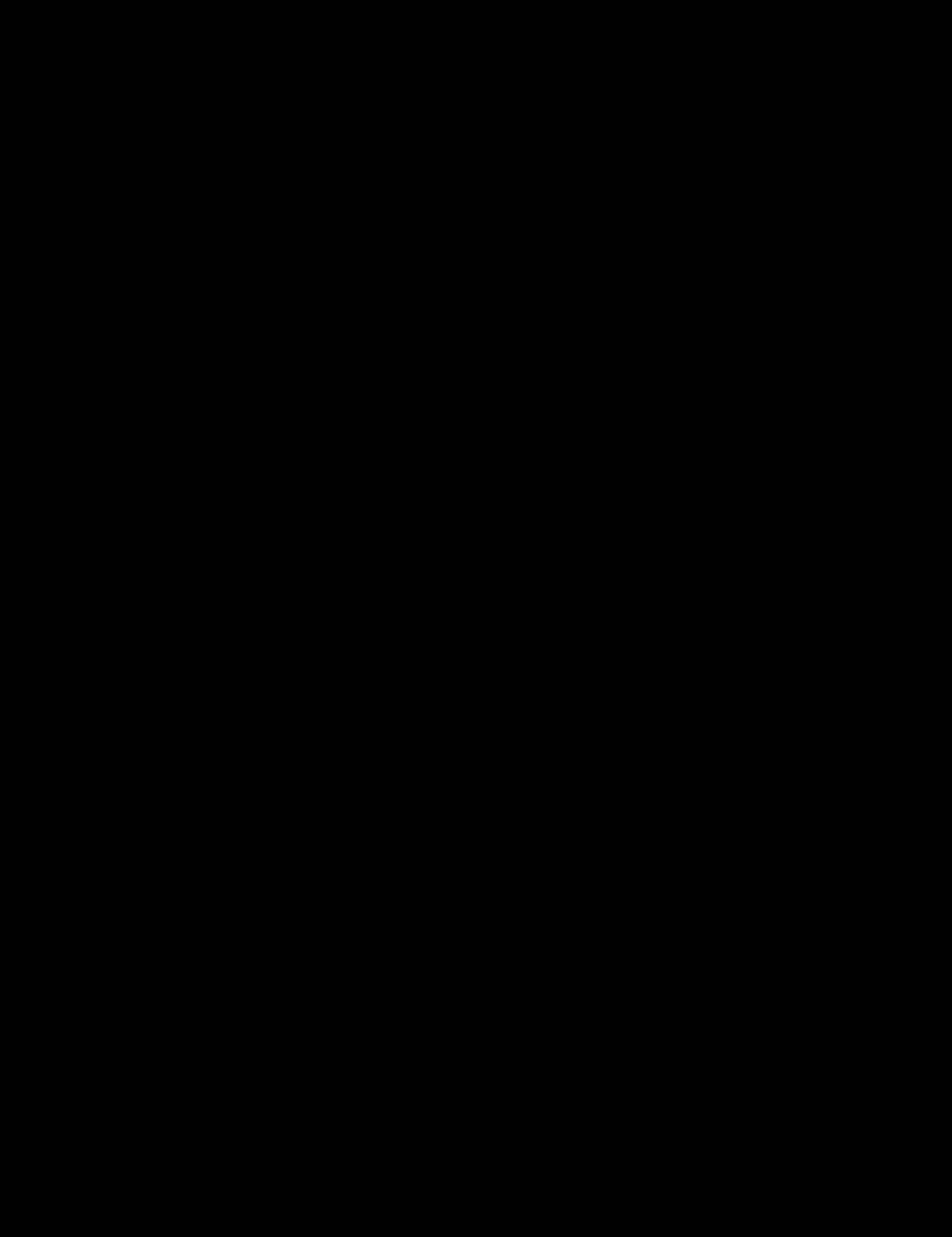






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USE THIS AS A RETURN POSTCARD
ONLY IF CHANGES ARE NECESSARY

Include your return address above
Be sure to include proper postage



PLACE
SELECTIVE SERVICE SYSTEM
ADDRESS LABEL HERE

Affix Proper Postage here

SELECTIVE SERVICE SYSTEM
P.O. BOX 4636
NORTH SUBURBAN, IL 60197-4636

ZIP+4 PRESORTED
POSTAGE & FEES PAID
SELECTIVE SERVICE SYSTEM
PERMIT NO. G-119

ADDRESS CORRECTION REQUESTED

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE \$300

NOTICE TO THE REGISTRANT

This Registration Acknowledgment should be kept as proof of your registration with the Selective Service System. Federal and State law require registration-age men applying for some benefits (such as student aid, Federal employment, job training, etc.) to be registered with the Selective Service. Federal law requires that you:

1. Notify Selective Service of any error or change in your record within 10 days after the changes or receipt of this form.
2. Provide your Social Security Number to Selective Service.

Your failure to provide the Required Information may violate the Military Selective Service Act. Conviction of such violation may result in imprisonment for not more than five years or a fine of not more than \$250,000 or both imprisonment and fine.

Use the Record Change Form portion of this mailer to correct any error in the information shown on your Registration Acknowledgment or to make any future changes in your registration record. To correct any change in your record, print the corrected information directly above the information that is in error.

Mail the REGISTRATION CHANGE FORM to Selective Service using the preprinted removable address label above.

Remember, you are required to keep Selective Service informed of any changes in your address until you reach the year of your 26th birthday. You can do so by completing and mailing an SSS Change Form which is available at any Post Office.

21-41



For information about your rights and obligations, and the claims and appeals process in effect if inductions are authorized, write to Consumer Information Center, Pueblo, CO. 81009, for a free copy of "Information for Registrants".

(TEAR ON PERFORATION AND RETAIN THIS CARD FOR PROOF OF REGISTRATION)



Registration Acknowledgment

Selective Service System

Selective Service Number	Date of Birth	Social Security Number	Phone	Last Action Date
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Permanent Address			[REDACTED]	
Registrant's Signature			Director	
[REDACTED]			[REDACTED]	

SSS Form 3A
May 1990

PRIVACY ACT STATEMENT

The Military Selective Service Act and permanent regulations, and the President's Proclamation on Registration require that you provide the following information, including your Social Security Account Number. The principal purpose of the required information is to establish or verify your registration with the Selective Service System. This information may be furnished to other government agencies for the stated purposes on a selective basis.

Department of Justice — for review and recording of suspected violations of the Military Selective Service Act (MSSA), or for review, and for defense of a third system review from administrative proceedings under such Act.

Department of State & International Service — for collection and evaluation of data to determine a person's eligibility for entry into the United States and for United States citizenship.

Department of Defense & U.S. Coast Guard — for exchange of data concerning registration, classification, induction, examination of registrants and for identification of prospects for recording.

Department of Labor — to assist veterans in need of data concerning nonemployment rights, and for determination of eligibility for benefits under the Job Training Partnership Act.

Department of Education — to determine eligibility for student financial assistance.

Office of Personnel Management & U.S. Postal Service — to determine eligibility for employment.

Department of Health and Human Services — for determining a person's proper Social Security Account Number and/or for location of fallen pursuant to the Child Support Enforcement Act (42 U.S.C. 651 et seq.) and for determination of eligibility for health education assistance loans.

State & Local Government — to provide data which may constitute evidence and facilitate the enforcement of state or local law.

Alternative Service Employer — for exchange of information with employers regarding a registrant who is a conscientious objector for the purpose of placement and supervision of performance of alternative service in lieu of military service.

General Public — Registrant's Name, Selective Service Number, Date of Birth, and Classification (MSSA, 50 U.S.C. App. 459).

Failure to provide the required information may violate the Military Selective Service Act. Conscientious objectors may result in imprisonment for up to five years and/or a fine of not more than \$250,000.

Tear here and return bottom half only if changes are necessary



Registration Change Form

PLEASE CORRECT ANY INCORRECT INFORMATION BELOW

DO NOT WRITE IN THE ABOVE SPACE

SELECTIVE SERVICE NO.	SOCIAL SECURITY NO.	SEX	DATE OF BIRTH	TELEPHONE NUMBER
[REDACTED]	[REDACTED]	M	[REDACTED]	[REDACTED]
NAME				LAST ACTION DATE
[REDACTED]				[REDACTED]
CURRENT MAILING ADDRESS			PERMANENT ADDRESS	
NUMBER AND STREET			NUMBER AND STREET	
[REDACTED]				

OMB-3240-0003

SSS Form 3B (May 1990)

TODAY'S DATE

SIGNATURE OF REGISTRANT



On-line Verification

KEY INFORMATION ☒

Results of your search for the Selective Service record of:

Last Name: [REDACTED]

Social Security Number: [REDACTED]

Date of Birth: [REDACTED]

Selective Service Number: [REDACTED]

Date of Registration: [REDACTED]

To obtain written proof of Selective Service registration [CLICK HERE](#) and instructions on our "Registration Information" page.

[New Search?](#)

[FAQs](#)

[Search Site](#)

- [home](#)
- [about the agency](#)
- [registration info](#)
- [news & public affairs](#)
- [what's new](#)
- [contact](#)
- [careers](#)
- [privacy policy](#)
- [history/records](#)
- [publications](#)
- [fast facts](#)
- [what happens in a draft](#)
- [site map](#)

Last Updated April 30, 2002

EMPLOYED

JOB TITLE _____

FULL OR PARTIME _____

IF NOT PRESENTLY EMPLOYED BY YOU, INDICATE MANNER OF LEAVING
YOUR EMPLOYMENT

____ RESIGNED VOLUNTARILY (STATE REASON) _____

____ REQUESTED TO RESIGN (STATE REASON) _____

____ DISCHARGED (STATE REASON) _____

____ LAID OFF

☒ OTHER STRUCTURAL REASONS

RESIDENCE WHILE IN YOUR EMPLOYMENT

CANDIDATES EMPLOYMENT RECORD

QUALITY OF WORK (ACCURACY, NEATNESS, THOROUGHNESS)

____ INFERIOR WORK

____ RATHER CARELESS

____ MEETS REQUIREMENTS

☒ HIGHLY ACCURATE

____ EXCEPTIONAL

QUANTITY OF WORK (VOLUME/SPEED)

____ VERY SLOW

____ INSUFFICIENT WORK

___ MODERATE
(CONTINUED)

___ RAPID WORKER

☒ HIGHLY PRODUCTIVE

COOPERATION (WORKING WITH OTHER EMPLOYEES)

___ TROUBLEMAKER

___ HAS DIFFICULTY

___ GENERALLY COOPERATIVE

___ GETS ALONG WELL

☒ EXCELLENT RELATIONS

JUDGEMENT (ABILITY TO MAKE DECISIONS/PLAN WORK)

___ DISORGANIZED/ILLOGICAL

___ LIMITED JUDGMENT

___ PLANS WELL

___ LOGICAL THINKER

☒ CREATIVE

DEPENDABILITY (RELIABILITY)

___ NEEDS CONSTANT SUPERVISION

___ NEEDS FREQUENT CHECKING

___ USUALLY DEPENDABLE

___ SELDOM NEEDS CHECKING

☒ HIGHLY RELIABLE

INITIATIVE (MOTIVATION/INTEREST IN WORK)

☐ LAZY-INDIFFERENT
☐ NEEDS PUSHING
☐ ADEQUATE
☐ CONSIDERABLE
☒ HIGHLY MOTIVATED

PERSONALITY (COURTESY, APPEARANCE, PUBLIC RELATIONS)

☐ RUDE
☐ INDIFFERENT
☐ ADEQUATE FOR JOB
☐ POLITE-COURTEOUS
☒ EXCEPTIONAL

EXCESSIVELY ABSENT ☐ YES ☒ NO

EXCESSIVELY LATE ☐ YES ☒ NO

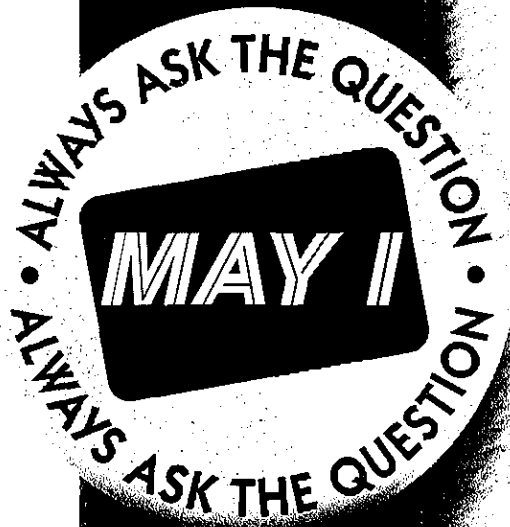
HONEST ☒ YES ☐ NO

WAS CANDIDATE EVER DISCIPLINED ☐ YES ☒ NO

ABILITY TO FOLLOW ORDERS ☒ GOOD ☐ FAIR ☐ POOR

Congratulations!

Your "May I"
Performance
was
Outstanding.



This is to certify that



has turned in an outstanding Sears Card performance during this quarter. This special reward signifies your commitment to increasing share or acquisitions, as well as your dedication to serving Sears Card customers.

Keep up the good work and thanks! You've helped elevate the importance of asking the "May I" question 100% of the time.

Jeremy Pennington
Signature of Store Unit Manager

10-30-98

Date



P. O. Box 2198, Memphis, TN 38101-9842 / (901) 495-6500

Dear AutoZoners,

Congratulations! You provide WOW! Customer Service, and you deserve to be recognized.

We know you work hard every day to exceed the expectations of all of our customers. And you and your fellow AutoZoners recently impressed the SPARK shopper in your store. In recognition of your efforts, we want you to have a token of our thanks for doing such a great job. Also, celebrate in your store today with your SPARK party pack. Enjoy – you deserve it.

Please continue to serve each customer like he or she is the most important person in your store. Customers appreciate your friendly, positive attitude, parts knowledge and advice. Customers enjoy shopping in a clean, well-organized store, and they're happy to shop where they know they can find the quality parts and products they need at a low price. That's what SPARK is all about:

Service
Parts
Accessories and appearance
Respect and returns
Knowledge

But you already know that because you and your fellow AutoZoners worked as a team to impress the SPARK shopper in every category.

Keep doing what you're doing well, and keep improving. We're already the best, but we can always be better! Remember the Strive for Five game plan:

Drop/Stop – 30/30
GOTTChA
WITTDJR
Go the Extra Mile
WOW! Customer Service

Those tools will help you impress everyone who comes into your store.

Thanks again for your hard work, and congrats on leading the parts business in customer service!

Best regards,

Tim Vargo
President and Chief Operating Officer
Customer Satisfaction

Jerry Colley
Senior Vice President – Stores
Customer Satisfaction

THE BEST PARTS IN AUTO PARTS

Interviewing For Success

CERTIFICATE OF ACHIEVEMENT



*has successfully completed the
AutoZone Interviewing For Success Workshop*

A handwritten signature in black ink, appearing to read "Z. Harn".

Regional HR Manager

A handwritten signature in black ink, appearing to read "R. O.". It is positioned above a horizontal line.

Regional Manager





P. O. Box 2198, Memphis, TN 38101-9842 / (901) 495-6500

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Tim Vargo
President and Chief Operating Officer
Customer Satisfaction

Jerry Colley
Senior Vice President – Stores
Customer Satisfaction

THE BEST PARTS IN AUTO PARTS

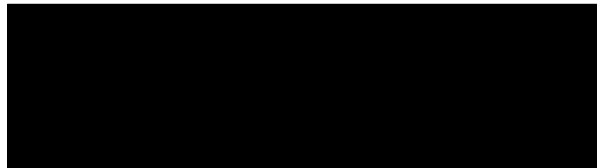


COMMON TRAINING

In recognition for successfully completing
the Certification Training requirements for:

Sales Consultant

2002 Module 1 and Module 2



A handwritten signature in cursive script.

Jacques Pasquier
Director of GM Common Training

GM Common Training Certification

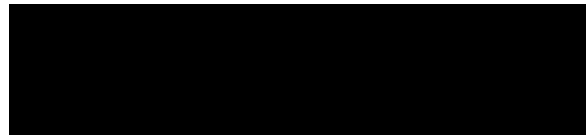


TRAINING

In recognition for successfully completing
the training requirements for:

Parts Consultant

2003 Renewal



Mark S. Degnan

Mark S. Degnan
Director of GM Training

GM Training Certification

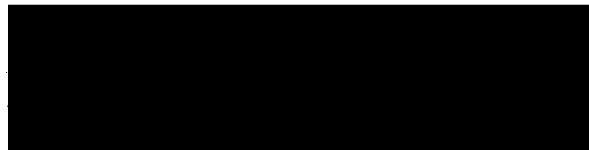


TRAINING

In recognition for successfully completing
the training requirements for:

Sales Consultant

2003 Renewal



Mark S. Degnan

Mark S. Degnan
Director of GM Training

GM Training Certification

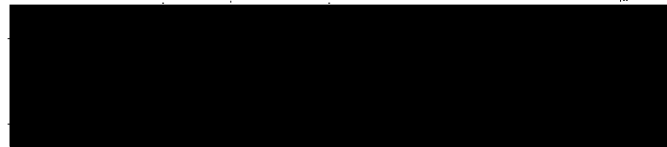


TRAINING

In recognition for successfully completing
the training requirements for:

Service Manager

2003 Renewal



Mark S. Degnan

Mark S. Degnan
Director of GM Training

GM Training Certification

GMAC SMARTPRODUCT SPECIALIST

This certifies that



EDUCATIONAL SERVICES

**has successfully completed
GMAC SmartProduct Training**

March 23rd, 2004

A handwritten signature in black ink, appearing to be 'NQQ' followed by a stylized flourish.

GMAC

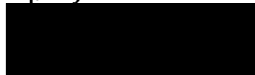
A handwritten signature in black ink, appearing to be 'Brian D. Leach'.

**Sales and Lease Consultant
Byers Dublin Chevrolet, Inc.**



Date: November 4, 2003
To: Byers Dublin Chevrolet, LLC
From: GM Training Headquarters
Re: GM Training Certification

Congratulations, the following employees have earned GM Training Certification:



Well-trained employees can provide your customers with high levels of service and satisfaction as well as increased profit opportunities. Your support for employee training can also promote higher levels of job satisfaction, reduce turnover and improve employee morale.

The employees who have earned this certification have shown a desire to improve their performance and increase their on-the-job value. This certificate is intended to recognize their efforts and professionalism.

We therefore recommend that you or the appropriate management personnel present this award to the employee(s).

We look forward to recognizing all of your sales, service and parts consultants and managers as they complete their individual training certification.

Thank you.

GM Training Headquarters
1-888-748-2687

NOTE: For employees who have already received a plaque, the new certificate can be easily removed and inserted from the TOP by bending out the flexible portion of the frame.

BAC: 113013



Date: November 4, 2003
To: Byers Dublin Chevrolet, LLC
From: GM Training Headquarters
Re: GM Training Certification

Congratulations, the following employees have earned GM Training Certification:



Well-trained employees can provide your customers with high levels of service and satisfaction as well as increased profit opportunities. Your support for employee training can also promote higher levels of job satisfaction, reduce turnover and improve employee morale.

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Thank you.

GM Training Headquarters
1-888-748-2687

NOTE: For employees who have already received a plaque, the new certificate can be easily removed and inserted from the TOP by bending out the flexible portion of the frame.

BAC: 113013

Name	Email	Organization	ORG Number
		BYERS DUBLIN CHEVROLET, LLC	0002177

Active Transcripts

Course	Title	Session	Grade	Date	Expires
LGMAC.01D	SmartAuction - Dealer Broadcast	80	P	03/24/2004	
VV0BS.B4D	Collision Center Best Practices with Insurance Carriers	100	P	03/24/2004	
VV0BS.A4D	Effective Sales & Marketing in the Collision Center	100	P	03/24/2004	
GVM00.BSD	Success Drivers for Managing the Body Shop	90	P	03/24/2004	
S0000.03L	Overcoming Leasing Objections	90	P	03/24/2004	
S0000.02L	The Sales / Leasing Process	90	P	03/24/2004	
S0000.01L	Terminology and Benefits of Leasing	90	P	03/24/2004	
SFI00.02W	F & I Business Practices Part 2		P	03/24/2004	
SFI00.01W	F & I Business Practices Part 1		P	03/24/2004	
SMCUV.01W	Managing the GM CUV Program	80	P	03/24/2004	
SMCUV.02D	Selling GM Certified Used Vehicles	80	P	03/24/2004	
B70H1.04W	2004 HUMMER H1 Product Overview	100	P	03/23/2004	
B70HH.04W	2004 HUMMER History and Heritage	100	P	03/23/2004	
PPC0M.02D	Deciding What to Stock - Phase-In	92	P	03/19/2004	
PPC0M.01D	Using Inventory Control	80	P	03/19/2004	
PPS00.06D	Maximizing Your Profit Potential in Fixed Operations	80	P	03/16/2004	
PPS00.05D	Opportunities for Growth in Fixed Operations	85	P	03/16/2004	
PPS00.03D	Chassis Parts: Linking It All Together	100	P	03/16/2004	
PPS03.P6D	Building Trust and Long-Term Customer Retention	93	P	03/16/2004	
PPS03.P4D	The GM Oil Life Maintenance Schedule - Keeping the Customer at the Dealership	80	P	03/15/2004	
PPS03.P1D	Understanding the GM Oil Life System	80	P	03/15/2004	
B10SC.04H	2004 Chevrolet Silverado Launch Event	82	P	03/12/2004	
B10L1.05H	2005 Chevrolet Equinox Launch Event	90	P	03/10/2004	
SSMMQ.03W	Managing Quality Delivery: From PDI through Follow-Up	100	P	03/09/2004	
SSMMQ.03D	Managing Quality Delivery: From PDI through Follow-Up	90	P	03/09/2004	
SSMQD.03W	Quality Delivery: From PDI through Follow-Up	90	P	03/09/2004	
B10TR.C4A	2004 Chevrolet Truck Competitive	82	P	03/09/2004	

	Comparison Test for Sales				
B10CR.C4A	2004 Chevrolet Car Competitive Comparison Test for Sales	96	P		03/08/2004
B10TD.04H	2004 Chevrolet Aveo Launch Event	96	P		03/08/2004
SSMQD.03D	Quality Delivery: From PDI through Follow-Up	105196	90	P	03/02/2004
PPCC0.01W	GM Parts Consultant Training	100	P		02/24/2004
VVC90.A4D	Professional Customer Service Consulting: Part A - The Fundamentals	100	P		02/06/2004
VVC90.B4D	Professional Customer Service Consulting: Part B - The Fundamentals	100	P		02/06/2004
2003PRTCNS	2003 Parts Consultant Certification	0	100	P	12/31/2003
2003SLSCNS	2003 Sales Consultant Certification	0	100	P	12/31/2003
2003SLSMGR	2003 Sales Manager Certification	0	100	P	12/31/2003
B5007.M4D	DVD Navigation Product Training	103521	100	P	12/09/2003
PPC00.04W	Co-op Advertising	95	P		11/14/2003
XDS02.00D	Demand Sensing Reports for Dealers	101907	100	P	11/03/2003
B10S5.04H	2004 Chevrolet Colorado Launch Event	80	P		10/22/2003
GSM00.UVD	Success Drivers for Managing the Used Vehicle Department	101533	90	P	10/20/2003
B10ND.04H	2004 Chevrolet Malibu Launch Event	100	P		10/16/2003
PPC00.03W	Basic Inventory Management	90	P		10/10/2003
PPCC0.02P	GM Parts Consultant Training (Modules 7-12)	86	P		10/10/2003
PPCC0.01P	GM Parts Consultant Training (Modules 1 - 6)	83	P		10/10/2003
PPS00.02D	Shocks and Struts - An Overlooked Opportunity	90	P		10/04/2003
VB100.01W	Fundamental Automotive Systems Training (F.A.S.T.) (Formerly "Pop the Hood")	93	P		10/04/2003
PPS00.01D	Don't Ride the Brakes	90	P		10/04/2003
B57WT.M4A2	GMICT 2003 W/WT Series Part II	80	P		10/03/2003
B57WT.M4A1	GMICT 2003 W/WT Series Part I	86	P		10/03/2003
B1002.013A	2003 Chevy Truck Product Test for Service and Parts	80	P		10/02/2003
B1001.013A	2003 Chevrolet Product Test for Service and Parts	90	P		10/02/2003
B10CR.P4A	2004 Chevrolet Car Product Test for Parts	92	P		10/02/2003
B10CR.V4A	2004 Chevrolet Car Product Test for Service	82	P		10/01/2003
B10CR.M4A	2004 Chevrolet Car Product Test for Sales	88	P		10/01/2003
B17TR.M4A	2004 Chevrolet Truck Commercial Product	96	P		10/01/2003

	Test for Sales				
B10ND.04A	2004 Chevrolet Malibu Launch Event		84	P	10/01/2003
B5700.M4A	2004 GMC Truck Commercial Product Test for Sales		82	P	09/24/2003
B5000.V4A	2004 GMC Product Test for Service		84	P	09/24/2003
B5000.M4A	2004 GMC Product Test for Sales		88	P	09/24/2003
B5000.P4A	2004 GMC Product Test for Parts		82	P	09/23/2003
B5000.F4A	2004 GMC Light Duty Fundamentals Test for Sales		82	P	09/23/2003
B10TR.P4A	2004 Chevrolet Truck Product Test for Parts		88	P	09/23/2003
B10TR.M4A	2004 Chevrolet Truck Product Test for Sales		82	P	09/23/2003
B10TR.V4A	2004 Chevrolet Truck Product Test for Service		84	P	09/23/2003
B10TR.F4A	2004 Chevrolet Light Duty Fundamentals Test for Sales		82	P	09/23/2003
B10S5.04H	2004 Chevrolet Colorado Launch Event	0	80	P	09/16/2003
B10ND.04H	2004 Chevrolet Malibu Launch Event	0	73	F	09/16/2003
GBM00.A1W	Overview of Dealership Operations		80	P	04/11/2003
VVOC0.SMD	Advanced Service Marketing		90	P	03/28/2003
VV0SS.00D	Advanced Service Consulting		80	P	03/28/2003
PCSLM.01D	Service Lane Merchandising		90	P	03/28/2003
GDBCR.0SD	Introduction to the GM Retail Operating System		80	P	03/28/2003
GPC00.PMD	Success Drivers for Managing the Parts Department		90	P	03/27/2003
GVM00.SVD	Success Drivers for Managing the Service Department		90	P	03/27/2003
GSM00.NVD	Success Drivers for Managing the New Vehicle Department		90	P	03/27/2003
GIP00.M3D	Management Initiatives to Penetrate and Grow Diverse Markets		100	P	03/27/2003
XDS10.04W	GM AutoBook Application		86	P	03/27/2003
SSM00.00D	Commercial Outside Selling Skills		90	P	03/26/2003
SSM02.M3W	Managing Commercial Prospecting		90	P	03/26/2003
SSM02.C3D	Prospecting for Commercial Customers		80	P	03/26/2003
SSM01.M3W	Managing Retail Prospecting		90	P	03/26/2003
SSM01.R3D	Prospecting for Retail Customers		90	P	03/26/2003
GIP00.A3D	Employee Initiatives to Penetrate and Grow Diverse Markets		100	P	02/21/2003
B57WT.M3A2	GMICT_W and WT Series GM Trucks -		93	P	11/16/2002

Part II

B57WT.M3A1	GMICT_W and WT Series GM Trucks - Part I	80	P	11/16/2002
B70HM.02D	HUMMER Launch Kickoff and H1 Review	80	P	11/16/2002
B70HM.00P	HUMMER Details Book	80	P	11/16/2002
B70HM.H3D	HUMMER H2 Launch and Product Details Walkaround	90	P	11/16/2002
B70HM.C2D	HUMMER H1 Certification - Part 2	80	P	11/15/2002
B70HM.C1D	HUMMER H1 Certification - Part 1	90	P	11/15/2002
B70H2.03D	HUMMER H2- Sales and Product Update	100	P	11/14/2002
B70H2.H3V	HUMMER H2 Walkaround Video	100	P	11/14/2002
B6001.012A	Cadillac Overview	90	P	11/04/2002
B5001.012A	GMC Overview	90	P	11/04/2002
B4001.012A	Buick Overview	90	P	11/04/2002
B3001.012A	Oldsmobile Overview	80	P	11/04/2002
B2001.012A	Pontiac Overview	80	P	11/04/2002
B1002.023A	2003 Chevy Truck Product Test for Sales	85	P	11/04/2002
B87VM.03A	GMICT General Knowledge Vocational Marketing	86	P	11/04/2002
B1001.023A	2003 Chevrolet Product Test for Sales	85	P	11/01/2002
B87LC.03A2	GMICT General Knowledge Course - Part II	80	P	11/01/2002
B87LC.03A1	GMICT General Knowledge Course - Part I	86	P	11/01/2002
VV0P0.P2D	Productivity Analysis/Workload Balancing - Shop Productivity	90	P	06/11/2002
VV0P0.P2P	Productivity Analysis / Workload Balancing - Shop Productivity	90	P	06/11/2002
VV0P0.P1D	Productivity Analysis/Workload Balancing - Technician Efficiency	100	P	06/11/2002
VV0P0.P1P	Productivity Analysis / Workload Balancing - Technician Efficiency	100	P	06/11/2002
VVC90.03D	Repair Estimates, Service Documentation and Customer Retention	80	P	06/11/2002
VVC90.03P	Service Consultant Techniques #3 Repair Estimates, Service Documentation and Customer Retention	80	P	06/11/2002
VVC90.02D	Promoting the Sale and Gaining Customer Commitment	86	P	06/11/2002
VVC90.01D	Meeting and Greeting the Customer / Gathering Vehicle Information	86	P	05/30/2002
SSMC3.07D	Overcoming Objections to Win Clients	100	P	05/30/2002
SSMC3.07P	VSS#7 Overcoming Objections to Win	100	P	05/30/2002

Clients					
SIPC0.PED	Phone Etiquette	90	P	05/28/2002	
SIPC0.PEP	Phone Etiquette	90	P	05/28/2002	
SIPC0.ETD	Effective Teamwork	100	P	05/28/2002	
SSMMC.04D	Coaching for Success	90	P	05/28/2002	
SSMMC.04P	MVSS#4 Coaching for Success	90	P	05/28/2002	
SSMMB.03D	Improving Sales Consultant Performance: Demonstration Drive, Close, Delivery and Follow-Up	90	P	05/28/2002	
SSMMB.03P	MVSS#3 Improving Sales Consultants Performance	90	P	05/28/2002	
SSMMB.02D	Improving Sales Consultant Performance: Greet, Determine Needs and Present Vehicle	80	P	05/28/2002	
SSMMB.01D	Managing the Process for Sales Success	100	P	05/28/2002	
SSMC2.06D	Effectively Communicating to Increase Sales	80	P	05/28/2002	
SSMC2.06P	VSS#6 Effectively Communicating to Increase Sales	80	P	05/28/2002	
SSMC1.05D	Understanding Your Clients	90414	100	P	05/20/2002
SSMC3.07D	Overcoming Objections to Win Clients	90361	100	P	05/14/2002
SSMB3.04D	Maintaining Relationships: Delivery and Follow-Up	90345	100	P	05/13/2002
SMCUV.00W	GM Certified Used Vehicle Dealership Assessment	97	P	04/22/2002	
SSMB2.3AD	Sharing Expertise: Vehicle Consultation and Closing - Part A	90	P	04/22/2002	
SSMB2.3BD	Sharing Expertise: Vehicle Consultation and Closing - Part B	80	P	04/09/2002	
SSMB1.02D	Establishing Rapport: Determining Client Needs	80	P	04/09/2002	
SSMA1.01D	Getting Started: A Process for Sales Success	89626	90	P	04/09/2002
VCFC0.FCD	Focusing on the Customer	80	P	04/05/2002	
B1002.022A	Chevy Truck Features	92	P	03/07/2002	
B1002.012A	Chevy Truck Overview	85	P	03/07/2002	
B1002.021A	2001 GM Chevrolet Truck - Features	97	P	03/07/2002	
B1002.011A	2001 GM Chevrolet Truck - Overview	93	P	03/07/2002	
B1001.022A	Chevrolet Features	100	P	03/05/2002	
B1001.012A	Chevrolet Overview	80	P	03/05/2002	
B1001.021A	2001 GM Chevrolet - Features	90	P	03/05/2002	
B1001.011A	2001 GM Chevrolet - Overview	91	P	03/05/2002	

Inactive Transcripts

Course	Title	Session	Score	Grade	Date	Expires
55000.01	BASE BRAKE FUNDAMENTALS CPT		50	F	11/06/2002	
SIPP0.ADD	Appreciating Diversity: Growing the Business in a Diverse Environment	90857	100	P	06/10/2002	

Close Window



U.S. Department of Justice

Federal Bureau of Investigation

Washington, D. C. 20535-0001

December 30, 2005

TO: Grove City Division of Police
3360 Park Street
Grove City, OH. 43123

Attention: John Darnell, Ptl.#45

RE: [REDACTED]

FROM: National Name Check Program Section (NNCPS)
Records Management Division
FBI Headquarters (FBIHQ)
Washington, D.C. 20535-0001

NAME CHECK REQUESTS FROM
STATE AND LOCAL LAW ENFORCEMENT AGENCIES

TO WHOM IT MAY CONCERN

It has been the policy of the FBIHQ NNCPS to respond via letter to all incoming state and local name checks. Henceforth, unless a specific request is made (i.e., applicant and the reason for not hiring), all individuals searched in our FBIHQ central indices with no record found or information is deemed not pertinent will be returned by stamping the incoming name check request to that effect. See example below.

For additional information, based on a file destruction program being conducted by the FBI, certain applicant files have been destroyed. This does not apply to former FBI employee files.

"Check of FBI Headquarters investigative files based upon data submitted and limited pursuant to established policy located no identifiable information pertinent to your inquiry. This is not to be considered as a clearance. A request to check arrest records must be submitted to FBI Criminal Justice Information Services Division. Fingerprints are necessary for a positive check."



DEC 23 2005

MR 12-30-05

Ans

Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123

www.grovecityohio.gov



December 13, 2005

FBI Headquarters
Room 6387
935 Pennsylvania Ave
Washington DC 90535

To Whom It May Concern:

I am the background investigator for Grove City Police hiring process. I am requesting information on [REDACTED] SSN # [REDACTED] DOB [REDACTED] who is a finalist candidate for a Police Officer job with our agency. [REDACTED] has stated he is an applicant with the FBI. I am requesting any information you have on him and where he is in the process with the FBI. Please find enclosed a sign waiver for information.

If you could please mail or fax what you have on [REDACTED] our mailing address is Grove City Police Department 3360 Park Street Grove City OH 43123, or our fax number is 614-277-1717 Attn: Ptl. John Darnell #45.

Thank you for your time and help.

Sincerely,

Check of FBI Headquarters investigative files based upon data submitted and limited pursuant to established policy located no identifiable information pertinent to your inquiry. This is not to be considered as a clearance. A request to check arrest records must be submitted to FBI Criminal Justice Information Services Division. Fingerprints are necessary for a positive check.

Ptl. J. Darnell #45
Ptl. J. Darnell #45

Police
Administration
(614) 277-1700

General Information
& Non-Emergency
(614) 277-1710

Investigative
Bureau
(614) 277-1750

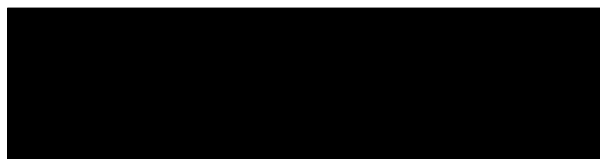
Records
Clerk
(614) 277-1714

**TO RESIST
DRUGS AND
VIOLENCE**

This
**Certificate
of
Recognition**

is presented to

**AUTOZONE
8545 MAIN STREET**



in Honor
and Recognition
of Your Contribution to
Drug Abuse Resistance
Education (D.A.R.E.)

August - 2001

Date

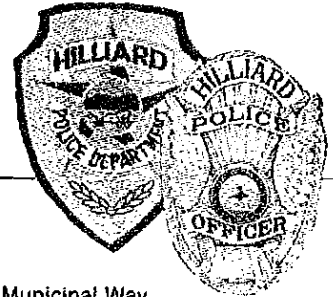
Betty D. Montgomery

Betty D. Montgomery
Attorney General



City of Hilliard

Division of Police



3800 Municipal Way
Hilliard, Ohio 43026 (614) 876-2429
Rodney D. Garnett, Chief of Police

August 13th, 2001

Autozone
3545 Main Street
Hilliard, OH 43026

Dear [REDACTED]

I would like to take this opportunity to personally thank you for your continued financial support of the Hilliard D.A.R.E. program.

Our main fundraiser this year was the 7th annual D.A.R.E. golf outing, which raised over \$8,000.00. This years golf outing would not of been a success without your financial contribution and support. Your commitment to the D.A.R.E. program demonstrates your dedication to the Hilliard community and it's children's future.

Thanks again for your gracious donation. I look forward to your continued support of this valuable program, and the D.A.R.E. golf outing.

Sincerely,

Rodney D. Garnett
Chief of Police

mrm



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123

www.grovecityohio.gov



December 13, 2005

FBI Headquarters
Room 6387
935 Pennsylvania Ave
Washington DC 90535

To Whom It May Concern:

I am the background investigator for Grove City Police hiring process. I am requesting information on [REDACTED] SN # [REDACTED] DOB [REDACTED] who is a finalist candidate for a Police Officer job with our agency. [REDACTED] has stated he is an applicant with the FBI. I am requesting any information you have on him and where he is in the process with the FBI. Please find enclosed a sign waiver for information.

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Thank you for your time and help.

Sincerely,

Ptl. J. Darnell #45

Ptl. J. Darnell #45

GROVE CITY DIVISION OF POLICE

3360 Park Street
Grove City, Ohio 43123
614-277-1710

RELEASE OF INFORMATION

To: _____

Please reply promptly. A postage-free envelope can be enclosed for your reply.

NAME: _____

ADDRESS: _____

SSN: _____ DOB: _____

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

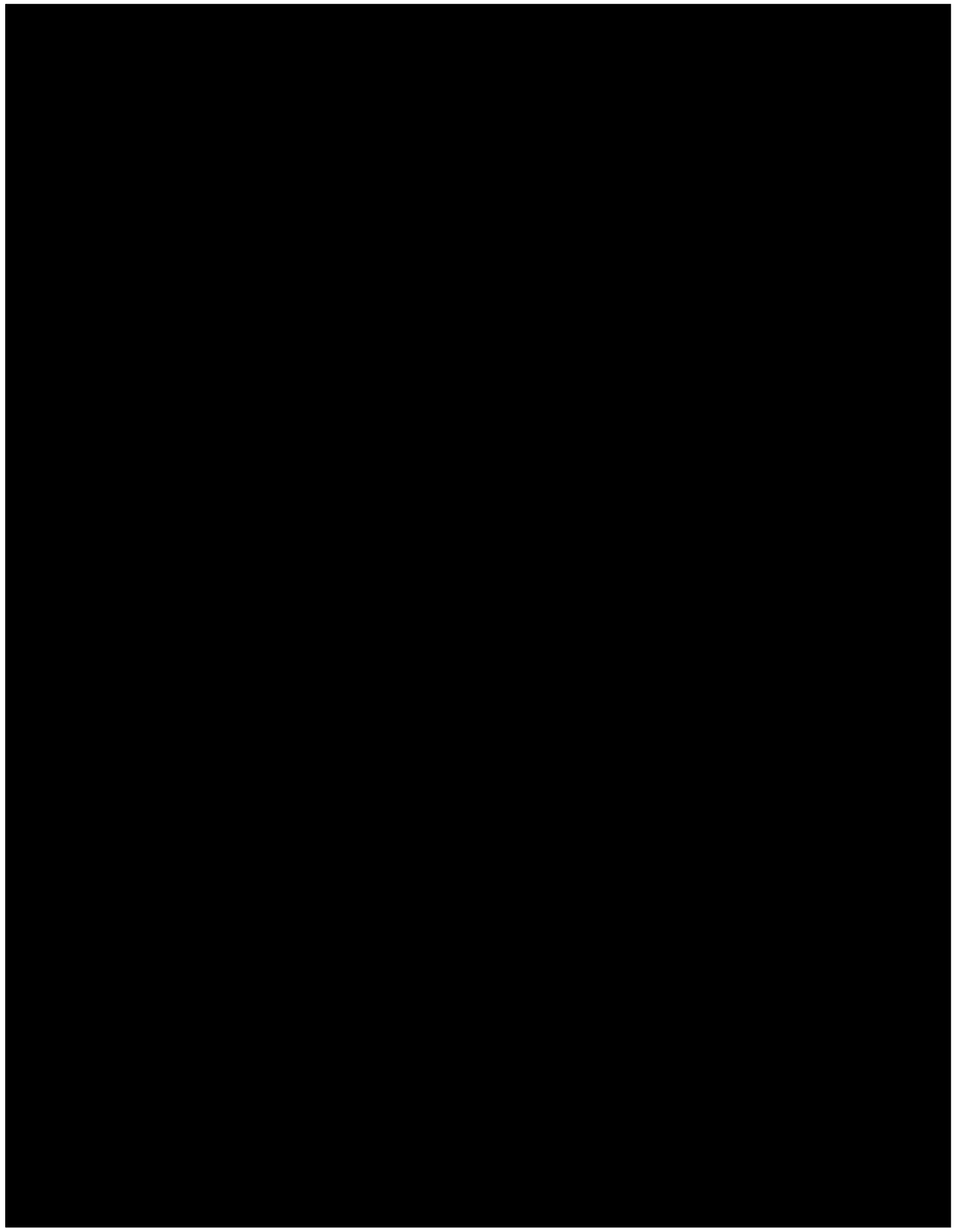
Signature Date 12/09/2005

mkb

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

NO RECORD FOUND
FRANKLIN COUNTY
RECORDS BUREAU

[REDACTED]





MURRAY GUARD, INC.

March 26, 1997

TO: Whom it may Concern

FROM: Peter A. Roush
Operations Manager
Murray Guard, Inc.

Dear Sir or Madam:

This letter is in reference to [REDACTED] SS# [REDACTED] was employed by Murray Guard from [REDACTED]. He was assigned as a Control Room Operator at our Ross Product's Account. His duties included: supervision of all guards during his shift, maintaining access control; monitoring all activities at the site; and maintaining a professional atmosphere.

[REDACTED] was an excellent asset to our company. He displayed a high sense of intelligence and dedication to duty. His attention to detail and dependability were highly visible as he performed his daily duties. He consistently demonstrated his ability and desire to work as a team player. This characteristic is paramount to the success of any security operation.

In my position, I encounter hundreds of employees on a weekly basis, and I can recommend without any hesitation that [REDACTED] is of excellent character with the ability to bring great benefit to any organization that may be interested in his services.

If you have any questions concerning [REDACTED] please contact me at (614) 488-9004.

Sincerely:

Peter A. Roush
Murray Guard, Inc.
Operations Manager
1500 West Third Avenue
Suite 211
(614) 488-9004



DUBLIN
CHEVROLET LLC

6801 Village Parkway • P.O. Box 1230 • Dublin, Ohio 43017
(614) 793-4800 Fax: (614) 793-4813
www.byersauto.com email: info@byersauto.com

April 13, 2004

LETTER OF RECOMMENDATION

Dear Sir or Madam:

This letter is in reference [REDACTED] in which I have had day-to-day contact with from [REDACTED]

I would like to take this opportunity to highly recommend [REDACTED] as a person of extreme integrity, superior performance and worthy of high consideration for employment within your organization.

[REDACTED] has proven to be successful among a well-diversified, highly competitive and professional sales environment. He has set himself apart from his peers with his thirst for knowledge and training among every facet of this dealership operation. He has proven that he possesses unlimited growth potential and is deserving of the opportunity for employment in key positions that require trustworthiness, dedication to duty, interpersonal communication skills and a high degree of professionalism.

I have personally worked along side, coached, trained and managed numerous sales and leasing specialists and I have to say [REDACTED] has proven himself by building strong and lasting personal and business relationships, he is highly motivated, displays good judgment, and has excellent attention to detail. [REDACTED] has been an outstanding and profitable asset to this organization and has my full confidence that he will do the same for yours.

On behalf of Byers Dublin Chevrolet LLC, I wish to express my gratitude to [REDACTED] for his dedication to the successful growth of this organization that has aided this dealership in becoming one of the areas leading automotive retailers. In the future, I would actively seek out his services to be a welcomed asset to my staff.

Sincerely,

J. Brad Johnson
General Manager



"GOOD PEOPLE SERVING GOOD PEOPLE"

NEIGHBORHOOD INTERVIEW

- Julie Rezes – states he is a nice guy, no problems
- Karen Kennedy-Carr – states he has been away since she has been there
- John Obrig – is not real familiar with [REDACTED]
- Mike Robins – states he is a nice guy, no problems
- no answer

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 10 years

In what capacity? wife

When is the last time you saw or spoke with the applicant? today

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? Easy going, good natured.

Does the applicant drink? ☒ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☒ at social events, ☐ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? Stubborn.

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No

Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No

Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☒ Yes, ☐ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☐ Extrovert ☒ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? Clean cut.

How would you rate the applicant's self-pride in relation to his/her home, children or property? Very proud.

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? ☐ Yes, ☒ No
If yes, please explain. _____

To your knowledge, is or has the applicant been involved in any illegal activity?
☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?
☐ Yes, ☒ No
If yes, please explain. _____

How would you rate the applicant's ability to handle stress? Very good.

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No
If yes, please explain. _____

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No
If _____ No, _____ please _____ explain.

Please list three people that know the applicant (even casual knowledge).

1. Chris Kepple, Phone # [REDACTED]
2. _____, Phone # _____
3. _____, Phone # _____

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? no

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? no

Additional information: Not happy with choice, but will support him.

I would like to be contacted by an officer to talk in greater detail. Yes, ✓ No

Telephone number:
Best time to call:

Your name:

Date:

If telephone interview, person-conducting interview:
Ptl. J. Darnell 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? whole life

In what capacity? son

When is the last time you saw or spoke with the applicant? 2 days

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? real mild

Does the applicant drink? ☐ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☐ at social events, ☒ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? none

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No

Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No

Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☐ Yes, ☒ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☒ Extrovert ☐ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? very proud of his appearance

How would you rate the applicant's self-pride in relation to his/her home, children or property? extremely interested

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? ☐ Yes, ☒ No
If yes, please explain. _____

To your knowledge, is or has the applicant been involved in any illegal activity?
☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?
☐ Yes, ☒ No
If yes, please explain. _____

How would you rate the applicant's ability to handle stress? excellent

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No
If yes, please explain. _____

Do you think this applicant would make a good police employee? ☐ Yes, ☒ No
If _____ No, _____ please _____ explain.

Please list three people that know the applicant (even casual knowledge).

1. _____, Phone # _____
2. _____, Phone # _____
3. _____, Phone # _____

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? do an excellent job

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? overall excellent guy - see no faults

Additional information: _____

I would like to be contacted by an officer to talk in greater detail. ☐ Yes, ☐ No

Telephone number: _____

Best time to call: _____

Your name:  _____

Date: 12-15-05

If telephone interview, person-conducting interview:
Ptl. J. Darnell 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 6 years

In what capacity? Brother-in-law

When is the last time you saw or spoke with the applicant? 1 week

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? very even keeled person

Does the applicant drink? ☒ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☒ at social events, ☐ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? loves household projects

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No
Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No
Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No
Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☐ Yes, ☒ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☐ Extrovert ☐ Introvert

Notes: in the middle

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? takes it serious, well groomed

How would you rate the applicant's self-pride in relation to his/her home, children or property? very even keeled

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? ☐ Yes, ☒ No
If yes, please explain. _____

To your knowledge, is or has the applicant been involved in any illegal activity?
☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?
☐ Yes, ☒ No
If yes, please explain. _____

How would you rate the applicant's ability to handle stress? strong

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No
If yes, please explain. _____

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No
If No, please explain. _____

Please list three people that know the applicant (even casual knowledge).

1. _____, Phone # _____
2. _____, Phone # _____
3. _____, Phone # _____

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? none

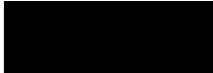
Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? has a big sense of honor and duty

Additional information: _____

I would like to be contacted by an officer to talk in greater detail. ☐ Yes, ☐ No

Telephone number: _____

Best time to call: _____

Your name:  _____

Date: 12-15-2005

If telephone interview, person-conducting interview:
Ptl J. Darnell 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 9 years

In what capacity? brother-in-law

When is the last time you saw or spoke with the applicant? 2 days

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? level headed, thinks things through

Does the applicant drink? ☒ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with friends, ☒ at social events, ☐ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? detailed orientated

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No
Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No
Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No
Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☒ Yes, ☐ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☒ Extrovert ☐ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? thinks of it, carries himself well

How would you rate the applicant's self-pride in relation to his/her home, children or property? meticulous, detail oriented

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? ☐ Yes, ☒ No
If yes, please explain. _____

To your knowledge, is or has the applicant been involved in any illegal activity?
☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?
☐ Yes, ☒ No
If yes, please explain. _____

How would you rate the applicant's ability to handle stress? very well

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No
If yes, please explain. _____

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No
If No, please explain.

Please list three people that know the applicant (even casual knowledge).

1. _____, Phone # _____
2. _____, Phone # _____
3. _____, Phone # _____

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? none

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? would be very suitable with his background

Additional information: would take him as back up on a 10-3

I would like to be contacted by an officer to talk in greater detail. ☐ Yes, ☐ No

Telephone number: _____

Best time to call: _____

Your name: [REDACTED] CPD Officer

Date: 12-15-2005

If telephone interview, person-conducting interview:
Ptl J. Darnell 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 8 years

In what capacity? my roommate in college for 1 year

When is the last time you saw or spoke with the applicant? Approx. 1 month ago

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? very level headed

Does the applicant drink? ☒ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☐ at social events, ☐ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? none

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No

Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No

Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☒ Yes, ☐ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☒ Extrovert ☐ Introvert

Notes: makes conversation with a lot of people

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? personal appearance is important

How would you rate the applicant's self-pride in relation to his/her home, children or property? clean house and family

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? ☐ Yes, ☒ No

If yes, please explain. _____

To your knowledge, is or has the applicant been involved in any illegal activity?

☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

☐ Yes, ☒ No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? very well, spending time in the middle east has helped handle stress

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No

If yes, please explain. _____

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No

If

No,

please

explain.

Please list three people that know the applicant (even casual knowledge).

1. Julie Hartig

, Phone # [REDACTED]

2. Marie Schiff

, Phone # _____

3. Marc Hartig

, Phone # [REDACTED]

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? none

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? a hard worker who takes pride in everything he does.

Additional information: _____

I would like to be contacted by an officer to talk in greater detail. ☐ Yes, ☐ No

Telephone number: _____

Best time to call: _____

Your name: Jeff Vanbuskirk

Date: 12-16-2005

If telephone interview, person-conducting interview:
PII J. Darnell 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 4 1/2 years

In what capacity? co-worker

When is the last time you saw or spoke with the applicant? yesterday

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? very mild

Does the applicant drink? ☐ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☐ at social events, ☒ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? likes to talk

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No

Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No

Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☐ Yes, ☒ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☒ Extrovert ☐ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? not happy with his current shape

How would you rate the applicant's self-pride in relation to his/her home, children or property? n/a

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? Yes, ☒ No

If yes, please explain. nor with the [REDACTED]

To your knowledge, is or has the applicant been involved in any illegal activity?

☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

☐ Yes, ☒ No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? 1-10 best, a 9

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No

If yes, please explain. _____

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No

If No, please explain. _____

Please list three people that know the applicant (even casual knowledge).

1. _____, Phone # _____
2. _____, Phone # _____
3. _____, Phone # _____

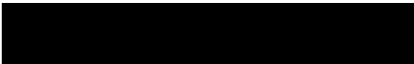
Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? none

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? relates well to people

Additional information: _____

I would like to be contacted by an officer to talk in greater detail. ☐ Yes, ☐ No

Telephone number: _____
Best time to call: _____

Your name:  _____

Date: 12-16-2005

If telephone interview, person-conducting interview:
Ptl J. Darnell 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 2 years

In what capacity? [REDACTED]

When is the last time you saw or spoke with the applicant? 3 days ago

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? mild manner, mature, always
looking for the right thing to do

Does the applicant drink? ☒ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☒ at social events, ☐ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? none

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No
Notes:

Is the applicant argumentative? ☐ Yes, ☒ No
Notes:

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No
Example:

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☐ Yes, ☒ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☒ Extrovert ☐ Introvert

Notes: mild

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? yes

How would you rate the applicant's self-pride in relation to his/her home, children or property? n/a

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? Yes, ☒ No

If yes, please explain. nor with the [REDACTED]

To your knowledge, is or has the applicant been involved in any illegal activity?

☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

☐ Yes, ☒ No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? very well

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No

If yes, please explain. Not outside military deployment

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No

If

No,

please

explain.

Please list three people that know the applicant (even casual knowledge).

1. _____, Phone # _____
2. _____, Phone # _____
3. _____, Phone # _____

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc?
Performed well under mortar and enemy fire

Additional information: _____

Telephone number: _____
Best time to call: _____

Date: 12-1-2005

If telephone interview, person-conducting interview:
Ptl J. Darnell 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 4 years

In what capacity? friends

When is the last time you saw or spoke with the applicant? 9 months

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? very good

Does the applicant drink? ☐ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☐ at social events, ☒ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? none

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☒ No

Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No

Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☐ Yes, ☒ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☒ Extrovert ☐ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? very good

How would you rate the applicant's self-pride in relation to his/her home, children or property? very good

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? ☐ Yes, ☒ No
If yes, please explain. _____

To your knowledge, is or has the applicant been involved in any illegal activity?
☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?
☐ Yes, ☒ No
If yes, please explain. _____

How would you rate the applicant's ability to handle stress? very well

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No
If yes, please explain. _____

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No
If No, please explain. _____

Please list three people that know the applicant (even casual knowledge).

1. _____, Phone # _____
2. _____, Phone # _____
3. _____, Phone # _____

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? no

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? awesome guy

Additional information: _____

I would like to be contacted by an officer to talk in greater detail. ☐ Yes, ☐ No

Telephone number: _____

Best time to call: _____

Your name: Heidi Shea

Date: 12-26-05

If telephone interview, person-conducting interview:

Officer J. S. Brennan 45

Candidate

GROVE CITY POLICE DEPARTMENT

BACKGROUND INTERVIEW

How long have you personally known the applicant? 10 years

In what capacity? husband of best friend

When is the last time you saw or spoke with the applicant? Halloween time frame

Do you consider the applicant honest? ☒ Yes ☐ No, Reliable? ☒ Yes ☐ No,
Conscientious? ☒ Yes ☐ No

How would you describe the applicant's temperament? Even tempered.

Does the applicant drink? ☐ Light, ☐ Moderate, ☐ Heavy, ☐ Alone with
friends, ☐ at social events, ☒ Does Not drink to my knowledge.

Does the applicant gamble? ☐ Yes, ☒ No.

To your knowledge has the applicant ever used any type of addictive drug or any type of
hallucinogenic drugs? ☐ Yes, ☒ No. If yes, what type

What irritating traits, if any, are you familiar with? None

Is the applicant loud? ☐ Yes, ☒ No Does he/she brag? ☐ Yes, ☐ No

Notes: _____

Is the applicant argumentative? ☐ Yes, ☒ No

Notes: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes, ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes, ☐ No

Does the applicant keep to his/her self? ☒ Yes, ☐ No

Does the applicant converse freely with others? ☒ Yes, ☐ No

Does the applicant blend well with a group? ☒ Yes, ☐ No

How would describe the applicant's overall personality profile, i.e. is the applicant an extrovert or an introvert? ☐ Extrovert ☒ Introvert

Notes: In the middle.

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? Very good care

How would you rate the applicant's self-pride in relation to his/her home, children or property? meticulous

Does the applicant exhibit close family relationships? ☒ Yes, ☐ No

Notes: _____

Has the applicant ever had contact with the Police to your knowledge? ☐ Yes, ☒ No

If yes, please explain. _____

To your knowledge, is or has the applicant been involved in any illegal activity?

☐ Yes, ☒ No. If yes, please explain. _____

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

☐ Yes, ☒ No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? Very good.

Has the applicant ever been in a physical confrontation? ☐ Yes, ☒ No

If yes, please explain. _____

Do you think this applicant would make a good police employee? ☒ Yes, ☐ No

If

No,

please

explain.

Please list three people that know the applicant (even casual knowledge).

1. _____, Phone # _____

2. _____, Phone # _____

3. _____, Phone # _____

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? _____

none

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or Non-suitability for the position, Etc.? Outstanding guy - honest.

Additional information: _____

I would like to be contacted by an officer to talk in greater detail. ☐ Yes, ☐ No

Telephone number: _____

Best time to call: _____

Your name: Emily Schluter

Date: 12-26-05

If telephone interview, person-conducting interview:

pt J. Darnell 45

Section I**Personal and Marital Record****Applicant**

Legal Name (First)	Full Middle Name	Last Name
[REDACTED]		

By what other names have you been known (maiden name, former married name(s), aliases, nicknames, etc.)?

DNA

Residence Address (Number, Street)	Apt. or Lot #	City	State	Zip Code
[REDACTED]				

Residence Phone Number	Cellular Phone Number	E-mail Address	Pager Number
[REDACTED]			

Social Security Number	Driver's License Number	State of Issue	Type	Expiration Date
[REDACTED]		OHIO	R	[REDACTED]

Are you a U.S. Citizen?	☒ Yes	☐ No
-------------------------	--------------------------------------	--------------------------

Are you at least 21 years of age?	☒ Yes	☐ No
-----------------------------------	--------------------------------------	--------------------------

Are you legally authorized to work in the United States? (Proof will be required upon employment)	☒ Yes	☐ No
---	--------------------------------------	--------------------------

Spouse**Parents**

Natural Father First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)
[REDACTED]			

Children

Children (Continued)			
First Name	Middle Name	Last Name	Address (If different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
Son Daughter	Natural Step Foster		Natural Step Foster
First Name	Middle Name	Last Name	Address (If different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
Son Daughter	Natural Step Foster		Natural Step Foster
First Name	Middle Name	Last Name	Address (If different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
Son Daughter	Natural Step Foster		Natural Step Foster

Other Relatives			
List your relatives in the following order: 1-brothers, 2-sisters, 3-step mother, 4-step father, 5-step brothers, 6-step sisters, 7-father in law, 8-mother in law, 9-sisters in law, 10-brother in law, 11-ex-spouses			
First Name	Middle Name	Last Name	Address (If different from yours)
[REDACTED]			

Other Relatives (Continued)

List your relatives in the following order: 1-brothers, 2-sisters, 3-step mother 4-step father, 5-step brothers, 6-step sisters, 7-father in law, 8-mother in law, 9-sisters in law, 10-brother in law 11-ex-spouses

First Name	Middle Name	Last Name	Address (If different from yours)
------------	-------------	-----------	-----------------------------------

First Name	Middle Name	Last Name	Address (If different from yours)

ON 1	ON 1	ON 1	ON 1
------	------	------	------

Relationship to you	DAK	Phone Number	() DAK
---------------------	-----	--------------	---------

First Name	Middle Name	Last Name	Address (If different from yours)
------------	-------------	-----------	-----------------------------------

4131	4131	4131	4131
------	------	------	------

DATA	DATA	DATA	DATA
Relationships		Relationships	()

Relationship to you	DNA	Phone Number	()	DNA
---------------------	-----	--------------	-----	-----

First Name	Middle Name	Last Name	Address (if different from yours)

DNA	DNA	DNA	DNA
-----	-----	-----	-----

Relationship to you	ONLY	Phone Number	() ONLY
---------------------	------	--------------	----------

First Name	Middle Name	Last Name	Address (if different from yours)
------------	-------------	-----------	-----------------------------------

DATA	DATA	DATA	DATA
------	------	------	------

Relationship to you	Phone Number	()
---------------------	--------------	-----

Relationship to you	DNA	Relationship to you	DNA
First Name	Matthew, Nathan	Last Name	Anderson, James

First Name	Middle Name	Last Name	Address (if different from yours)

DNA	DNA	DNA	DNA
-----	-----	-----	-----

Relationship to you	DNA	Phone Number	() DNA
---------------------	-----	--------------	---------

First Name	Middle Name	Last Name	Address (if different from yours)
------------	-------------	-----------	-----------------------------------

0024	0024	0024	0024
------	------	------	------

Relationship to you	0114	Phone Number	() 0114
---------------------	------	--------------	----------

Section II

Previous Residences and References

Residences

Indicate all residential addresses chronologically for past 20 years account for all time spans with the most recent address first. Include all military addresses, listing the nearest city in proximity to the base if you resided on base. If renting or leasing include the agent or management company to whom you paid rent to.

From (month/year)	To (month/year)	Address	With whom did you live?	Relationship
10/97	12/99			FRANCIS/ WIFE
08/96	10/97			FRIEND
06/96	08/96			PARENTS
12/94	06/96			EMPLOYER
12/93	12/94			EMPLOYER
08/93	12/93			EMPLOYER
03/92	08/93			EMPLOYER
12/91	03/92			EMPLOYER
11/91	12/91			EMPLOYER
08/91	11/91			EMPLOYER
03/73	08/91			PARENTS
ANA	ANA			ANA

References

References: Indicate the names, addresses and phone numbers of three adults not related to you and not former employers who have known you for a period of preferably more than five years.

1 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
STEVE BOGGESS	15025 SCHULLER AVE CLEVELAND OHIO 44111	()
Years Known	Occupation	Business Address number street city state zip code
15	AUTO REPAIR	15200 LORAIN AVE CLEVELAND OHIO 44111
		Business Phone Number
		() 216 941-5000
2 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
JEFFREY VANBUSKIRK	3854 BRECK AVE GROVE CITY OHIO 43123	()
Years Known	Occupation	Business Address number street city state zip code
8	GROVE CITY POLICE OFFICER	3360 PARK STREET GROVE CITY, OHIO 44123
		Business Phone Number
		() 614 277-1710
3 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
MICHAEL BRADY STAFF SERGEANT USMC	784 SHARLETTE DR BRUNSWICK, OHIO 44212	()
Years Known	Occupation	Business Address number street city state zip code
4	BN CAREER PLANNER S-3 OPERATIONS CHIEF	5572 SMITH ROAD BROOK PARK, OHIO 44142
		Business Phone Number
		() 216 267-7878

Section III

Financial Record

Financial Record

1. If you answer "Yes" on questions 4-6 below, explain fully on the continuation sheet, citing the section, question number and page number, be complete on all explanations requested.			
2. Are you now supporting all dependents that you are required to support?			Yes ☒ No ☐
3. Are you paying alimony or child support?	Yes ☐ No ☒	4. Amount per Month?	\$ DNI
4. Are you now delinquent, past due, in receipt of late notice, or collections notification in any financial obligation?			Yes ☐ No ☒
5. Do you, your spouse or ex-spouses have any immediate civil action pending against you?			Yes ☐ No ☒
6. If employed by the police department, do you anticipate any income other than your police salary?			Yes ☒ No ☐

Section IV

Work History

Law enforcement and Government Employment Applications

Have you ever applied for a position with any law enforcement or other government agency?		Yes ☒ No ☐
Name of Department or Agency	Date Applied	Accepted
		Yes ☒ No ☐
		Yes ☒ No ☐
DNI	DNI	Yes ☐ No ☐
DNI	DNI	Yes ☐ No ☐
DNI	DNI	Yes ☐ No ☐
DNI	DNI	Yes ☐ No ☐
DNI	DNI	Yes ☐ No ☐

Employment

Begin with your most recent job and list your complete work history in chronological order. Include in sequence all part time jobs, periods of unemployment and military service. When listing periods of unemployment, indicate dates in space provided. In that block designated name of employer write in "unemployed". In that block designated "reason for leaving" indicate from what source you received income during that period of unemployment. Address information must be complete - Street, Apt. or suite, city, state and zip code. If presently unemployed indicate so in first block

From Date	Name of Employer	Job Title	Reason for Leaving
			DNI
To Date	Address of Employer	Description of Duties	
PRESENT			
Total Time			
13 + YRS			
Salary			
40K +			

Employment (Continued)			
From Date	Name of Employer	Job Title	Reason for Leaving
	TAYLOR TEAM OF DEALERSHIPS	FINANCE MANAGER	CURRENTLY ON MILITARY LEAVE OF ABSENCE
	Address of Employer	Description of Duties	
	2510 N. MEMORIAL DRIVE LANCASTER, OHIO 43130	PROVIDE FINANCIAL GUIDANCE ON THE PURCHASE OF NEW/USED CARS+TRUCKS	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
8 MO	MILTON TAYLOR JR.	2510 N MEMORIAL DRIVE LANCASTER OHIO 43130	() 800 345-4910
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
55-60K+	DANIEL MARCHI	2510 N. MEMORIAL DRIVE LANCASTER OHIO 43130	() 800 345-4910
From Date	Name of Employer	Job Title	Reason for Leaving
	BYERS DUBLIN CHEVROLET INC.	SALES / LEASING SPECIALIST	CAREER ENHANCEMENT
	Address of Employer	Description of Duties	
	6801 VILLAGE PARKWAY DUBLIN OHIO 43017	ASSIST IN SELECTION + ORDER + TRAINING PURCHASE OF NEW/USED CARS + TRUCKS	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
2 YR 1 MO	BRIAN JOHNSON	6801 VILLAGE PARKWAY DUBLIN, OHIO 43017	() 614 793-4800
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
40K +	LESTER MAYNARD	6801 VILLAGE PARKWAY DUBLIN, OHIO 43017	() 614 793-4800
From Date	Name of Employer	Job Title	Reason for Leaving
	AUTOZONE INC.	STORE MANAGER	ACTIVELY RECRUITED PENDING OUTCOME OF APPEAL
	Address of Employer	Description of Duties	
	3545 MAIN STREET HILLIARD, OHIO 43026	RESPONSIBLE FOR ALL STORE OPERATIONS	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
2 YR 11 MO	GERRY KOHRMAN	3545 MAIN STREET HILLIARD OHIO 43026	() 614 475-2621
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
38 K +	FREDRICK STILL JR.	3545 MAIN STREET HILLIARD, OHIO 43026	() 614 527-7046
From Date	Name of Employer	Job Title	Reason for Leaving
	SEARS FIRE GROUP SEARS AUTO CENTER	CUSTOMER SERVICE ADVISOR	ACTIVELY RECRUITED CAREER ENHANCEMENT
	Address of Employer	Description of Duties	
	4975 TUTTLE CROSSING BLVD DUBLIN, OHIO 43017	CUSTOMER RELATIONS FOR STORE OPERATIONS	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
1 YR 9 MO	DOUG FERRAL	4975 TUTTLE CROSSING BLVD DUBLIN, OHIO 43017	() 614 760-7195
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
HOURLY + COMMISSION	MARK SCHUELLER	4975 TUTTLE CROSSING BLVD DUBLIN, OHIO 43017	() 614 638-8018

Employment (Continued)

From Date	Name of Employer	Job Title	Reason for Leaving
	MURRAY GUARD INC.	CONTROL ROOM OPERATOR	NEEDED BUSINESS BACKGROUND EXPERIENCE
	Address of Employer	Description of Duties	
	1500 WEST 3RD AVE SUITE 211 COLUMBUS, OHIO 43212	SUPERVISED ALL GUARDS, ACCESS CONTROL + MONITORING OF ALL SITE ACTIVITIES	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
3 mo	PETER A ROUSH	1500 WEST 3RD AVE SUITE 211 COLUMBUS OHIO 43212	() 614 488-9004
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
HOURLY	DNA	DNA	() DNA

From Date	Name of Employer	Job Title	Reason for Leaving
-----------	------------------	-----------	--------------------

2 YRS 10 mo			
Salary			
40K +			

From Date	Name of Employer	Job Title	Reason for Leaving
-----------	------------------	-----------	--------------------

--	--	--	--

Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
2 YRS +	MULTIPLE	MULTIPLE	() MULTIPLE
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
30K +	MULTIPLE	MULTIPLE	() MULTIPLE

From Date	Name of Employer	Job Title	Reason for Leaving
	COYNE KANGESSOR / AMPCO PARKING SERVICES INC.	SECURITY + PARKING MANAGER	JOINED USMC
	Address of Employer	Description of Duties	
	1401 LAKESIDE AVE CLEVELAND OHIO 44114	SECURITY + PARKING OPERATIONS AT MULTIPLE FACILITIES	
	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
2 YRS 5 mo	RICK NUCCITELLI	1401 LAKESIDE AVE CLEVELAND, OHIO 44114	() 216 696-5311
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
HOURLY	DNA	DNA	() DNA

May we contact your present employer?	☐ Yes	☒ No
---------------------------------------	------------------------------	--

If no please explain on continuation sheet
--

Section V

Military and Educational Record

Military Record

Are you registered with Selective Service?	Draft Board Address (street, city, state zip code)	Selective Service Board #
YES	P.O. BOX 4636 NORTH SUBURBAN, IL 60197-4636	
Branch of Service (Army, Navy, etc.)	Unit (Infantry, Engineers, Etc.)	Military Serial Number
Have you ever been dishonorably discharged?		

Education

Have you ever taken a General Educational Development (GED) Test?		Yes	No	
Circle highest grade completed	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	(16) Other		
List each elementary, grammar, junior high, intermediate, high school, business, trade school, college or university that you have attended, start with the most recent school attended.				
Name of School	School Address	Graduate		Degree type or credits earned
THE OHIO STATE UNIVERSITY FISHER COLLEGE OF BUSINESS	COLUMBUS, OHIO	Yes	No	BS BA
		✓		MULTIPLE DIPLOMAS + CERTIFICATIONS
		✓		CERTIFICATE
		✓		DIPLOMA
		✓		MULTIPLE CERTIFICATIONS
		✓		DIPLOMA
		✓		MULTIPLE DIPLOMAS + CERTIFICATIONS

Miscellaneous

You may list any memberships in organized groups or associations that you feel may have a relevant bearing on your ability to perform as a public safety employee, excluding any organization the name or character of which indicates the race, color, religion, sex, national origin, handicap, disability, age, or ancestry of its members.

Organization (Chapter, Lodge, etc.)	Address (number street city state zip code)	Relevant activities
		STAFF SERGEANT CAREER PLANNER
		MEMBER / PARTICIPANT
		MEMBER / PARTICIPANT
		MEMBER / PARTICIPANT
		MEMBER / PARTICIPANT

Section VI**General Information Inquiry****Notice:**

The following questions and answers will be verified through the use of a polygraph or voice stress analysis. If the answer to any of the following is "yes" it will be necessary for you to explain, in detail, on the continuation sheet provided. Full and comprehensive explanations are required.

1. If it became necessary in the course of your police duties to take a human life, would you have any reluctance to do so? (Police Officer applicants only need answer this question)	Yes	☒ No
2. Do you have any hatreds or prejudices toward others because of their race, sex, national origin, religion or color, that would be detrimental to your ability to function as a public safety employee?	Yes	☒ No
3. Do you have any problem controlling your temper?	Yes	☒ No
4. Do you have any problems because of gambling?	Yes	☒ No
5. Have you ever been placed on or served in a criminal diversion type program that led to the eventual dismissal of any criminal charge?	Yes	☒ No
6. Have you ever been convicted of a felony?	Yes	☒ No
7. Have you ever been convicted of a misdemeanor that had been reduced from an original felony charge(s)?	Yes	☒ No
8. Have you ever been convicted of any criminal offense? i.e. theft, assault, wrongful influence of a minor, disorderly conduct, drug offense, sex offenses, fraud, trespassing or any other criminal offense?	Yes	☒ No
9. Have you ever been convicted of any traffic offense i.e. operating a motor vehicle while under the influence or alcohol or drugs, reckless operation, hit skip, vehicular homicide, speeding, drag racing, willfully fleeing or eluding police, driving without a license, or any other traffic offense? (other than parking or equipment violations?	☒ Yes	No
10. As an adult have you ever stolen anything?	☒ Yes	No
11. Have you ever bought or sold any property that you knew was stolen?	Yes	☒ No
12. Have you ever been involved in a traffic crash?	☒ Yes	No
13. Has your driver's license ever been suspended or revoked?	Yes	☒ No
14. Have you ever been committed to any penal institution as a result of either a felony or misdemeanor conviction?	Yes	☒ No
15. Have you ever used any hallucinogens such as marijuana, hashish, mescaline, P.C.P., T.H.C., Peyote, P.C.E., T.C.P. Angel Dust or any of their derivatives?	Yes	☒ No
16. Have you ever used any narcotics such as opium, morphine, codeine, meperidine, methadone, or any of their derivatives such as Darvon, Lomotil, etc. other than for prescribed medical purposes?	Yes	☒ No
17. Have you ever used cocaine, heroin, or L.S.D.?	Yes	☒ No
18. Have you ever used any prescription drugs such as barbiturates, amphetamines, valium, Librium, sopors, speed, uppers/downers etc. without the benefit of a prescription?	Yes	☒ No
19. Have you ever used any prescribed medications for purposes other than that for which they were originally prescribed or intended?	Yes	☒ No
20. Have you ever used what are described as designer drugs i.e. ecstasy, substances that are chemically altered in make up but which give the effect as illicit drugs?	Yes	☒ No
21. Have you ever sold, been party to the sale, or in any other way been financially rewarded due to the sale of any controlled substance?	Yes	☒ No
22. Have you ever been involved in the manufacturing, distilling, cultivation, or harvest of illegal or illicit drugs or alcohol?	Yes	☒ No
23. Have you ever been involved in glue, solvent, paint, refrigerant, or other vapor or chemical sniffing or inhaling for the purpose of obtaining a high or state of intoxication?	Yes	☒ No
24. Have you ever had sex with animals?	Yes	☒ No
25. Have you ever been convicted of a sexual offense?	Yes	☒ No
26. Have you ever exposed your genitalia in public?	Yes	☒ No
27. As an adult have you ever had sex with a minor under the age of 14 years of age?	Yes	☒ No

Section VII

Continuation Sheet

Note in using this section to explain or further add to answers, make reference to particular Section Numbers, Question Numbers, and Page Numbers, in the column provided below before proceeding to answer. Your answers must be clear in meaning, explain all facets of the particular question.

Note: In signing the certificates you are attesting to the validity of all answers noted within this questionnaire and continuation. Should you require additional space attach an 8 1/2" by 11" sheet of plain paper.

Section Number	Page	Question Number	Continuation
III	7	6	[REDACTED]
			[REDACTED]
			[REDACTED]
EMPLOYMENT	9		VOLITILE DEALERSHIP ENVIRONMENT; I WOULD BE LET GO
			IF THEY FOUND OUT I WAS SEEKING OTHER EMPLOYMENT
VI	11	9	1988 SPEED LAKEWOOD, OH. 1991 SPEED ROCKY RIVER, OH. 1992 PARKING TICKET LAKEWOOD OH. 1996 IMPROPER LANE CHANGE, DUBLIN OH. 1998 ACCIDENT; OTHER PERSON CITED FOR FAILURE TO YIELD 2000 OR 2001 LOW EXHAUST, HELLARD OH. 2003 EQUIPMENT VIOLATION, COLUMBUS OH.
VI	11	10	PENS, PENCILS, HIGHLIGHTERS FROM WORK THAT HAVE ALL BEEN RETURNED TO THE BEST OF MY KNOWLEDGE
VI	11	12	I CANNOT REMEMBER EXACT DATE (I BELIEVE 1998) I WAS NOT AT FAULT; OTHER PARTY CITED FOR FAILURE TO YIELD. ALSO IN GERMANY (LATE 95 EARLY 96) I SLID ON BLACK ICE + STRUCK A MEDIAN.

All Applicants must sign the following certificate

I certify that the statements contained in this questionnaire are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further realize that any falsehoods may result in prosecution under Ohio Revised Code Section 2921.13

Signature of Applicant: [REDACTED]

Date: 11/29/2004

Continuation Sheets

[illegible]

I certify that the statements contained in this continuation sheet are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further realize that any falsehoods may subject me to prosecution under Ohio Revised Code Section 2921.13

Signature of Applicant: _____ **Date:** _____

DISCLOSURE REGARDING CONSUMER REPORTS

Please be advised that one or more consumer reports may be obtained by the City of Grove City Division of Police and/or its parent, affiliate, or subsidiary companies (collectively, "City of Grove City Division of Police") for employment purposes prior to any offer of employment and prior to other employment decisions including decisions regarding promotion, reassignment or retention as an employee.

These consumer reports may also include investigative consumer reports, including information obtained through interviews and concerning your character, general reputation, personal characteristics, and mode of living. If City of Grove City Division of Police obtains an investigative consumer report, you may request in writing a written summary of your rights under the Fair Credit Reporting Act and a complete and accurate disclosure of the nature and the scope of the investigation requested in the investigative consumer report.

CONSENT

(PLEASE READ CAREFULLY BEFORE SIGNING)

I hereby authorize the City of Grove City Division of Police to obtain consumer reports, including investigative consumer reports, concerning me for employment purposes at all times during the pendency of my employment application and, if I am hired, throughout the duration of my employment period. If I am hired, this authorization shall remain on file and shall serve as ongoing authorization for the City of Grove City Division of Police to procure consumer reports, including investigative consumer reports, for lawful purposes at any time during my employment period.

I hereby authorize any present or former employers, consumer reporting agencies, educational institutions, criminal justice agencies, departments of motor vehicles, public agencies, financial institutions, or any other person or agency having knowledge of me to relate information or opinions about me, including data received from other sources, in order that I may be evaluated for employment purposes. I hereby release these persons, agencies, and City of Grove City Division of Police from any and all liability for damages of whatever kind or nature, whether known or unknown, which may at any time accrue to me on account of information obtained pursuant to this authorization. A copy of this authorization shall be valid as an original.

Print Name

Signature

Social Security Number

Date

Driver's License Number

State

OHIO

**PRE-EMPLOYMENT TESTING
CONSENT AND RELEASE AGREEMENT**

I hereby knowingly and voluntarily consent to the City of Grove City's, the laboratory's, and/or the collection facility's (and their respective agents') request for my body fluid sample for analysis. I further authorize the laboratory or collection facility (and their agents) to release to the City any information regarding the results of any such analysis of my body fluid sample.

In exchange for considering me for employment with the City, I also release the City, including any and all of its related or affiliated entities, its employees and representatives, from any and all claims, suits, administrative charges, causes of action, liability, damages, and/or attorney fees relating to or arising from: a) the submission of my body fluid sample for analysis; b) my refusal to submit a sample; c) the release of any information to the City which pertains to the collection, testing, or test results of my sample; and/or d) the rejection of my application and/or termination of my employment (or removal from the job) based on a positive test result, a violation of City policy and/or my refusal to submit to testing.

I understand a positive test for illegal drugs, alcohol or controlled substances based on the testing, or other violations of the City's policy, will disqualify me from being placed on the payroll of the City. I understand negative and positive results will be reported to the City.

If I am hired I also understand that this consent and release agreement will remain valid, binding, and useable throughout my employment with the City, including whenever the City may require that I submit to a drug and/or alcohol test as a condition of employment.

I have read and understand the above conditions for the pre-employment testing consent and release agreement.

[REDACTED]
APPLICANT NAME

[REDACTED]
SOCIAL SECURITY NUMBER

[REDACTED]
APPLICANT SIGNATURE

11 / 30 / 2014
MONTH DAY YEAR

WITNESSED BY:

P. D. M. [Signature] #17
CITY REPRESENTATIVE
SIGNATURE

11 - 30 - 04
MONTH DAY YEAR

CITY OF GROVE CITY DIVISION OF POLICE
BACKGROUND INVESTIGATION SUMMARY

POLICE OFFICER _____

DATE 01/05/2006

POSITION APPLIED FOR _____

APPLICANT'S LAST NAME

FIRST NAME

MIDDLE NAME

ALIAS - NICKNAME

PRESENT ADDRESS

TELEPHONE NUMBER

SECTION 1. GENERAL HISTORY

Continuation ()

TWO SISTERS. _____ THAT WAS RAISED IN CLEVELAND, OHIO WITH ONE BROTHER AND

LIVES IN A HOME IN GROVE CITY SINCE _____

IS INTERESTED IN WORKING ON CARS.

SECTION 2. MARTIAL HISTORY

Continuation (1)

[REDACTED] IS MARRIED WITH 2 SONS. HIS WIFE WAS NOT HAPPY OF HIS CHOICE TO ENTER LAW ENFORCEMENT BUT STATES SHE WILL SUPPORT HIS DECISION.

SECTION 3. PERSONAL REFERENCES

Continuation (1)

[REDACTED] SEE SECTION 16 "FAMILY INTERVIEW" FOR REFERENCE BACKGROUND INTERVIEW.

[REDACTED] SEE SECTION 16 "FAMILY INTERVIEW" FOR REFERENCE BACKGROUND INTERVIEW.

[REDACTED] - SEE SECTION 16 "FAMILY INTERVIEW" FOR REFERENCE BACKGROUND INTERVIEW.

JEFF VANBUSKIRK - GCPD OFFICER - SEE SECTION 18 "OTHER" FOR REFERENCE BACKGROUND INTERVIEW.

[REDACTED] - SEE SECTION 18 "OTHER" FOR REFERENCE BACKGROUND INTERVIEW.

[REDACTED] - SEE SECTION 18 "OTHER" FOR REFERENCE BACKGROUND INTERVIEW.

HEIDI SHEA - SEE SECTION 18 "OTHER" FOR REFERENCE BACKGROUND INTERVIEW.

EMILY SCHLUTER - SEE SECTION 18 "OTHER" FOR REFERENCE BACKGROUND INTERVIEW.

SECTION 4. RESIDENCES

Continuation (1)



SECTION 5. FINANCIAL HISTORY

Continuation (1)

[REDACTED]S CREDIT IS IN GOOD STANDING AND HE MAKES ENOUGH MONEY TO COVER HIS DEBT.

SEE BACKGROUND INVESTIGATION APPLICANTS INTERVIEW FINANCIAL SECTION.

SECTION 6. EMPLOYMENT HISTORY

Continuation (1)

[REDACTED] HE IS CURRENTLY EMPLOYED BY TAYLOR TEAM OF DEALERSHIPS AS A FINANCE MANAGER - THIS COULD NOT BE VERIFIED AS [REDACTED] REQUESTED THEY NOT BE CONTACTED AS IT IS A HOSTILE WORKPLACE. [REDACTED] WORKED FOR BYERS CHEVY FROM [REDACTED] FROM [REDACTED] HE WORKED AT AUTO ZONE INC. FROM 08/1987 TO 08/1988 HE WORKED AT SEARS TIRE CENTER. FROM [REDACTED] HE WORKED FOR MURRAY GUARD INC. PRIOR TO THIS HE WAS ON [REDACTED]

THE ONLY COMPANY THAT WOULD VERIFY EMPLOYMENT IS BYERS DUBLIN CHEV AND THE [REDACTED]

SECTION 7. MILITARY HISTORY

Continuation (1)

[REDACTED]

SECTION 8. EDUCATIONAL HISTORY

Continuation (1)

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION FROM THE OHIO STATE UNIVERSITY.

GRADUATED HIGH SCHOOL FROM ST. EDWARD HIGH.

HAS COMPLETED NUMEROUS COURSES THROUGH THE [REDACTED]

SECTION 9. CRIMINAL AND TRAFFIC CONVICTIONS

Continuation (I)

[REDACTED] HAS NO CRIMINAL CHARGES LOCATED.

[REDACTED] HAS A EQUIPMENT VIOLATION FROM 05/2004, AND A EQUIPMENT MISUSE FROM 03/1999.

SECTION 10. MISCELLANEOUS

[REDACTED] WITHDREW FROM OUR PROCESS IN 2002 TO CONTINUE HIS EDUCATION AND RECEIVED HIS BACHELORS DEGREE.

I CAN FIND NOTHING IN [REDACTED] BACKGROUND THAT WOULD PREVENT HIM FROM BECOMING A POLICE OFFICER AND WOULD RECOMMEND HIM FOR THE POSITION.

PC 211145
INVESTIGATOR AND BADGE NUMBER

BACKGROUND INVESTIGATION APPLICANT'S INTERVIEW

Applicant: _____

Date/Time: 12-22-05 1000 Position Applied For: POLICE OFFICER

GENERAL INFORMATION

1. Has applicant ever legally changed name? no From what? _____
2. Where was applicant raised? Cleveland By whom? parents
3. Brothers and sisters? _____
4. Parents? both Where, address? same

[Note, inform applicant for the next four questions he or she may exclude any organization, the name or character of which indicates race, color, religion, sex, national origin, handicap or age.]

5. As YOUTH, was applicant active in community or school activities? yes What? Basketball, floor hockey, football, soccer, volleyball, alter boy, debate team, chess club.
6. As YOUTH, what were applicant's hobbies or recreational activities? Bicycling, sports.
7. As ADULT, is applicant active in civic, fraternal, or other organizations? _____
8. As ADULT, what are applicant's hobbies or recreational activities? Working on cars.
9. Why is applicant pursuing career in law enforcement? Most comfortable thing he feels doing - knows he's good in it and stressful situations.
10. Does applicant have any specific goals in relation to his/her law enforcement career (traffic enforcement, investigation, etc.)? FTO
11. Is applicant acquainted with any members of the Division? B34 In what respect? Roommates for 1 year.
12. Is applicant holding or has applicant held a commission with any law enforcement agency? None.
13. How does applicant describe family relationships? Very strong bond.
14. Names, ages, addresses, and phone numbers, other than already provided, of three closest friends:

Emily/Todd Schluter	_____	Centerville Ohio
Jason/Heidi	_____	Westerville Ohio
Mark/Carol Schuler	5974 Pinto Pass Dr	Hilliard Ohio

MARITAL HISTORY

Has applicant ever been married? Yes ☒ No ☐

1. Obtain copies of marriage certificate/divorce papers. Yes ☒ No ☐

2. If divorced, former spouse's name, current address, etc. N/A

3. Any children? N/A

4. What were grounds for divorce? N/A

5. Is former spouse married? N/A Name/Address? _____

6. Does applicant have court-ordered obligations to ex-spouse? _____ If so, what? N/A

7. Is applicant remarried? N/A Spouse's name? _____

8. Children/step-children of current spouse? [REDACTED]

9. Is spouse employed? No Where, how long, type of work? _____

Spouse's prior employment, last 5 years? [REDACTED] 7 years.

10. In private, advise the spouse or intended spouse of advantages or disadvantages of certain aspects of Police work:

- a. Strange hours (i.e., sleeping alone, etc.)
- b. Poor days off
- c. Court time
- d. Work holidays
- e. Dangers of job
- f. Changes in attitude/friends
- g. Civil suits
- h. Working with members of opposite sex
- i. Discouragement, frustration.

11. Has applicant already talked about these things with spouse? Yes.

12. How is stability of current marriage? Good.

RESIDENCE INFORMATION

1. Verify present and past residences per application. Any additional? None.

2. Is applicant renting or buying, other? Buying.

3. If **RENTING**:
 - a. Name of management company or landlord? N/A
 - b. How much is monthly payment? N/A
 - c. Is **LEASE** required? N/A Security deposit/amount? N/A
 - d. Are rent payments current? N/A Has applicant ever been behind? N/A
 - e. Is applicant solely responsible for rent? N/A Who else? N/A
4. If **BUYING**:
 - a. Name of mortgagee?
 - b. Has applicant ever fallen behind in payments? No.
 - c. Are payments current at this time? Yes Why not?

INVESTIGATOR INTERVIEWS

1. Interview landlord.
 - a. Rent paid on time? N/A
 - b. Any complaints? N/A
 - c. Has applicant complained about neighbors? N/A
 - ** Get copy of rental application for leads on references, other employers, etc.
2. Interview neighbors.
 - a. Does applicant party often? NO
 - b. Play music loudly? NO
 - c. Any signs of yelling or arguing? NO
 - d. Problems with pets at large? NO
 - e. Other problems? NOPE

FINANCIAL

1. Credit cards currently held [REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] \$840/\$25 mo.
2. List **ALL OTHER** debts for which applicant is currently responsible:
car loan [REDACTED]
truck loan [REDACTED]
mortgage [REDACTED]
[REDACTED]
[REDACTED]
3. Has applicant ever filed for bankruptcy? No When? [REDACTED]
4. Is applicant current on all financial obligations? Yes If not, list any/all delinquencies.
[REDACTED]
[REDACTED]
[REDACTED]
5. Is applicant's monthly pay able to support his or her lifestyle? Yes
6. What is applicant's total monthly financial obligation (includes all rent/mortgage payments, credit cards, car payments, insurance bills, utilities)? \$4000/mo pre tax
7. Does applicant owe any money to parents or other friends or relatives? none Explain.
[REDACTED]
8. Is there a repayment agreement for this debt? N/A
9. Does applicant have second income? [REDACTED] Source? none
10. Where does applicant bank? USAA
Checking account? yes \$6000
Savings account? yes [REDACTED] \$750
11. Has applicant ever "bounced" a check? no Explain. [REDACTED]
12. Has applicant ever been refused credit? no Explain. [REDACTED]
13. Who insures applicant's car? [REDACTED] Home? [REDACTED] Life? [REDACTED]
14. Has applicant ever been refused insurance due to a fraud conviction? no Explain. [REDACTED]

FINANCIAL (continued)

15. Is there any other debt, income, credit problem (current or past) or any other financial obligation which has not been previously covered in this questionnaire? no
16. Are there any pending lawsuits filed by you against another or filed against you by another? no
Explain. no

MILITARY

1. Did applicant register for the draft? yes Where? _____
Has applicant ever served or applied with the U.S. Military? Yes ☒ No ☐
2. What is applicant's current military standing? [REDACTED]
3. Was applicant a member of the Armed Forces? [REDACTED]
SPN Number? [REDACTED]
Branch of service? [REDACTED]
Involved in **ACTIVE** reserves? [REDACTED] What are drills? [REDACTED]
Unit designation? [REDACTED]
Commander's name [REDACTED]
Did applicant receive any medals or awards in the service? [REDACTED]
4. Where did applicant serve? [REDACTED]
5. What was applicant's job in the service? [REDACTED]
6. What was applicant's rank at time of discharge? [REDACTED]
7. Why did applicant leave the service? N/A
8. **ADDITIONAL INFORMATION:** _____

MISCELLANEOUS

1. Is there anything of a **MORAL** nature in your past which, if discovered, could bring discredit to yourself or the **DIVISION**? None

2. Can you perform the essential functions of the job with or without reasonable accommodation?
Yes

3. Is there anything in the upcoming background investigation which might disqualify you from being considered for employment when found out? None

4. What is **ONE THING** which may hinder you being hired by the **DIVISION**? _____
Cant think of one.

COMMENTS

Any additional comments/observations (i.e., applicant's body language, how dressed, concerns, etc.):

_____ was well dressed and very pleasant for his in home interview. He lives with his wife and 2 small children. Mrs _____ was in the process of getting ready when I showed up for the interview. When I first spoke to _____ she was not happy with her husbands choice to enter into Law Enforcement, she cited concerns from her observance of other police officers and their wives in her family. The choice has been discussed and she states she will support her husbands choice. _____ is originally from the Cleveland area, he has been in the _____ and plans on continuing his time there. _____ has a good professional bearing and speaks well. He has recently returned from a _____ asked questions about the pay and benefits with our agency.



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief of Police E. Scott *E550*

From: [REDACTED]

CC:

Date: 05-02-2023

Re: May 2023 Promotional Process

J. Travis #159

Sir,

I appreciate the opportunity to compete in the May 2023 Sergeants promotional process, but I am withdrawing my interest to proceed at this time. Please keep me in mind as future opportunities arise.

Respectfully,

[REDACTED]



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief Scott

From: [REDACTED]

CC:

Date: 9-06-2023

Re: Request to review Personnel File

Sir,

Per Article 10 of the Collective Bargaining Agreement, I am requesting to review and submit a request to remove all outdated, inaccurate, and/or non-required material in my personnel file.

Respectfully,

[REDACTED]

Approved.
E. Scott



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief of Police E. Scott *E550*
From: [REDACTED]
CC:
Date: 05-02-2023
Re: May 2023 Promotional Process

Trust #59

Sir,

I appreciate the opportunity to compete in the May 2023 Sergeants promotional process, but I am withdrawing my interest to proceed at this time. Please keep me in mind as future opportunities arise.

Respectfully,
[REDACTED]

13771

1/22/14
Date

[illegible]

X

2/21/14

\$1075.02

New Department or Branch

Remarks:

Per Article 13.5 - Longevity payment for
completion of 8 yrs. of service

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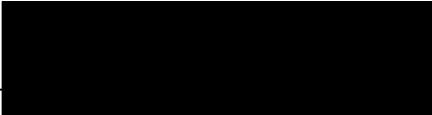
City Administrator/Director of Finance (ALL Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Police
Originating Department

12/16/13
Date


Employee's Name

Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

1/1/14
Effective Date of Action

Steps #38 69/11/13
Old Class and Rate

TO

Steps #39 75/11/13
New Class and Rate

From Department or Branch

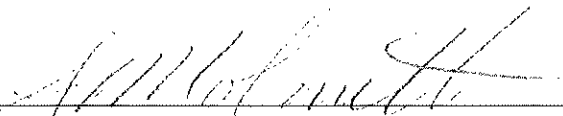
TO

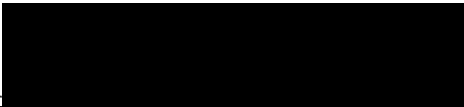
New Department or Branch

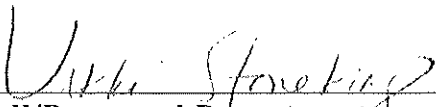
Reason for Termination:

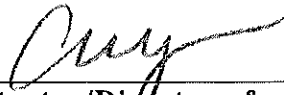
Remarks:

Per Article 13.1 FOP Contract


Department Head


Employee Signature (ALL Actions)


Payroll/Personnel Department


City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

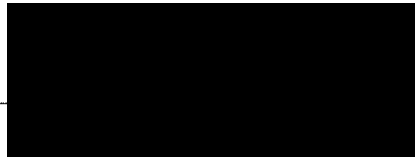
**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

July 30, 2013

Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other IN ACCORDANCE ☒

July 30, 2013

Effective Date of Action

Old Class and Rate

TO

New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks:

[Redacted] is scheduled to receive 16 hrs of regular pay in recognition of his performance during the annual SRT physical fitness assessment.

Alvin M. McComb
Department Head

[Redacted]
Employee Signature (ALL Actions)

Vikki Strickland
Payroll/Personnel Department

CMD
City Administrator/Director of Finance (ALL Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Police
Originating Department

1/30/13
Date


Employee's Name

Action:
New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

1/1/13
Effective Date of Action

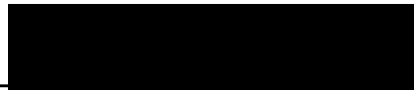
37.65/mo Step 5 TO Steps 38.65/mo
Old Class and Rate New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks: Per Article 13.1 of CDP contract

[Signature]
Department Head


Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

[Signature]
City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Police
Originating Department

1/1/10
Date


Employee's Name

Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

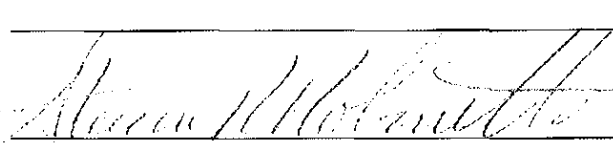
1/1/10
Effective Date of Action

1/1/10
Old Class and Rate **TO** **New Class and Rate**

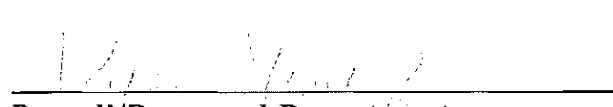
From Department or Branch **TO** **New Department or Branch**

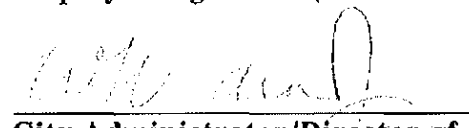
Reason for Termination:

Remarks:


Department Head


Employee Signature (ALL Actions)


Payroll/Personnel Department


**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

Division of Police

August 22, 2012
Date

[REDACTED]

□ □ □ □ □ □ □

Other PT/Mod/segment

August 22, 2012
Effective Date of Action

New Class and Rate

New Department or Branch

Should receive eight (8) hours of straight pay in recognition of his performance during the 2012 Spring P1 assessment.

Unit 12

Employee Signature (ALL Actions)

Craig

City Administrator/Director of Finance (ALL Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

January 10, 2012
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other Longevity ☒

February 20, 2012
Effective Date of Action

Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks

[Redacted] is scheduled to receive \$1075 in
Longevity Bonus in recognition of his years of service.

Department Head

Vivian Smith

Payroll/Personnel Department

Employee Signature (ALL Actions)

[Redacted]

City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

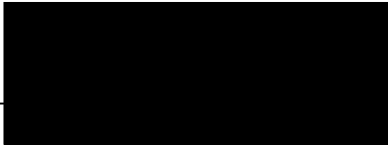
**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

December 10, 2011

Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

January 1, 2012

Effective Date of Action

Step 5 \$26.38 per Hr.
Old Class and Rate

TO

Step 5 \$31.65 per Hr.
New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks: 2012 FOP Contract Raise

[Signature]
Department Head

[Redacted Signature]
Employee Signature (ALL Actions)

Payroll/Personnel Department

**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

July 12, 2011
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other Spring Absent ☒

July 12, 2011
Effective Date of Action

Old Class and Rate **TO** **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Based on his performance during the 2011 Spring
Physical Fitness Assessment, [REDACTED] will
receive sixteen (16) hours regular pay.

[Signature]
Department Head

[Signature]
Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

[Signature]
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

77

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

January 30, 2011

Date

Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other *Longevity* ☒

February 20, 2011
Effective Date of Action

Old Class and Rate **TO** **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Remarks:

*[Redacted] is scheduled for action "102" on Longevity
begin in 2011 after 10 years of service to the City of Grove City.*

[Signature]
Department Head

[Redacted]
Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

[Signature]
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

CITY OF GROVE CITY
PERSONNEL ACTION FORM

1. Name of Employee
2. Position
3. Date of Action
4. Date of Review

Division of Police
Originating Department

December 13, 2010
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

January 1, 2011
Effective Date of Action

Step 5, \$35.15 per hr. TO Step 5, \$36.39 per hr.
Old Class and Rate New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks:

2011 FOP Contract Raise

Chapman D. W.
Department Head

[Redacted Signature]
Employee Signature (ALL Actions)

Payroll/Personnel Department

City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

July 30, 2010
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other PFA Incentive ☒

July 30, 2010
Effective Date of Action

Old Class and Rate **TO** **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Remarks:

[Redacted] performed at Level 3 during the Spring 2010 PFA and should receive 16 hrs regular pay in recognition.

[Signature]

Department Head

[Signature]

Payroll/Personnel Department

Employee Signature (ALL Actions)

[Signature]

City Administrator/Director of Finance (ALL Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

May 24, 2010
Date

[Redacted]
Employee's Name

Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

April 19, 2010
Effective Date of Action

\$ 34.410 **Old Class and Rate** **TO** \$ 35.15 **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Remarks: contractual raises

[Signature]
Department Head

[Redacted]
Employee Signature (ALL Actions)

Jacqueline Hynade
Payroll/Personnel Department

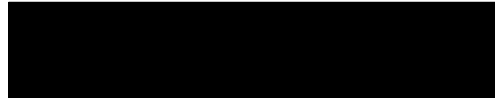
[Signature]
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Continuity Police
Originating Department

January 1, 2010
Date


Employee's Name

Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

February 26, 2010
Effective Date of Action

Step 4, \$20.45 per hr. **Old Class and Rate** **TO** Step 5, \$21.44 per hr. **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Remarks: Annual Step Raise

[Signature]
Department Head


Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

[Signature]
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

December 31, 2008

Date

[Redacted]

Employee's Name

Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

February 20, 2009

Effective Date of Action

Step 3 \$6.60 per hr
Step 2 \$6.33 per hr
Old Class and Rate

TO

Step 4 \$6.65 per hr
Step 3 \$6.32 per hr
New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks: 2009 FOP Step Raise

[Signature]
Department Head

[Redacted]
Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

[Signature]
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

December 1, 2008

Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

January 1, 2009

Effective Date of Action

SNP 3 25.86 per hr
Step 2th 23.12 per hr. one

Old Class and Rate

TO

SNP 3 26.62 per hr
Step 2th 23.90 per hr. one

New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks: 2009 FOP Contract Raise

(Signature)
Department Head

(Redacted Signature)
Employee Signature (ALL Actions)

(Signature)
Payroll/Personnel Department

(Signature)
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

August 7, 2008
Date



Action:

New Hire ()
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate ()
Change Department ()
Change Branch ()
Leave of Absence ()
Other in Agreement (X)

August 21, 2008
Effective Date of Action

Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks

[Redacted] is scheduled to receive 12 hours of vacation for
responsiveness, performance, during 2008 Spring Assessment.

[Signature]
Department Head

[Redacted]
Employee Signature (All Actions)

[Signature]
Payroll/Personnel Department

[Signature]
City Administrator/Director of
Finance (All Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

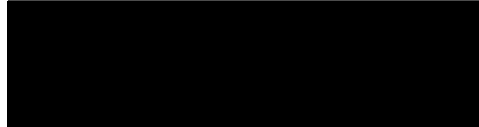
**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

July 11, 2009

Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☒ PFA Assessment

July 17, 2009
Effective Date of Action

Old Class and Rate **TO** **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Remarks:

Based on his recent performance during the Spring Physical Fitness Test, [REDACTED] has earned an add'l sixteen (16) hrs of vacation time.
Clayton D.

Department Head

[Signature]
Payroll/Personnel Department

Employee Signature (ALL Actions)

[Signature]
City Administrator/Director of Finance (ALL Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

November 30, 2007
Date



Action:

New Hire ()
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate (X)
Change Department ()
Change Branch ()
Leave of Absence ()
Other ()

February 20, 2008
Effective Date of Action

Step 2 \$23.14 per hr.
Old Class and Rate

TO

Step 3 \$26.84 per hr.
New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks: LOP Step Raise

[Signature]
Department Head

[Signature]
Payroll/Personnel Department

[Redacted Signature]
Employee Signature (All Actions)

[Signature]
City Administrator/Director of
Finance (All Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Administration / Police
Originating Department

November 20, 2007
Date



Action:

New Hire ()
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate (✓)
Change Department ()
Change Branch ()
Leave of Absence ()
Other ()

January 1, 2008
Effective Date of Action

Step 2 \$22.75 per hr. Step 2 \$22.75 per hr.
Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks: 1st Contract Raise

[Signature]
Department Head

[Signature]
Payroll/Personnel Department

[Redacted Signature]
Employee Signature (All Actions)

[Signature]
City Administrator/Director of Finance (All Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

Date _____

Demotion	()
Change Classification	()
Change Pay Rate	()
Change Department	()
Change Branch	()
Leave of Absence	()
Other	()

Effective Date of Action

New Class and Rate

New Department or Branch

Remarks:

Employee Signature (All Actions)

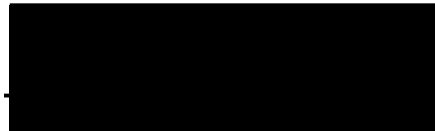
City Administrator/Director of Finance (All Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

July 10, 1987
Date



Action:

New Hire ()
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate ()
Change Department ()
Change Branch ()
Leave of Absence ()
Other Py. Personnel (X)

July 10, 1987
Effective Date of Action

Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks:



qualifying for 2 additional vacation
days based on his current senior and performance.

[Signature]
Department Head

[Redacted Signature]
Employee Signature (All Actions)

[Signature]
Payroll/Personnel Department

[Signature]
City Administrator/Director of
Finance (All Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Personnel Dept
Originating Department

11/11/11
Date

[Redacted]
me

Action:

New Hire ()
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate ()
Change Department ()
Change Branch ()
Leave of Absence ()
Other ()

11/11/11
Effective Date of Action

11/11/11
Old Class and Rate

TO

11/11/11
New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks:

[Signature]
Department Head

[Redacted]
Employee Signature (All Actions)

[Signature]
Payroll/Personnel Department

[Signature]
City Administrator/Director of
Finance (All Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

November 8, 2006

Date



Action:

New Hire ()
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate ()
Change Department ()
Change Branch ()
Leave of Absence ()
Other - PI Agreement (X)

November 8, 2006
November 8, 2006
Effective Date of Action

Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks:

[Redacted] has completed the full physical fitness
assessment & should receive 1 vacation day for his participation.

[Signature]
Department Head

[Redacted]
Employee Signature (All Actions)

[Signature]
Payroll/Personnel Department

[Signature]
City Administrator/Director of
Finance (All Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

May 17, 2006

Date



Action:

New Hire ()
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate ()
Change Department ()
Change Branch ()
Leave of Absence ()
Other ()

July 1, 2006
Effective Date of Action

Step 1 \$18.50 per hr.

Old Class and Rate

TO

Step 1 \$19.50 per hr.

New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks: *TOP Contract Rate*

[Signature]
Department Head

Employee Signature (All Actions)

[Signature]
Payroll/Personnel Department

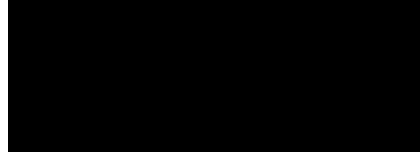
[Signature]
City Administrator/Director of
Finance (All Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Minion Police
Originating Department

February 1, 2000
Date



ne

Action:

New Hire (X)
Rehire ()
Reinstatement ()
Termination ()
Retirement ()
Resignation ()
Death ()
Promotion ()

Demotion ()
Change Classification ()
Change Pay Rate ()
Change Department ()
Change Branch ()
Leave of Absence ()
Other ()

February 1, 2000
Effective Date of Action

Step Pay # 1838 per R.
Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks:

[Signature]
Department Head

[Signature]
Employee Signature (All Actions)

[Signature]
Payroll/Personnel Department

[Signature]
City Administrator/Director of
Finance (All Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *E 250*

From: Sergeant Joshua Smith

CC: Lieutenant Kevin Holmstrom

LT. 4/6/24

Date: 2/7/2025

Re: Core Values Award

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence and Duty.

Brief description of what took place:

On 2/5/2025 [REDACTED] responded to a call of a non-breather 1 year old male on Sheldon [REDACTED] arrived on scene and gave clear instructions on the location for other officers. [REDACTED] then went inside and made contact with the frantic mother. After quickly assessing the child, [REDACTED] began CPR and within about 30 seconds, was back outside and handed the child off to medics arriving on scene who transported to Children's Hospital. [REDACTED] then went back inside and with extreme care, calmed the mother down, obtained critical information, and helped her contact family. Tragically, the child did not survive, but [REDACTED] ability to maintain his composure during a chaotic situation and his quick actions demonstrated the professionalism and care that he brings to work each and every day.

This is an outstanding reflection of [REDACTED]
commitment to the Grove City Division of Police Core Values.

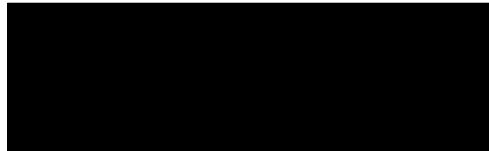
Respectfully,

Signature

[Signature] *5/13/25*



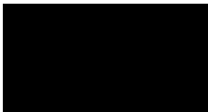
The City of Grove City, Ohio
4035 Broadway
Grove City, Ohio 43123



7/22/24

MAYOR RICHARD L. (IKE) STAGE

Kevin Teaford, Safety Director



Thank you for your commitment to traffic safety
for the 2nd Qtr. of 2024. Your leadership
is making our City safer & is very much
appreciated.

D. Richard Teaford



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief E. Scott *E 550*

From: Sgt. C. Pfeiffer S61

CC: Lt. J. Stern L59 *Jus #1/5e*

Date: 05/17/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Duty and Excellence.

Brief description of what took place:

On 5/12/2024, [REDACTED] responded to a stolen bicycle call at Michael's. While completing the report, [REDACTED] canvassed the area and located surveillance video from Best Buy and obtained the suspect description. Hours later, the suspect returned to Best Buy and was called in by Best Buy employees. The suspect was later apprehended and charged with the theft of the bicycle, felony drug possession, and misdemeanor counts of obstructing and drug abuse instruments. The suspect also had an F2 warrant for burglary. The bicycle was returned to the owner.

Without [REDACTED] efforts and sense of Duty, the case may have gone unsolved.

This is an outstanding reflection of Duty and Excellence
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. C. Pfeiffer S61



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott

From: Mgr. Kelley Davidson

CC: Supv. Niki Mathes

Date: May 20, 2024

Re: Core Values Award

Sir,

I wish to recognize Manzi Coats and [REDACTED] for demonstrating the
Grove City Division of Police Core Value of excellence and duty.

Brief description of what took place:

Manzi spoke with a resident a few weeks ago who was upset about the fact that she did not have a flag for her front yard. She was unable to accomplish this for herself, so Manzi had the compassion to purchase a flag for her and asked [REDACTED] to assist her in installing it. [REDACTED] discovered the hooks to be in bad condition and installed new ones to secure the new flag properly. They attempted to make contact with the resident but her neighbor advised that she was likely napping, so a message was left with the neighbor.

This type of compassion and respect for our citizens is a reflection of the amazing people we work with at Grove City. I am proud to recognize Manzi and [REDACTED] and proud to work with them.

This is an outstanding reflection of Manzi Coats and [REDACTED]
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature [REDACTED]

Grove City Division of Police

Call For Service Detail Report

Address	3542 HOOVER RD, GROVE CITY				
Common Name					
Custom Layer		Census Tract			
Beat	D2	Quadrant	202C	District	202C
Caller Name		Caller Phone		Call Taker	CITY\mcoats
Create Date	05/19/2024 16:47:36	Clear Date	05/19/2024 17:26:57	Nature Of Call	

Call Details

Call Type	Status	Priority	Dispatcher	Created Date
23 ERRAND	NOT IN PROGRESS	4	CITY\mcoats	05/19/2024 16:47:36

Call Narrative

*** 05/19/2024 ***

Time	Description	User	Unit #	Machine
17:26:28	Flag purchased by GCPD dispatcher Manzi Coats was raised on Barbara Williamson's flag pole. 2 attempts to knock on door & notify her were unsuccessful. Next door neighbor was advised & tried to call her but he stated this may be her nap time.			GCPDCAR01

The plastic hooks on the rope were not in good shape so new carabiners were installed to more securely hold the flag.

EMD Narrative

Time	Description	User
------	-------------	------

Call Persons

Name	Date of Birth	Contact Phone	Machine
------	---------------	---------------	---------

Call Vehicles

Vehicle Type	Make	Model	Role	Year	License State	License Number
--------------	------	-------	------	------	---------------	----------------

Call Dispositions

Name	Count
COMP	1

Unit Dispositions

Name	Count	Unit Number	Disposition Date
Call Log			
*** 05/19/2024 ***			
Time	Action	Description	Name Machine
17:26:57	Call Cleared	Close Call	Manzi Coats GCSCWKS0231
17:26:57	Unit Status Action	Un[REDACTED] AVAILABLE	Manzi Coats GCSCWKS0231
17:26:57	Disposition Changed	Added: COMP Count 1	Manzi Coats GCSCWKS0231
17:26:28	Restricted Narrative Added	Restricted Law/Medical Narrative Added	[REDACTED] GCPDCAR01
16:49:25	Alerts Accessed	Viewed Alerts Tab	Manzi Coats GCSCWKS0231
16:48:14	Unit Status Action	Unit [REDACTED] ENROUTE	Manzi Coats GCSCWKS0231
16:47:37	Location	Cross streets updated, ZINER AVE / SOUTHWEST BLVD	Manzi Coats GCSCWKS0231
16:47:36	Alerts Retrieval	Alerts Were Successfully Gathered For Location At Address 3542 HOOVER RD	CAD System NWPSCADPRD1
16:47:36	Incident Created	Added Incident Number, ORI: OH0250600, Manzi Coats Number: [REDACTED]	
16:47:36	Unit Location	Unit [REDACTED] Secondary Location: Secondary Location Cleared	Manzi Coats GCSCWKS0231
16:47:36	Unit Status Action	Unit [REDACTED] ON SCENE	Manzi Coats GCSCWKS0231
16:47:36	Call Ready for Dispatch	Call marked ready for dispatch	Manzi Coats GCSCWKS0231
16:47:36	Agency Context Added	Police Call Type Added. Call Type: 23 ERRAND, Status: NOT IN PROGRESS, Priority: 4	Manzi Coats GCSCWKS0231
16:47:36	Call Created	New call created. Call Type: 23 ERRAND, Location: 3542 HOOVER RD	Manzi Coats GCSCWKS0231

Unit Log

*** 05/19/2024 ***						
Time	Action	Description	Unit	Status	Name	Machine
17:26:57	Unit Status Change	AVAILABLE	[REDACTED]	AVAILABLE	Manzi Coats	GCSCWKS0231
17:26:57	Unit Cleared	Unit Cleared From Call	[REDACTED]	AVAILABLE	Manzi Coats	GCSCWKS0231
17:25:02	Unit Check In		[REDACTED]	ENROUTE	Missy Waddle	GCSCWKS0230
16:48:14	Unit Status Change	ENROUTE	[REDACTED]	ENROUTE	Manzi Coats	GCSCWKS0231
16:47:36	Unit Location	Secondary Location Cleared	[REDACTED]	ON SCENE	Manzi Coats	GCSCWKS0231
16:47:36	Unit Status Change	ON SCENE	[REDACTED]	ON SCENE	Manzi Coats	GCSCWKS0231
16:47:36	Unit Status Change	Dispatched Call Number: 621 Assigned Location: 3542 HOOVER RD, GROVE CITY, Call Type: 23 ERRAND	[REDACTED]	ON SCENE	Manzi Coats	GCSCWKS0231

Incidents

Incident Number	Jurisdiction	Type
[REDACTED]	OH0250600: GROVE CITY DIVISION POLICE	OF 23 ERRAND

Units

Unit	Radio Number	Personnel	Jurisdiction
[REDACTED] (Primary)	[REDACTED]	[REDACTED]	[REDACTED] GROVE CITY DIVISION OF POLICE



City of Grove City
Division of Police
Recommendation for Commendation

☒AWARD ☐CITATION ☐DEVICE

OFFICER/EMPLOYEE: Nelson ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: See attached

Call for Service Number

Person Recommending Commendation H. Smith #459 Date 8.30.23

Supporting Documents Attached:

☒ Yes ☐ No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Meritorious Conduct.

Award/Citation/Device Approved:

☒	Yes	☐	No
-------------------------------------	-----	--------------------------	----

 2/14/24
Chief of Police Date

[REDACTED]

UOF Golden Corral – Commendation

[REDACTED] and Jared Nelson

Distinguished Service Citation

Officers were dispatched to Golden Corral on a report of a juvenile with a knife. [REDACTED] arrived first and [REDACTED] and Jared Nelson arrived a moment later. [REDACTED] immediately entered the occupied business to address the threat. [REDACTED] put himself in close proximity to the subject holding the knife, because of all the other patrons in the restaurant. While negotiating calmly with the juvenile, [REDACTED] ordered others to leave.

[REDACTED] and Nelson finished evacuating those immediately in the area away from the juvenile with the knife, but many stood around and did not leave the business entirely.

Ultimately, [REDACTED] used his taser while Nelson sprayed OC to effect the seizure of this juvenile in crisis. As a direct result of [REDACTED] and Nelson's commitment to trained techniques, priorities of life, and a respect for a juvenile in crisis, all civilians were unharmed. The juvenile suspect was treated for the taser deployment and OC exposure.



**City of Grove City
Division of Police**
Recommendation for Commendation



☐ AWARD

☒ CITATION

☐ DEVICE

OFFICER/EMPLOYEE: [REDACTED] ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: After the untimely death of Max [REDACTED] went back to patrol and became somebody newer officers could count on for guidance. Once I became a handler, [REDACTED] was more than happy to assist me with any questions and training needs I had regardless if he was working or not.

[REDACTED] has spent many hours on and off duty to discuss K9 case law, the K9 software and show me training and obedience methods to help improve Rakka's performance and my ability as a K9 handler.

I fully believe [REDACTED] should be considered for the distinguished service certificate.

Call for Service Number Ptl J Nelson #146 1-18-2022
Person Recommending Commendation Date

Supporting Documents Attached:

☐ Yes ☒ No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for _____
Award/Citation/Device

Award/Citation/Device Approved:

☒ Yes ☐ No

[REDACTED]

[Signature] 3-9-2022
Chief of Police Date

Thank you for stepping up & helping Jared get started in his new Role. IT IS APPRECIATED VERY MUCH.

Ken J. Tabor



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Chief Richard Butsko

From: Lieutenant Jason Stern

CC: Listed officers

Date: 9-27-2021

Re: Core Values Award

Sir,

I wish to recognize the officers listed below for demonstrating the
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

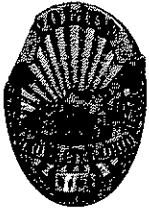
On September 23, 2021 officers were called to an abduction of a six-year-old girl on Addison Dr. This call was one of the more serious abduction cases we have worked. Ultimately, this case was resolved with the six-year-old returning home safe, and the suspect being arrested. Everyone listed below contributed to the case and this team should be proud of the result.

Gallo, M. Hutchinson, Coleman, [REDACTED] Weaver, Reber, Deskins, Pfeiffer, Mullins

This is an outstanding reflection of the above division members'
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Lt Jason Stern #459



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Richard Butsko

From: Sergeant Josh Smith

CC: Lieutenant Doug Olmstead

Date: 5/8/2021

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

[REDACTED] assisted [REDACTED] and Wilhelm on a traffic stop where the driver was found to have several drug and weapons arrest warrants. [REDACTED] conduct a free air sniff around the suspect's vehicle leading to the discovery of a loaded handgun and almost \$5,500 in cash. A search of the suspect also led to the seizure of approximately 5 grams of suspected fentanyl. [REDACTED] used his specialized training and experience to provide guidance and direction to the patrol officers on-scene. This ultimately led to a firearm, fentanyl, and suspected drug proceeds being taken off the street.

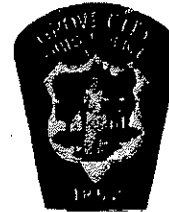
This is an outstanding reflection of [REDACTED]
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature [REDACTED] 5/135



**City of Grove City
Division of Police
CORE VALUES AWARD**



E950 (112)

To: Chief R. Butsko

From: Sgt. M. Weaver

CC: Lt. D. Olmstead

Date: December 16, 2019

Re: Core Values Award

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Duty.

Brief description of what took place:

On November 25, 2019 the patrol bureau notified the special operations bureau about a possible overdose that occurred at Quality Inn. The victim had already been transported to the hospital at the time of notification. Detective Deskins responded to the hospital and interviewed the victim which triggered criminal suspicions of him being a drug courier. Detective Deskins worked with Officer Pfeiffer to obtain a search warrant for his hotel room and rental vehicle which resulted in 3 kilograms of fentanyl and \$6,000 in cash being seized. [REDACTED] made himself available to provide [REDACTED] assistance that strengthened the search warrant. [REDACTED] routinely adjusts his schedule to accomplish operational needs and provide valuable [REDACTED] support.

This is an outstanding reflection of Duty
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. M. Weaver 5/46



DAVE YOST

OHIO ATTORNEY GENERAL



Ohio Peace Officer Training Commission
Office 800-346-7682
Fax 740-845-2675

OCPTD ADMIN
22 MAY 2019
11:17 AM

May 15, 2019

[REDACTED]
Grove City Police Department
3360 Park Street
Grove City, OH 43123

Dear [REDACTED]

I would like to express my sincere appreciation for your departmental participation in the 2019 Ohio Peace Officers' Memorial Ceremony. Your dedication and support provides us the opportunity to honor those law enforcement officers who made the ultimate sacrifice while serving their communities. Without the devotion and involvement of fine law enforcement men and women, this would not be possible. I was deeply moved by the time and energy given to this special ceremony by everyone.

Again, thank you for joining me, the Commission and Academy staff, and Ohio's law enforcement community in making the Ohio Peace Officers' Memorial Ceremony a lasting tribute to our fallen heroes and their surviving family members.

Sincerely,

Jeffrey K. Scott
Executive Director
Ohio Peace Officer Training Commission

Mylitta Derleth
3291 Tareyton Dr.
Grove City, OH
43123

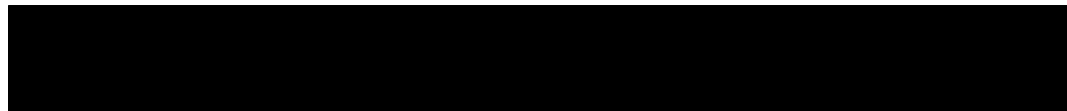
Year [REDACTED]

Thank you for visiting the
Students at Our Lady School.
Your presentation provided a
valuable experience for our
children. I enjoyed our
conversation and gained an even
greater appreciation for what
you and [REDACTED] do. Thank you
(and your wonderful family)
for your commitment! Mylitta Derleth

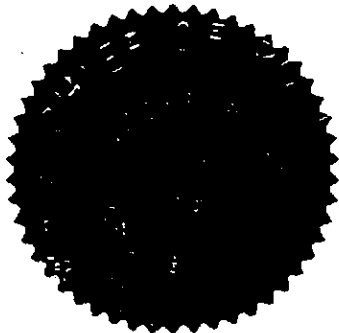


2018 BLUE SHIELD AWARD

Is Presented To



For exemplary service in the Grove City Community as
ambassadors for the agency.

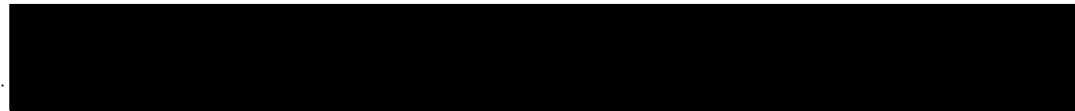


Richard A. Butsko, Jr., Chief of Police



CERTIFICATE OF PHYSICAL FITNESS

Presented To:



for
Successful completion of and excellent performance during the
2018 Physical Fitness Assessment—Level 3

A handwritten signature in black ink, appearing to read 'R. Butsko'.

Richard A. Butsko, Jr., Chief of Police

Martin, Jennifer

From: Scott, Eric
Sent: Monday, December 31, 2018 08:36
To: Police Department
Subject: FW: [REDACTED]
Attachments: [REDACTED].jpg

[REDACTED]

Great job! This show of respect is one example of the many reasons that I am proud to work at the Grove City Division of Police.

Respectfully,

Lieutenant Eric Scott #50

From: Olmstead, Doug <dolmstead@grovecityohio.gov>
Sent: Monday, December 31, 2018 8:22 AM
To: Butsko, Rick <rbutsko@grovecityohio.gov>
Cc: Davidson, Brian <bdavidson@grovecityohio.gov>; Scott, Eric <escott@grovecityohio.gov>; Stern, Jason <jstern@grovecityohio.gov>
Subject: FW: [REDACTED]

Sir,

The comment below is from Facebook. This is another fine example of the character of our [REDACTED]

Respectfully,

Sergeant Doug Olmstead S-12

Special Operations Bureau
Grove City Division of Police
3360 Park Street
Grove City, Ohio 43123
614-277-1768
dolmstead@grovecityohio.gov

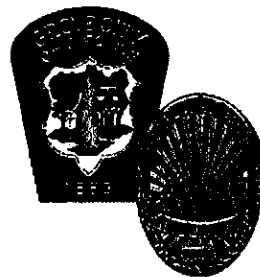
This was on Tuesday morning for my grandma Connie Branscomes funeral as she was being driven to her resting place! Thought it was a beautiful picture of a more beautiful human♥ thank you all for all that you do!

Doug Fraley
Crime Prevention Coordinator
Grove City Division of Police
dfraley@grovecityohio.gov

Just a special Thank you for your
visit at our Community Club meeting.
We found the information much informative
and greatly appreciate.

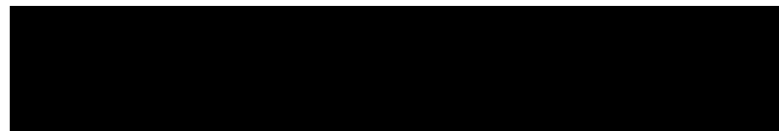
We're looking forward to working with
both of you on our ongoing pursuit to
enrich the Police Department and your
canine family. Sincerely,

The Officer and Members of your
Greene City Community Club



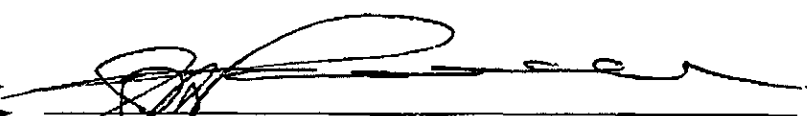
2017
DISTINGUISHED SERVICE
CERTIFICATE

This certificate is awarded to



*For demonstrating exceptional performance by going above and beyond
the expectations of the [REDACTED] developed a comprehensive [REDACTED]
awareness program and participated in 39 community events.*




Jeffrey A. Pearson, Chief of Police

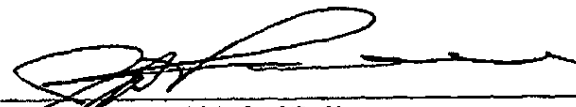


CERTIFICATE OF PHYSICAL FITNESS

Presented To:



for
Successful completion of and excellent performance during the
2017 Physical Fitness Assessment—Level 3



Jeffrey A. Pearson, Chief of Police

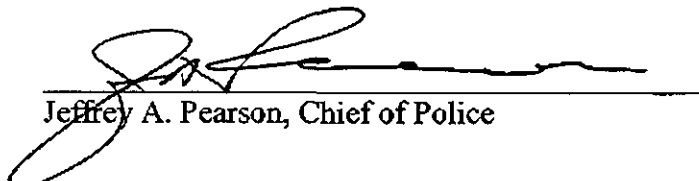


CERTIFICATE OF PHYSICAL FITNESS

Presented To:



for
Successful completion of and excellent performance during the
2015 Physical Fitness Assessment—Level 3


Jeffrey A. Pearson, Chief of Police



MIKE DeWINE

★ OHIO ATTORNEY GENERAL ★



Ohio Peace Officer Training Commission
P.O. Box 309
London, OH 43140

Office 800-346-7682
www.OhioAttorneyGeneral.gov

June 6, 2017

[REDACTED]
Grove City Police Department
3360 Park Street
Grove City, OH 43123

Dear [REDACTED]

I would like to sincerely express my appreciation for your departmental participation in the 2017 Ohio Peace Officers' Memorial Ceremony. Your dedication and support provides us the opportunity to honor those law enforcement officers who made the ultimate sacrifice while serving their communities. Without the devotion and involvement of fine law enforcement men and women, this would not be possible. I was deeply moved by the time and energy given to this special ceremony by everyone.

Again, thank you for joining me, the Commission and Academy staff, and Ohio's law enforcement community in making the Ohio Peace Officers' Memorial Ceremony a lasting tribute to our fallen heroes and their surviving family members.

Sincerely,

Mary E. Davis
Executive Director
Ohio Peace Officer Training Commission

April 28, 2017

Chief Jeffrey A. Pearson
3360 Park Street
Grove City, OH 43123

Re: Clear-out on April 18, 2017 at Madison Correctional Institution

Chief Pearson:

On behalf of Madison Correctional Institution, thank you for your support and the assistance of [REDACTED] during our recent clear-out. The cooperation and participation of our community partners is highly regarded and much appreciated. Having [REDACTED] to assist was a welcome addition to our efforts in finding contraband and increasing the safety of staff and offenders.

Sincerely,



Rhonda R. Richard
Warden, Madison Correctional Institution

RR:bc



CERTIFICATE OF PHYSICAL FITNESS

Presented To:



for

Successful completion of and excellent performance during the
2016 Physical Fitness Assessment—Level 3

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

Jeffrey A. Pearson, Chief of Police



CERTIFICATE OF GOOD ATTENDANCE

AWARDED TO



**FOR
GOOD ATTENDANCE THROUGHOUT 2016**

A handwritten signature in black ink, which appears to read "Jeffrey A. Pearson", is written over a horizontal line.

Jeffrey A. Pearson, Chief of Police



**Homeland
Security**

March 29, 2017

Chief Jeff Pearson
Grove City Police Department
3360 Park Street
Grove City, OH 43123

Dear Chief Pearson:

On behalf of Homeland Security Investigations (HSI), Special Agent in Charge, Detroit, Michigan, and HSI Columbus, Ohio, I would like to formally recognize the Grove City Police Department and the Special Operations Bureau for its professionalism and unified collaboration, which directly contributed to the success of recent operations with HSI. The Organized Retail Crime Enforcement Operations successfully disrupted rampant retail theft, and dismantled fencing operations.

During these enforcement operations, your officers demonstrated their expertise in identifying and apprehending shoplifters and wanted fugitives; seizing illegal drugs; and recovering stolen merchandise, including a vehicle. HSI would like to recognize Detective Nick Deskins for his exceptional contributions to these operations.

Homeland Security Investigations conveys its deepest appreciation and gratitude to the Grove City Police Department for its commitment to protecting the community and for its efforts, hard work and dedication to these enforcement operations. We look forward to continued collaboration and future successes.

Sincerely,

A handwritten signature in black ink, appearing to read "SK Francis".

Steve K. Francis
Acting Special Agent in Charge
Detroit, Michigan



City of Grove City Division of Police



Jeffrey A. Pearson
Chief of Police

May 20, 2016

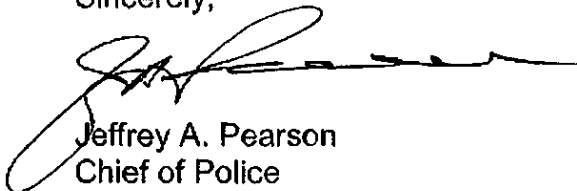
[REDACTED]
Field Services Subdivision
3360 Park Street
Grove City, OH 43123

Dear [REDACTED]

Thank you for the donation of your time during the benefit held in honor of fallen Columbus Police Officer Steven Smith. Your support and generosity was greatly appreciated. Coupled with other donations, the benefit raised **\$13,873.66** for the Officer Steven Smith Memorial Fund.

Thank you for your continued support and hard work!

Sincerely,


Jeffrey A. Pearson
Chief of Police

JAP:jsm



OFFICE OF THE SHERIFF
FAIRFIELD COUNTY

Dave Phalen, Sheriff



March 4, 2016

Chief Jeff Pearson
Grove City Division of Police
3360 Park St.
Grove City, Oh 43123

Chief Pearson,

I would personally like to thank you for providing [REDACTED] to assist our Office with the interdiction sweep at Pickerington North and Pickerington Central High Schools on March 1, 2016.

Having the support of your agency was extremely instrumental to be able to conduct the sweeps at both high schools. By working together we all come closer to the goal of "Drug Free Schools" and providing our children a safe environment in which to learn.

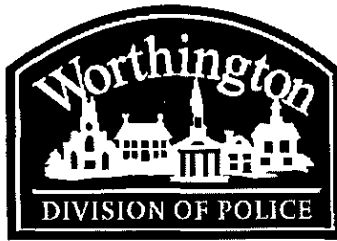
Please extend our appreciation to [REDACTED]

Sincerely,

A handwritten signature in cursive script that reads "Dave Phalen".

Sheriff Dave Phalen
Fairfield County Sheriff's Office
221 E Main St.
Lancaster, Oh 43130

TO SERVE AND PROTECT



October 8, 2015

Chief Jeff Pearson
Grove City Division of Police
3360 Park Street
Grove City, Ohio 43123

Chief,

I wanted to send a formal thank you for the assistance your [REDACTED] provided during our drug interdiction sweep that occurred on October 6, 2015 in conjunction with the Worthington Board of Education at both Thomas Worthington High School and Worthington Kilbourne High School. [REDACTED] were instrumental in this large scale endeavor and we truly appreciate your agencies support.

Please pass along our appreciation for their assistance.

Respectfully,

Lt. Jerry L. Strait, Jr.
Bureau Commander
Support Services Division
Worthington Division of Police
6555 Worthington-Galena Rd.
Worthington, Ohio 43085
Direct (614) 436-6856
Fax (614) 885-6833
E-Mail jstrait@ci.worthington.oh.us

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
From: Sgt. E. Scott S10
CC: Lt. B. Davidson
Date: 09/30/2014
Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

[REDACTED] was responding to a different call for service, but while enroute to his call he observed a suspicious vehicle. He obtained the license plate and relayed the information to Ptl. Fletcher who was investigating a hit skip crash on the other side of town. The suspicious vehicle was the correct suspect vehicle and charges were filed.

This is an outstanding reflection of Ptl. [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

A handwritten signature in black ink, appearing to read "Sgt. E. Scott S10".

Sergeant Sgt. E. Scott S10

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
From: Sgt. C.W. Emmelhainz S/8
CC: Lt. B.F. Davidson L/3
Date: 06/05/14
Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

On 5-7-14 Ptl. Wolfe was patrolling the parking lot of Home Depot when they saw some suspicious individuals. Ptl. Wolfe and [REDACTED] stopped a possible shoplifting and through investigation, gained information on a theft ring that has been targeting local Home Depots and Lowes.

This is an outstanding reflection of Off. [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

Sergeant C.W. Emmelhainz S/8

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
Lt. B. Davidson

From: Sergeant R. Butsko S/7

CC: [REDACTED]

Date: September 22, 2013

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of *Duty*.

During the month of September 2013, [REDACTED] was assigned the task of completing a complete inventory and itemization of the SRT equipment. He completed this task with a very accurate and comprehensive list that organized the document into a more useable format. This was above the requirements of this task and worthy of recognition.

This is an outstanding reflection of [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

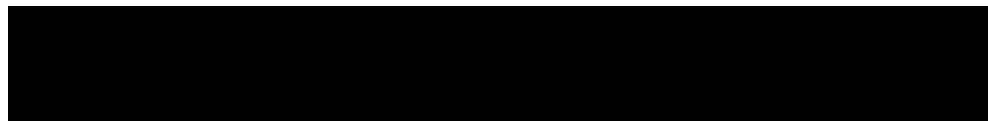
A handwritten signature in black ink, appearing to read "R. Butsko", written over a horizontal line.

Sergeant R. Butsko #S/7



CERTIFICATE OF PERFECT ATTENDANCE

AWARDED TO

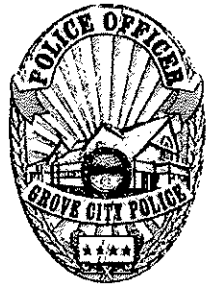


**FOR
PERFECT ATTENDANCE THROUGHOUT 2012**

A handwritten signature in cursive script, reading "Steven R. Robinette", is written over a horizontal line.

Steven R. Robinette, Chief of Police

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
Lt. B. Davidson

From: Sergeant R. Butsko S/7

CC: [REDACTED]

Date: October 7, 2012

Re: Core Values Award

Sir,

I wish to recognize Officer [REDACTED] for demonstrating the Grove City Division of Police Core Value of *Excellence*.

On October the 4th, 2012, Detective Matt Ryan reported that Franklin County Prosecutor Brian Simms had a good experience working with [REDACTED]. Simms stated that [REDACTED] testified in a robbery case and did an outstanding job. He reported that [REDACTED] was very professional and did an excellent job explaining his testimony to the jury.

This is an outstanding reflection of [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

A handwritten signature in cursive script, appearing to read "Sgt. Butsko", followed by "S/7".

Sergeant R. Butsko #S/7

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
Lt. B. Davidson
From: Sergeant R. Butsko S/7
CC: [REDACTED]
Date: September 21, 2012
Re: Core Values Award

Sir,

I wish to recognize Officer [REDACTED] for demonstrating the Grove City Division of Police Core Value of *Duty*.

[REDACTED] is the quartermaster for the Special Response Team (SRT). He was tasked with producing an itemized budget for the 2013 budget cycle. He completed this task with a high level of attention to detail worthy of recognition.

This is an outstanding reflection of [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

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

Sergeant R. Butsko #S/7

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
Lt. B. Davidson

From: Sergeant R. Butsko S/7

CC: [REDACTED]

Date: July 29, 2012

Re: Core Values Award

Sir,

I wish to recognize Officer [REDACTED] for demonstrating the Grove City Division of Police Core Value of *Teamwork*.

The Grove City SRT has been considering purchasing improved helmet liners. The distributor for these liners is located in northern Ohio. Due to these logistics, we were unable to check the compatibility of these new liners with the current earpieces issued to SRT members.

On July 27th, 2012, [REDACTED] reported that he had visited the distributor while in northern Ohio on personal business. He secured the necessary equipment to test the gear for our usage. He did this all on his own initiative.

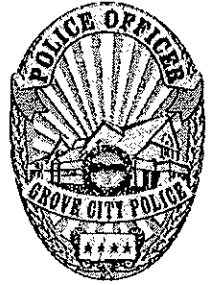
This is an outstanding reflection of [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

A handwritten signature in black ink, appearing to read "Sgt. Butsko".

Sergeant R. Butsko #S/7

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
Lt. B. Davidson

From: Sergeant R. Butsko

CC: Officers P. Duemmel, [REDACTED] K. Holmstrom; R. Hutchinson; C. Pfeiffer;
Dispatchers T. Donaldson; N. Mathes; J. Riegel

Date: August 2, 2012

Re: Core Values Award

Sir,

I wish to recognize the above listed officers and dispatchers for demonstrating the Grove City Division of Police Core Value of *Teamwork*.

On April 25th, 2012, an armed robbery occurred at the Cracker Barrel Restaurant 4210 Marlane Dr., Grove City, OH, 43123. An off-duty officer pursued the fleeing suspect and multiple calls came into the GCPD communications center.

Dispatchers Donaldson, Mathes, and Riegel dispatched the officers, organized the information and were instrumental in coordinating the officers' response.

Officers Duemmel, [REDACTED] Holmstrom, Hutchinson, and Pfeiffer responded, identified the suspects' vehicle, attempted to apprehend the suspects which led to a vehicle pursuit. The officers pursued and apprehended them without further incident.

This is an outstanding reflection of GCPD personnel commitment to the Grove City Division of Police Core Values.

Respectfully,

Sergeant R. Butsko #S/7

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
Lt. B. Davidson

From: Sergeant R. Butsko

CC: Officer Justin Gallo #62
[REDACTED]
Officer Jessica Veselica #64

Date: August 2, 2012

Re: Core Values Award

Sir,

I wish to recognize Officers J. Gallo #62, [REDACTED] and J. Veselica #64 for demonstrating the Grove City Division of Police Core Value of Teamwork.

On March 3rd, 2012, Off. Pfeiffer was working patrol in an unmarked vehicle. He positioned himself in a high crime area and witnessed a person committing felony drug abuse. He called for uniformed officers to respond and summarily they made a felony drug abuse.

During this arrest, Offs. Gallo [REDACTED] and Veselica demonstrated a willingness to work together with an outstanding spirit of teamwork. Refer to OCA # [REDACTED]

This is an outstanding reflection of the officers' commitment to the Grove City Division of Police Core Values.

Respectfully,

Sergeant R. Butsko #S/7

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
Lt. B. Davison
From: Sergeant R. Butsko #S/7
CC: [REDACTED]
Officer T. McCoy #44
Date: January 22, 2012
Re: Core Values Award

Sir,

I wish to recognize [REDACTED] and Officer T. McCoy #44 for demonstrating the Grove City Division of Police Core Value of *Duty*.

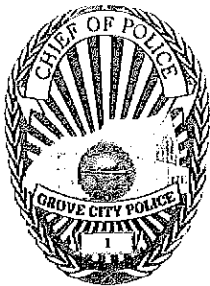
On January 21st, 2012, [REDACTED] and Off. T. McCoy #44 responded to 2874 Ashton Row E. on a disturbance/ shots fired call for service. Reports came in that a subject was running from the scene. [REDACTED] and Off. McCoy partnered and they looked for the subject on Walden Bluff. The officers located and arrested Richard Mayes as Mayes was attempting to flee the area. Refer to OCA [REDACTED]

This is an outstanding reflection of [REDACTED] and Off. T. McCoy's commitment to The Grove City Division of Police Core Values.

Respectfully,

Sgt. R. Butsko #7

Sergeant R. Butsko #S/7



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123

Phone: (614) 277-1700 • Fax: (614) 277-1706

Email: jwise@grovecityohio.gov



**G. Joseph
Wise**
Chief of Police

February 3, 2010

[REDACTED]
Grove City Safety Complex
3360 Park Street
Grove City, OH 43123

Dear [REDACTED]

I would like to take this opportunity to congratulate you on being nominated by one of your peers for "2009 Officer of the Year." Although there is only one award recipient, it is truly an honor to be recognized by your colleagues.

Once again – Congratulations!

Sincerely,


G. Joseph Wise
Chief of Police

GJW:jsm

cc: Richard L. Stage, Mayor
Phil Honsey, City Administrator
Michael J. Wasylik, Director of Public Safety
Captain Steve Robinette
Lieutenant Jeff Pearson

Police Chief G. Joseph Wise
3360 Park St.
Grove City Ohio 43123

Dear Chief Wise;

I am writing to you to express my gratitude and thanks to two of your officers on the afternoon shift. These officers are [REDACTED], and Marcus Petty, #63. Both displayed professionalism and extensive patience during a trying time for my family. It is good to know that the city I live in has two outstanding officers who will take the extra time and provide the extra effort to assist one of its' citizens.

Briefly, I was having discipline difficulties with one of my underage children on the night of October 23rd. My daughter, age 15, had left the house after being grounded without my permission. Her whereabouts were unknown and I became very upset and worried for her safety. Due to her defiance I had become very angry and upset and was enroute home from my job. I am a Sergeant with the Ohio State Highway Patrol at the West Jefferson Post. Worried that I may overreact, I contacted your dispatch and had officer [REDACTED] meet with me as an intervening force. He met with me at Broadway and Southwest Blvd and allowed me to vent and discuss my options in dealing with my daughter. He showed great patience and talked with me for nearly an hour. Due to him taking the extra time and effort I was able to calm down and think more clearly concerning my situation. He was very professional and informed me of the various options I could take in the future.

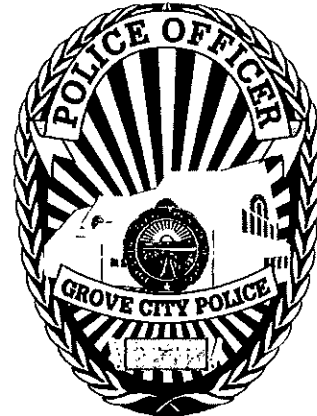
On Saturday the 24th of October, the same issue arose with my daughter and she left the house without permission. Due to my discussions with [REDACTED] I was confident I could call your Department and request assistance. Officer Petty responded and was able to locate my daughter and return her to my residence. He also remained at my home for some time and discussed my situation and allowed me to vent. After he left, my daughter again left the house and I called a second time. Officer Petty returned to the area and again picked my daughter up and returned her to our house. This time he kept her in the car and had a conversation with her concerning her behavior. After he released her to my custody my wife and I were able to rationally talk with her and somewhat deal with the problem. He also showed great patience and professionalism even though I know he had better things to do or other calls to handle.

Therefore, I would like to thank and commend the two officers for their help, time and understanding during an upsetting family situation. Please relay my gratitude to both officers and let them know they made a difference that weekend in how my family was able to resolve a serious issue. Too many times we in law enforcement think we are just doing our jobs then move on to the next problem. We never know if we made a difference or not. But in this case both officers definitely did go above and beyond and DID MAKE A DIFFERENCE for my family.

Respectfully;
Jeffrey J. Shane
[REDACTED]

**Grove City Division of
Police Field Services
Sub-Division**

Memo



To: Lt. Jeff Pearson # L3
From: Sgt. Gary A. Schrecengost # S/8
CC: [REDACTED]
Date: October 10, 2009
Re: Commendation

Sir,

On Friday, October 9th, 2009 @ 15:23 [REDACTED] was in the area of Broadway & Home Road looking for a male black suspect who had possibly committed a theft from a vehicle on Heritage Glen Drive. [REDACTED] observed a m/b subject on the parking lot of Sunoco, 3088 Broadway matching the description of the suspect in the aforementioned incident.

The m/b subject, later identified as Quantez D. Hill, was standing at the driver's side window of a black Chevy Impala occupied by two female blacks in the front seat area and another individual in the rear seat. [REDACTED] saw Hill twice reach his hand into the driver's side window. Based on his training and experience [REDACTED] believed he witnessed a drug transaction between Hill and the female black driver.

Hill walked away from the vehicle and traveled South, by foot, on Broadway. [REDACTED] saw that Hill was in possession of a backpack and that Hill was repeatedly looking over his shoulder to see where [REDACTED] was. Based on the aforementioned suspicions, [REDACTED] stopped and made contact with Hill on Heritage Glen Dr. & Broadway.

[REDACTED] advised Hill the reason for the stop and obtained identification. [REDACTED] checked Hill for outstanding warrants. Hill had a verified warrant for DUS through FCMC. Upon a search incident to arrest of Hill's person [REDACTED] found a plastic baggie in Hill's right front pocket containing what he believed and appeared to be marijuana.

In addition [REDACTED] found three cigars inside a cigar package with the tobacco removed and replaced with suspected marijuana. As [REDACTED] picked up the backpack Hill was carrying he smelled a strong odor of marijuana. Upon searching the backpack for weapons/contraband [REDACTED] found thirty (30) individually wrapped plastic baggies of suspected marijuana and a small weight scale. Hill was subsequently arrested and charged with Trafficking in Drugs. The total weight of the suspected marijuana seizure was 88.1 grams.

It is my opinion [REDACTED] demonstrated "good police work" on the arrest of Hill and the recovery of drugs. [REDACTED] actions are worthy of commendation. Thank you.

JACKSON TOWNSHIP FIRE DEPARTMENT

P.O. Box 517 ♦ 3650 Hoover Road ♦ Grove City, OH 43123 ♦ Phone: 614-875-5588 ♦ Fax: 614-875-2691
Website: www.jacksonstp.org/fire ♦ E-Mail: fire.admin@jacksonstp.org

September 9, 2009

Grove City Police Department
Attention: Lt. Pearson
3360 Park Street
Grove City, Ohio 43123

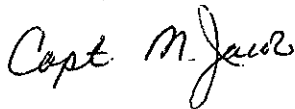
Dear Lt. Pearson:

I would like to take this opportunity to commend your officers for the aid given to a patient prior to our arrival on August 30, 2009.

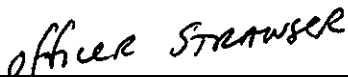
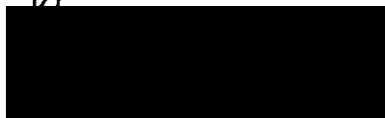
M-202 and E-202 were dispatched on a medical unconscious, on Wendy Lane, and upon their arrival your officers were already on the scene and administering CPR. Care was turned over to our Medics and after resuscitative attempts were unsuccessful, sadly, a CODE 1 was called.

At times such as this it is so important that we are able to work together to provide our citizens and their families with the best possible care and comfort in such an unfortunate situation. Please pass on to your officers our appreciation.

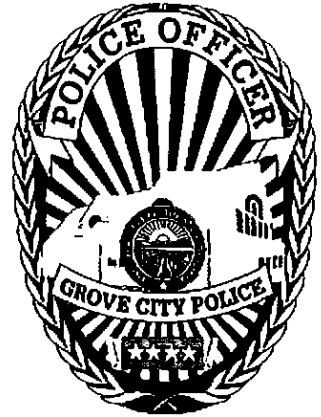
Sincerely,



Captain Merion Jacob
EMS Coordinator

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICE
SUBDIVISION**



Inter-Office Correspondence

To: Chief G.J. Wise
From: Officer K. Holmstrom, 2nd Shift OIC
CC: Officer Pfeiffer, Officer Strawser
[REDACTED], Officer Hall
Officer Petty, Detective Ruslander, Detective Steller
Sgt Schrecengost, Lt Pearson, Lt Lawless
Date: 03.12.2009
Re: Letter of Recognition

Sir,

I am writing this letter to commend the Officers of Second Shift for their efforts in the apprehension of three juveniles that had broken into Dart Automotive on 03/08/09 at approximately 2150 hours. With the help of Detective Steller and Detective Ruslander, it was determined that these suspects had been involved in the rash of Break-ins and vandalism that we have had in the city the last several weeks.

Businesses Included:

Sun Light Cleaners
Front Line Paintball
Dart Automotive
Valmer Title
The Big Splash

On 03/08/2009, we received a call from Lary Coake who lives in Highland Terrace Apartments. Mr. Coake observed three juveniles on the property of Dart Automotive. The suspects were observed ducking down as cars passed by the lot. Mr. Coake watched the individuals as they went to the rear of the business and pulled the electrical box cutting the power to the business. Mr. Coake gave detailed descriptions of the three suspects that were later apprehended.

Officer C. Pfeiffer #61 was the first officer to arrive on the scene. Officer Pfeiffer exited his cruiser and stood in the shadows waiting to see if he could locate the suspects. After a minute or so of extraordinary tactics and use of his senses, Officer Pfeiffer observed the three suspects on foot between Dart Automotive and Speedway. Officer Pfeiffer gave chase and began giving verbal commands for the suspects to stop. The suspects fled on foot across Broadway into the CVS lot. Officer Pfeiffer caught one of the suspects on the west side of the building running north through the lot. As Officer Pfeiffer took the suspect to the ground he was able to see one of the other suspects running through The Fast Lane Drive Thru. Officer Pfeiffer aired the information about the second suspect.

The second suspect was later located and apprehended by Ptl. B. Strawser and Ptl. [REDACTED] as he fled on foot through the parking lot of The Broadway Center.

The third suspect was later apprehended near the intersection of Southwest Blvd and Richard Ave.

Detective Steller and Detective Ruslander were able to get consent to search from Suspect #3's mother and located a paintball gun from Front Line Paintball and the video monitor from The Big Splash.

Officers Petty and Hall were instrumental in locating evidence that was discarded by the suspects as they fled the scene, locating and talking with witnesses and reporting the facts of the incident.

In all, I would like to recognize the efforts and teamwork of the Second Shift Patrol and Detectives Steller and Ruslander.

*Respectfully Submitted,
Ptl. K. M. Holmstrom #54
Second Shift OIC*

Martin, Jennifer

From: Robinette, Steve
Sent: Monday, July 21, 2008 15:57
To: Police Department
Subject: Compliment [REDACTED]

I received a call from Leslie Cohen-Smith complimenting [REDACTED] on his handling of a neighborhood dispute/stalking complaint. She stated that he was very professional and diplomatic in helping her with her complaint.

Good Job Brian.

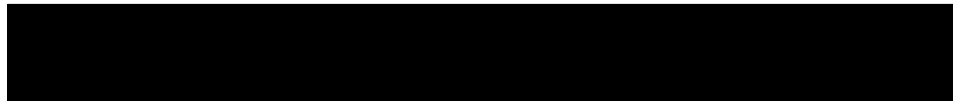
Captain Steven R. Robinette
Grove City Division of Police
3360 Park Street
Grove City, Ohio 43123
614-277-1702
Fax 614-277-1706
srobinette@grovecityohio.gov

07/22/2008



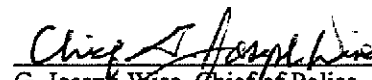
CERTIFICATE OF PHYSICAL FITNESS

In recognition of



for

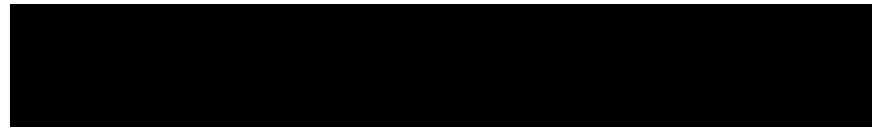
Successful completion of and excellent performance during the
2007 Physical Fitness Assessment


G. Joseph Wise, Chief of Police

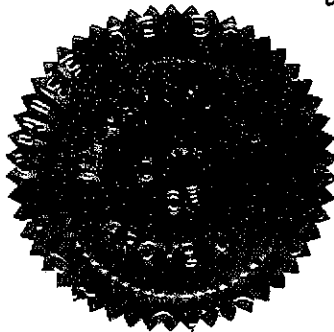


CERTIFICATE OF FIREARMS EXPERT

This certificate is awarded to



*In recognition of the exemplary firearms abilities of the above-referenced individual, whose individual score was ranked in the top 15% of our agency during the 2008 calendar year, and is hereby considered to be a **FIREARMS EXPERT**.*



G. Joseph Wiss
G. Joseph Wiss, Chief of Police



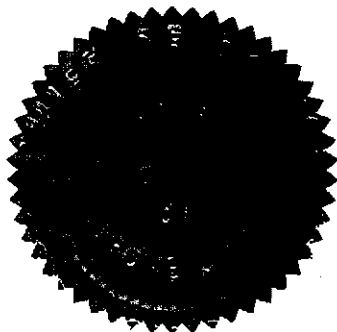
CERTIFICATE OF PHYSICAL FITNESS

In recognition of



for

Successful completion of and excellent performance during the
2008 Physical Fitness Assessment

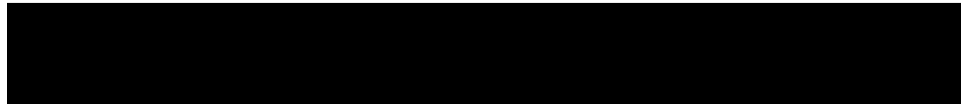


G. Joseph Wise
G. Joseph Wise, Chief of Police



CERTIFICATE OF RECOGNITION

AWARDED TO



FOR HIS REALIABILITY AND WORK ETHIC

&

PERFECT ATTENDANCE DURING 2009

G. Joseph Wise
G. Joseph Wise, Chief of Police



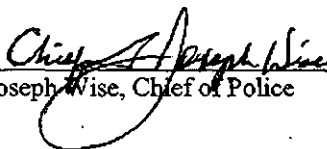
CERTIFICATE OF PHYSICAL FITNESS

In recognition of



for

Successful completion of and excellent performance during the
2009 Physical Fitness Assessment


G. Joseph Wise, Chief of Police



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: **POLICE OFFICER (PATROL)**
Evaluation Period: **2025 First Half**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

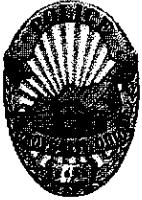
1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

109 CRO follow up assignments during term - job split between CRO, KEY, and patrol (previous year CRO total: 92)



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

109 CRO follow up assignments during term - job split between CRO, KEY, and patrol (previous year CRO total: 92)

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

109 CRO follow up assignments during term - job split between CRO, KEY, and patrol (previous year CRO total: 92)

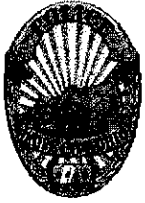
4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

██████ reports are generally error free. Work on balancing detail focus with efficiency and prioritization



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

uniform always looks professional and he is respectful toward chain of command. Watch for tunnel vision in his areas of interest

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Main goal was to work from within the middle schools this term (when not doing KEY). Challenges here include some minor tech

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

makes good decisions and assists others in an OIC role. He uses discretion when necessary.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

████ keeps his supervisor updated when necessary.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

████ scored level III

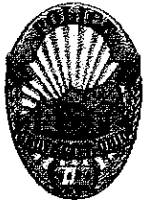
5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

████ continues to demonstrate patience when faced with difficult individuals. He remains professional and is respectful of the chain of command.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

16 unscheduled sick
6 scheduled sick

EMPLOYEE COMMENTS:

Supervisor Signature: _____

Date: _____

Employee Signature: _____

Date: 8-29-25

Subdivision Lieutenant Signature: _____

Date: 8-29-25

CHIEF COMMENTS:

Chief Signature: _____

Date: 9-2-25



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: **POLICE OFFICER (PATROL)**
Evaluation Period: **07/01/2024-12/31/2024**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. **Prevention of crime:** remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

[REDACTED] had 57 special watches and 14 PPRs for this reporting period, but 0 house checks. Work on conducting more house checks.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ had 33 criminal apprehensions and 1 self-initiated arrest. He continues to look beyond the traffic violation to see if there is more.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ frequently conducts DPs in HCLs. He uses good judgement when issuing citations.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ reports continue to be error free. He is able to juggle multiple calls while still being timely and accurate.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

uniform always looks professional. He comes to work with a positive attitude and is accountable to his sergeant.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

is willing to jump calls and assist other officers.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

makes good decisions and assists others in an OIC role. He uses discretion when necessary.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ keeps his supervisor updated when necessary. He works well with others and responds to emails

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ demonstrates a good understanding of work rules and criminal law. He assists other officers when they have questions and has become an OIC.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

████ scored 95.5% on the spring PT assessment.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ continues to demonstrate patience when faced with difficult individuals. He remains professional and is respectful of the chain of command.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] worked 96.5 hours of overtime and used a total of 160 scheduled hours of sick time.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt BL [Signature]

Date: 01/22/24

Employee Signature: [REDACTED]

Date: 01-22-24

Subdivision Lieutenant Signature: [Signature] #459

Date: 1.30.25

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 2-1-25



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **01/01/2024-06/30/2024**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Successful use of PPRs, SWs, 23Hs.
[REDACTED] was the leader in PPRs and second in 23Hs. He recognizes the need for crime prevention.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ had 74 criminal apprehensions. He looks beyond the traffic violation to find more crimes occurring and has good patrol interview skills that lead to arrests and confessions.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ frequently conducts DPs in HCLs. He made 81 stops and wrote 55 tickets. He took the most crash reports.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ reports are typically error free. He is able to juggle multiple calls while still being timely and accurate.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ is professional and respectful during enforcement actions. He consistently maintains his equipment and his uniform looks professional

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ is willing to jump calls and assist other officers.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ assists others in making good decisions as an informal leader. He has been selected as an OIC and can continue to grow in that role. ██████ rarely needs redirection from his supervisor.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

██████████ is respectful of coworkers and supervisors. He reviews emails, meets deadlines, and carries out assignments issued.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ demonstrates a good understanding of work rules and criminal law. He did not receive any discipline during the first half of the year.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

██████████ scored 95.5% on the spring PT assessment.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ demonstrates patience when faced with difficult individuals. He remains professional and is respectful of the chain of command.



**City of Grove City
Division of Police
PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

worked 95.5 hours of overtime and used a total of 139 hours of sick time with 58 hours being unscheduled.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. B. [Signature]

Date: 07/26/24

Employee Signature: [Redacted]

Date: 07-26-2024

Subdivision Lieutenant Signature: LA [Signature]

Date: 8.8.24

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 8-13-24



City of Grove City
Division of Police
PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **7/1/2023 - 12/31/2023**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)**
- 3 – Exceeds Performance Standards**
- 2 – Meets Performance Standards**
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)**
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
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- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.**
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.**
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.**
- N/A - Individual did not participate in the semi-annual physical fitness assessment.**

Part 1: Evaluation of Performance of Specific Job Duties

1. **Prevention of crime:** remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 **3** **2** **1** **0**
☐ ☐ ☒ ☐ ☐

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Stopped 203 vehicles, wrote 149 citations, and logged 123 directed patrols this period.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Writes thorough and detailed reports with few errors.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Takes the mission of the traffic car seriously and focuses his efforts on high crash locations ensuring safe travel on the streets.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Trusted as a senior officer and SRT member. Normally solid on decision making during difficult incidents. Received an oral reprimand for an incident.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

95.33% on spring PT test

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Able to maintain his composure during difficult incidents and while dealing with uncooperative individuals.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Used 8 hours of unscheduled sick time and worked 109 hours of overtime this period.

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature] 1/135

Date: 1/15/2024

Employee Signature: [Redacted]

Date: 01-15-24

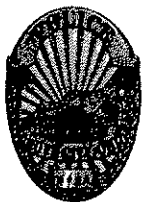
Subdivision Lieutenant Signature: [Signature] #4-5-9

Date: 2-2-24

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 2-5-24



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 1/1/2023 - 6/30/2023

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

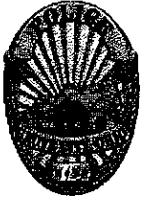
1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

Crime Prevention is not a primary function of a traffic car daily tasks with the agency. He does jump priority/ in progress calls if close or when needed.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Uses his experience as a [REDACTED] to thoroughly investigate crimes, especially when they involve theft, drugs, or other vice related criminal behavior.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Stopped 277 vehicles, wrote 232 citations, and logged 141 directed patrols this period.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Writes thorough and detailed reports with few errors.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Selected to design a new layout for the sally port and implement the plan. Took the project on and exceeded expectations by getting everything in place and getting the sally port organized and looking professional.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Takes the mission of the traffic car seriously and focuses his efforts on high crash locations ensuring safe travel on the streets.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Makes sound decisions during fast paced events and is a trusted member of SRT.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

95.33% on spring PT test

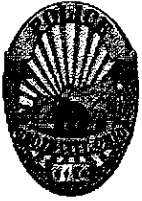
5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Able to maintain his composure during difficult incidents and while dealing with uncooperative individuals.



**City of Grove City
Division of Police
PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Used 16 hours of unscheduled sick time and worked 50.5 hours of overtime this period.

EMPLOYEE COMMENTS:

NONE

Supervisor Signature: Sgt. [Signature] 8/1/23

Date: 7/24/2023

Employee Signature: _____

Date: 07-24-23

Subdivision Lieutenant Signature: [Signature] 8/1/23

Date: 8.22.23

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 8-28-23



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 07/01/2022 - 12/31/2022

Ratings:

- 4 - Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 - Exceeds Performance Standards
- 2 - Meets Performance Standards
- 1 - Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 - Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Crime Prevention is not a primary function of daily tasks with the agency. [REDACTED] does jump priority/ in progress calls if close or when needed.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is a skilled officer that takes appropriate action when observing suspicious and criminal behavior. ██████████ has 26 criminal apprehensions this half.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ stopped 266 vehicles issued 216 citations, and completed 143 directed patrols. ██████████ does a great job at traffic enforcement

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ reports are always clear and very detailed.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

maintains his vehicle, equipment, uniform, and appearance to division standards while maintaining a professional service approach. uniform is always in pristine condition.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

aggressively works HCL on Stringtown Rd. to help reduce crashes while addressing the Division Goals and Objectives 2.1

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

can be relied on to make sound decisions during fast evolving incidents. He uses his SRT training and patrol experience to guide his decision making process.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

██████ has a good understanding of case law, criminal law, and city traffic ordinances.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

Passed Spring Assessment Level 3

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ maintains his composure during difficult encounters and is skilled at deescalating tense situations. ██████ does a great job talking to people



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] has worked 175 hours of overtime this half. He often volunteers to work street coverage and is always willing to stay over when asked.

EMPLOYEE COMMENTS:

[REDACTED] YOU CAN BE COUNTED UPON THE REPRESENT THE DIVISION WITH THE UTMOST PROFESSIONALISM. YOUR CRIMINAL APPREHENSIONS, TRAFFIC ENFORCEMENTS, AND DIRECTED PATROLS ARE TO BE COMMENDED. THANK YOU FOR YOUR DEDICATION AND CONTRIBUTION TO THIS CITY.

Supervisor Signature: SGT. R. O'Leary 5/33

Date: 1/24/23

Employee Signature: [REDACTED]

Date: 01-24-23

Subdivision Lieutenant Signature: LT [REDACTED] #959

Date: 2.6.2023

Chief Signature: Chief [REDACTED]

Date: 3.31.2023



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 01/01/2022 - 06/30/2022

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

Crime Prevention is not a primary function of [REDACTED] daily tasks with the agency. [REDACTED] does jump priority/ in progress calls if close or if needed.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is a skilled officer that takes appropriate action when observing suspicious and criminal behavior. ██████████ has 22 criminal apprehensions this half.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ stopped 462 vehicles issued 256 citations, and completed 104 directed patrols.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] maintains his vehicle, equipment, uniform, and appearance to division standards while maintaining a professional service approach.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] does aggressively work the HCL at Stringtown Rd/Marlane and Stringtown Rd/Gantz. to help reduce crashes at these locations

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] can be relied on to make sound decisions during fast evolving incidents. He uses his training and experience to guide his decision making process.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

has a good understanding of case law, criminal law, and city traffic ordinances.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

Passed Spring Assessment Level 3

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

maintains his composure during difficult encounters and is skilled at deescalating tense situations.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] has worked 106 hours of overtime this half. He often volunteers to work street coverage and is always willing to stay over when asked.

EMPLOYEE COMMENTS:

Supervisor Signature: SGT. R. J. [REDACTED] 5/23

Date: 7/25/22

Employee Signature: [REDACTED]

Date: 07-25-22

Subdivision Lieutenant Signature: ALC 7/20/22

Date: 08/01/22

Chief Signature: [REDACTED]

Date: 8/15/22

Glen W. [REDACTED]

[REDACTED]



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 7/1/2021 - 12/31/2021

Ratings:

- 4 - Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 - Exceeds Performance Standards
- 2 - Meets Performance Standards
- 1 - Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 - Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

[REDACTED] does housewatches, PPR's, and works closely with loss prevention officers at retail locations.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] is a skilled officer that takes appropriate action when observing suspicious and criminal behavior.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] made 199 traffic stops and wrote 59 citations, both of which are near the top for first and second shift performance standards.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is an informal leader in the agency who truly sets the example for other officers to follow. ██████████ was on day-watch and would often jump calls to allow 1st shift officers to secure on time to minimize overtime.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ can be relied on to make sound decisions during fast evolving incidents. He uses his training and experience to guide his decision making process.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

has a solid understanding of case law, criminal law, and city traffic ordinances.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☐ ☐ ☐ ☐ ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

Passed Spring Assessment

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

maintains his composure during difficult encounters and is skilled at deescalating tense situations.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

used 0 hours of unscheduled sick time and worked 113 hours of shift coverage overtime

EMPLOYEE COMMENTS:

Supervisor Signature: SCT. ROTA

Date: 1/9/22

Employee Signature: [Redacted]

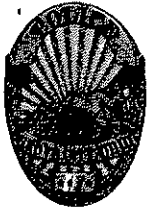
Date: 1/9/22

Subdivision Lieutenant Signature: ALY. [Redacted] 62

Date: 1/10/22

Chief Signature: Chief [Redacted]

Date: 1/31/22



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 1/1/2021 - 6/30/2021

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



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PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is a skilled investigator and interviewer, and he used those skills in conjunction with ██████████ to be a very efficient and effective officer.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ made 130 traffic stops and wrote 35 citations, both of which are near the top for first and second shift performance standards.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples



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PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

received emails and a core value award for his work in multiple criminal investigations.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

is an informal leader in the agency who truly sets the example for other officers in the achievement of the Division's Goals and Objectives.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

can be relied on to make sound decisions during fast evolving incidents. He uses his training and experience to guide his decision making process.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ has a solid understanding of case law and criminal law.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

Overall score 94.66.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ maintains his composure during difficult encounters with subjects and is skilled at deescalating tense situations.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

used 0 hours of unscheduled sick time.

EMPLOYEE COMMENTS:

Supervisor Signature: St. [Signature] 5/135

Date: 7/24/2021

Employee Signature: [Redacted]

Date: 07-24-21

Subdivision Lieutenant Signature: LT [Signature] 612

Date: 07-30-21

Chief Signature: Chief [Signature]

Date: 8/2/21



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 07/01/2020 - 12/31/2020

Ratings:

- 4 - Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 - Exceeds Performance Standards
- 2 - Meets Performance Standards
- 1 - Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 - Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

[REDACTED] spends his free time in high crime areas. He meets the minimum performance standard in total crime prevention hours work. [REDACTED] increased his special watches and foot patrols as asked in his last evaluation.



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PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

effectively utilizes in searching for narcotics. 43 self initiated apprehensions are the highest for first shift and towards the top of second shift.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

made 201 traffic stops and issued 38 citations. He completed 80 directed patrols. All of these are well above the shift performance standards.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

stays on top of logging training aides. He keeps all the updated. His reports need little to no direction.



City of Grove City

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PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is respectful and professional during enforcement actions. He is accountable to the Patrol Sergeant and is very prideful of being the ██████████ at GCPD.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ often speaks the division's mission statement. He is willing to help other officers on any call and seeks out public interactions to educate the public on our canine program.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ as a solid understanding of ██████████ case law and makes good decisions on enforcing criminal and traffic law.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

██████ has clear and concise communication. He responds to emails, chats, and radio traffic in a timely manner.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████ has done a great job this reporting period educating our new hires on ██████ and policy. He has a good understanding of case law and criminal law.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

██████ scored a 92% on his physical fitness test this period.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████ demonstrates patience when face with difficult and aggressive personalities. ██████ respects the chain of command even when he may disagree with a decision that was made.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

7 hours of sick time used. 4 hours of shift coverage overtime.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt 7 hr s/62

Date: 1/29/21

Employee Signature: [Redacted]

Date: 01-29-2021

Subdivision Lieutenant Signature: [Signature]

Date: 1-29-2021

Chief Signature: [Signature]

Date: 2/10/21



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: POLICE OFFICER (PATROL)
Evaluation Period: 01/01/2020-06/30/2020

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

When [REDACTED] is free he can be in high crime areas where [REDACTED] can rapidly be deployed. [REDACTED] patrol activity shows no 23FPs and two 235vs. [REDACTED] is in the area and gets out on foot but needs to do a better job of marking it on the radio.



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PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is often in high crime areas and always willing to deploy ██████████ criminal and self apprehensions are above the the minimum performance objectives. His main focus is on criminal activity.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ had 107 stops, wrote 18 citations, and completed 20 directed patrols. All are above the shift averages. He joins in traffic blitzes without being told.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ stays on top of logging training aides. He keeps all the ██████████ updated in the ██████████. His reports need little to no corrections.



City of Grove City

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PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

██████ was moved to the patrol division during this evaluation period. ██████ had difficulty hiding and voicing his frustrations at times. His work prospective has become noticeably better towards the end of the period.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ often speaks the divisions mission statement. He is always willing to help other patrol officers. He seeks out opportunities to utilize the ██████ or patrol functions and public relations.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ has good knowledge of ██████ and uses rational decision making when utilizing ██████ and when issuing citations.



City of Grove City

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2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

No discipline during reporting period. Follows agency policies and procedures.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

Looks professional and fit in his uniform.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

understands the chain of command. He is consistently professional when dealing with his peers and the public.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

14 hours of sick time. 184 hours of [REDACTED] leave.
29 hours of protest overtime worked.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. J. [REDACTED] 5/62

Date: 07-22-2020

Employee Signature: [REDACTED]

Date: 07-22-2020

Subdivision Lieutenant Signature: [REDACTED]

Date: 7-22-2020

Chief Signature: [REDACTED]

Date: 8/7/20



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: POLICE OFFICER (PATROL)
Evaluation Period: 07/01/19-12/31/19

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] regularly parks in high crime areas to prevent crime. He utilizes [REDACTED] where applicable to deter crime. An example of this is 4th of July.



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PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ consistently patrols high crime areas and is aware of criminal behaviors to look for. ██████████ is always willing to assist patrol on any calls for service.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ utilizes traffic enforcement as a means to look for criminal activity and utilize ██████████ to look beyond the traffic stop.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ has taken 31 OIBIRS reports and filed 39 fresh charges. He has also been assigned a couple cases for follow-up.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is very organized with all his public appearances (16). ██████████ uniforms and cruiser are always professional in appearance. ██████████ adjusts his schedule often for agency needs.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ continues to excel at his public appearance responsibilities and is very engaging with the public. ██████████ has received a core value award for his commitment to teamwork.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

☐ sends me calendar invites for all his obligations and is prompt in scheduling his weekend days.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

No discipline this period. Follows agency policies and procedures.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Core value award for professionalism during a funeral procession.



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Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

had no unscheduled sick leave days during the period.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. M. W. 3/46

Date: 01/16/2020

Employee Signature: [Redacted]

Date: 01-16-2020

Subdivision Lieutenant Signature: LT J. M. 6/2

Date: 01-20-2020

Chief Signature: [Signature]

Date: 2/17/20

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes ☐ No Initial 

2] Do you understand this policy? ☒ Yes ☐ No Initial 

3] Do you have any questions about this policy? Yes ☐ No ☒ Initial 

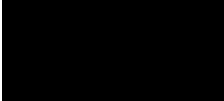
4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes ☐ No Initial 

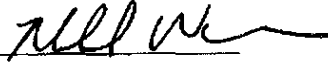
5] If you are aware of, or have been subjected to harassment in the workplace; you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial 

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☐ No ☒ Initial 

Associate Name 

Evaluator Name Michael Weaver

Associate Signature 

Evaluator Signature 

Date 01-02-2020 Time 11:06

Date 01/21/20 Time 10:00 AM

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 01/01/2019 - 06/30/2019

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

[REDACTED] spends a majority of his time patrolling high-crime areas and being visible with [REDACTED]



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ focuses his patrols in high crime areas and seeks out self-initiated activity. ██████████ utilizes ██████████ effectively to locate narcotics. ██████████ is always willing to assist patrol with calls for service.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ has taken 24 reports and filed 45 fresh criminal charges this evaluation period. His reports are detailed and accurate.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ keeps me informed on all activities he is participating in without me having to ask. █████ uniforms, equipment and cruisers are always immaculate.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ aligns his work with the agency and bureau goals and objectives. He exceeds the community relations component with his PR events and balances these with his patrol work.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

responds promptly to any requests and correspondence. He keeps me informed on all PR events.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

No discipline this period. Stays informed on canine case law.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples



**City of Grove City
Division of Police
PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ had no unscheduled sick leave days during the period.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. M. W. [Signature] 5/46
Employee Signature: ████████████████████
Subdivision Lieutenant Signature: LT D. M. [Signature] 6/2
Chief Signature: [Signature]

Date: 07/26/19
Date: 07-26-19
Date: 8-5-19
Date: 8/8/19



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **07/01/2018 - 12/31/2018**

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] is willing to drop what he is doing and respond promptly to respond with [REDACTED] to assist other officers when needed.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

[REDACTED] has deployed [REDACTED] 238 times this year that resulted in 91 arrests.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████ has taken 35 reports and filed 65 charges. In addition, his ██████ documentation for training, usage and mutual aid are very detailed and accurate.

5. **Work perspective:** exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████ are for ██████ and all the equipment assigned to him exceeds expectations. ██████ time checked into the kennel is below budget and minimal.

Part 2: Agency Goals & Objectives

1. **Agency Goals & Objectives:** cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████ has used the canine program to exceed expectations with community relations related goals. He has coordinated and attended 37 events.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████████ is very meticulous with his responsibility for the controlled substances in his possession for training ██████████

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City
Division of Police
PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

had no unscheduled sick leave days during the period.

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature]

Date: 01-10-2019

Employee Signature: [Redacted]

Date: 01-10-2019

Subdivision Lieutenant Signature: [Signature]

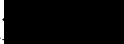
Date: 1-11-19

Chief Signature: [Signature]

Date: 1/29/19

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes ☐ No Initial 

2] Do you understand this policy? ☒ Yes ☐ No Initial 

3] Do you have any questions about this policy? Yes ☒ No ☐ Initial 

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes ☐ No Initial 

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial _____

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☒ No ☐ Initial _____

Associate Name _____

Evaluator Name SGT D.M. OLINSTEAD 512

Associate Signature _____

Evaluator Signature  512

Date 1-10-19 Time 1230

Date 1-10-19 Time 1230

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Intent and Guidance

At the conclusion of the annual or semi-annual associate evaluation, conclude the discussion with the associate completing this form.

If the associate has not read the policy, reschedule the meeting and recomplete the form.



**City of Grove City
Division of Police
PERFORMANCE EVALUATION**



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ takes good reports as an officer. I rarely have to make corrections. In addition, his documentation for training, usage and mutual aid are very detailed and accurate.

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ care for ██████ and all the equipment assigned to him exceeds expectations. ██████ time checked into the ██████ is below budget and minimal.

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ has used the canine program to exceed expectations with community relations related goals. He has coordinated and attended 23 community events for the first half of the year.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████████ is very meticulous with his responsibility for the controlled substances in his possession for training ██████████

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ had no unscheduled sick leave days during the period.

EMPLOYEE COMMENTS:

Supervisor Signature: *[Signature]* 9/12

Date: 07-20-18

Employee Signature: ████████████████████

Date: 07-20-2018

Subdivision Lieutenant Signature: *[Signature]* 43

Date: 7-23-18

Chief Signature: *[Signature]*

Date: 8/27/18



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **07-01-2017 to 12-31-2017**

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

[REDACTED] is doing a great job of balancing SOB duties and responding to crimes in progress with patrol when he is on duty.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

[REDACTED] have developed very well as a team. Together they are contributing to the success of the SOB. They deployed a total of 279 times.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████ takes good reports as an officer. I rarely have to make corrections. In addition, his documentation for training, usage and mutual aid are very detailed and accurate.

5. **Work perspective:** exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████ does a great job in maintaining ██████ wellbeing.

Part 2: Agency Goals & Objectives

1. **Agency Goals & Objectives:** cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████ has used the canine program to exceed expectations with community relations related goals. He has coordinated and attended 38 community events for the year.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

██████████ is very cautious with safety related rules with his ██████████

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City
Division of Police
PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

had no unscheduled sick leave days during the period.

EMPLOYEE COMMENTS:

Supervisor Signature: *[Signature]* SIA
Employee Signature: *[Redacted]*
Subdivision Lieutenant Signature: *[Signature]* L13
Chief Signature: *[Signature]*

Date: 01-17-2018
Date: 01-17-2018
Date: 01-29-2018
Date: 3/12/18



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 2107 January - June

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

[REDACTED] have developed very well as a team. Together they are contributing to the success of the SOB.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Part 2: Agency Goals & Objectives

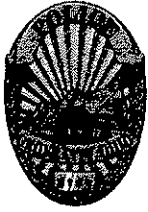
1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

as used the canine program to exceed expectations with community relations related goals. He has attended 26 community events during the period and presented and most of them



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

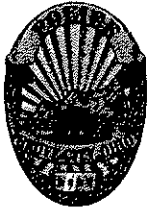
██████████ is very cautious with safety related rules with his ██████████

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City
Division of Police
PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ had one unscheduled sick leave day during the period.

EMPLOYEE COMMENTS:

NONE

Supervisor Signature: Sgt D M [Signature] 512

Date: 07-07-2017

Employee Signature: ████████████████████

Date: 07-07-2017

Subdivision Lieutenant Signature: Lt [Signature] 413

Date: 7-7-17

Chief Signature: [Signature]

Date: 8/9/2017



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: POLICE OFFICER (PATROL)
Evaluation Period: 7-1-16 through 12-31-16

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Continues to assist with patrol calls for service as well as SOB operations. Works along side SOB members and when not on other calls he patrols retail areas.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Not only conducts his own [REDACTED] investigations, he has been a great asset to SOB, Patrol and Detective Investigations. Has even began learning the Grand Jury process as part of SOB.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Always willing to do what is needed of him. Is very flexible whether he is assisting patrol operations or SOB investigations.

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Focuses efforts on agency goals and objectives which pertain to SOB as well as the [REDACTED]



City of Grove City Division of Police PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Has done a great job explaining rules and court cases involving [redacted] incidents to members of the agency. [redacted] is still a new thing for GCPD Officer [redacted] as stayed on top of [redacted]

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Scored about 90% on Physical Fitness Test



City of Grove City
Division of Police
PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

No mark offs

EMPLOYEE COMMENTS:

NONE

Supervisor Signature: N. P. R. *SI OR

Date: 1-20-17

Employee Signature: [Redacted]

Date: 01-20-2017

Subdivision Lieutenant Signature: LT. B. W. NO 43

Date: 01-23-17

Chief Signature: [Signature]

Date: 2/17/2017



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 01/01/2016 - 06/30/2016

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Very active officer and very diligent in patrolling high crime areas such as Parkway Centre.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Pursues criminal activity with vigor and thoroughly investigates crimes.



City of Grove City Division of Police PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Excellent uniform appearance. Maintains his patrol vehicle to the highest standard.
Inconsistent with working in harmony with the Sgt.'s instructions; ordered patches for his uniform that weren't authorized, failed to report kennel complete, late on self-eval.

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples



City of Grove City
Division of Police
PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Excellent composure under fast evolving and dynamic situations.

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Tardy two times without acceptable excuse- 1 for briefing, 1 for training.

EMPLOYEE COMMENTS:

Supervisor Signature: _____

SGT [Signature] SLT

Date: _____

6/29/16

Employee Signature: _____

[Redacted Signature]

Date: _____

06/29/16

Subdivision Lieutenant Signature: _____

[Signature]

Date: _____

7/19/16

Captain Signature: _____

Date: _____

Chief Signature: _____

[Signature]

Date: _____

8/27/2016



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: POLICE OFFICER (PATROL)
Evaluation Period: 6/1/15 to 12/31/15

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

has begun to have success with the investigations



City of Grove City Division of Police PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

has helped with the agency goal of a



City of Grove City Division of Police PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

ad a 94.5 on his PT test



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] had no mark offs this half

EMPLOYEE COMMENTS:

PRIMARY FOCUS DURING THIS REPORTING
PERIOD WAS [REDACTED] SCHOOL AND ESTABLISHMENT
OF [REDACTED] PROGRAM. [REDACTED]

Supervisor Signature: SA. CIV. L. L. L. SR

Date: 1-29-16

Employee Signature: [REDACTED]

Date: 01-23-16

Subdivision Lieutenant Signature: LT. D. L. L. 4/3

Date: 01-25-16

Captain Signature: [REDACTED]

Date: [REDACTED]

Chief Signature: [REDACTED]

Date: 2/4/2016



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jan 1, 2015** **Jun 30, 2015**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

_____ is near the top of the shift for crime prevention

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

--

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

--

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

always brings a good attitude to work and looks professional
--



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

works hard towards helping the Agency achieve it's goals and objectives

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

filled in extensively when Sgt was away at school

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

had a 94.3% on his pt assessment

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

had no discipline the 1st half of 2015

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

had no call offs 1st half of 2015



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. C.W. Lundy Sr Date: 7/10/15

Employee Signature: [REDACTED] Date: 07-10-2015

Subdivision Lieutenant Signature: LT. B.W. Lundy Jr Date: 7-27-15

Captain Signature: Capt. J. Lundy Date: 8/6/2015

Chief Signature: Chief A. M. Lundy Date: 8/25/15



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jul 1, 2014** **Dec 31, 2014**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ is active with his crime prevention and hits our high crime areas.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

_____ goes the extra mile with his investigations and follows ups. He is active in working high crime issues



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

led the shift in Traffic Stops and keeps his stops to crash areas

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

takes good reports that need little correction

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

comes to work with a very good attitude, works hard, and maintains his equipment.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

works hard towards the goals of the agency. He is a part of numerous special assignments to help the agency

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

uses good judgment as an officer and as an OIC

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

takes special care to make sure that his radio traffic is clear



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

[REDACTED] is very familiar with agency policy and procedures and has a good knowledge base of laws

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☒ ☒ ☐ ☐ ☐

Supporting Examples

[REDACTED] passed that spring PT test at over 90%

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

[REDACTED] had no discipline the second half of 2014

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

[REDACTED] had no mark offs the second half of 2014



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt CW Ruffy 5/8 Date: 1-6-15

Employee Signature: [REDACTED] Date: 01-06-2015

Subdivision Lieutenant Signature: LT R. DeLuca 4/3 Date: 1-13-15

Captain Signature: Capt. J. [unclear] 4/2 Date: 2/5/2015

Chief Signature: Chief A. Molinari Date: 2/23/15



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jan 1, 2014** **Jun 30, 2014**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

_____ lead the shift in Crime Prevention Statistics.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ was slightly above the shift average for his criminal apprehensions. He did receive a CORE Value awards and a appreciation letter for his investigative efforts.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

██████████ was near the top of the Shift in traffic stops and parking violations. He puts a strong effort into working designated enforcement areas.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ takes good reports that need few errors corrected.

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ takes extreme pride in his work.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

works hard to help the Agency meet its goals. He is a member of SRT, FTO, an OIC, on TCI and Honor Guard. He also has taken the task of quartermaster for SRT.

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

normally uses good judgement as an officer and as an OIC.

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

has good communication with other staff and has few to no issues.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

██████████ knows the agency policies and procedures. He did have an issue with violating the pursuit policy this half.

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

██████████ had a 92.3% on his Spring PT test

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

██████████ received discipline for his involvement in a improper pursuit this half.

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

██████████ had 1 mark-off this half.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

NONE

Supervisor Signature: Sgt. C. L. Lumbly Jr. Date: 7-2-14

Employee Signature: [REDACTED] Date: 07-02-2014

Subdivision Lieutenant Signature: LT. Andrew 43 Date: 7-3-14

Captain Signature: [REDACTED] Date: 7/28/14

Chief Signature: Steven R. Robnett Date: 8/8/14

James W. McLaughlin



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: Jul 1, 2013 Dec 31, 2013

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Consistently far exceeds agency expectations in traffic control efforts.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Serves as SRT, counter-sniper, Honor Guard and OIC. Sharp uniform appearance and very agreeable to the patrol sergeant.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Performs collateral duties specifically SRT function with distinction. Excels in these collateral duties for SRT. Far exceeds expectations in his contributions to these duties. Very committed to advancing the agency.

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

SRT PT qualified.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Perfect attendance - no mark offs during reporting period.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: BAT W. Bunn 517 Date: 12/13/13

Employee Signature: [REDACTED] Date: 12-13-2013

Subdivision Lieutenant Signature: Lt. A. Bunn 413 Date: 12-16-13

Captain Signature: Capt. J. Bunn 411 Date: 2.4.2014

Chief Signature: Chief A. Molnar 411 Date: 2/2/14



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jan 1, 2013** **Jun 30, 2013**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)**
- 3 — Often Exceeds Performance Standards**
- 2 — Consistently Meets Performance Standards**
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)**
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)**

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Often exceeds investigation and apprehension efforts.
Consistent and thorough investigative efforts.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Frequently leads the shift in traffic stops.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Holds and completes collateral duties with excellence especially with SRT quartermaster [REDACTED] is very agreeable to assume any task assigned by his supervisor.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

SRT PT Qualified.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt [Signature] 5/7 Date: 7/12/13

Employee Signature: [Redacted] Date: 07-12-13

Subdivision Lieutenant Signature: LT [Signature] 4/3 Date: 8-13-13

Captain Signature: [Signature] 4/2 Date: 8.14.2013

Chief Signature: Chief [Signature] Date: 8/29/13



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief R. Fambro
From: [REDACTED]
CC:
Date: 10-14-2022
Re: MBA Diploma for inclusion in [REDACTED] record

Sir,

1. I am attaching a copy of my Diploma from American Military University for a Master of Business Administration (MBA) dated Jun 01, 2022 for inclusion to my official record(s).

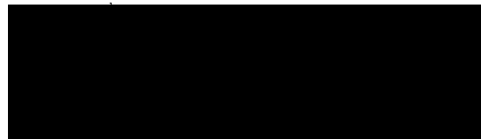
Respectfully,

[REDACTED]

NOT # 5/33

American Military University

On the recommendation of the Faculty of American Public University System
and by the virtue of the authority vested in them, the Board of Trustees of the University,
have conferred upon

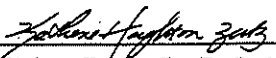


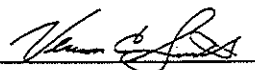
the degree of

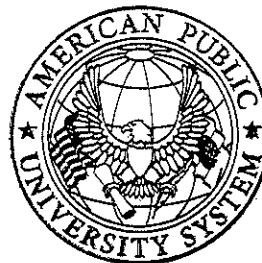
Master of Business Administration

with all the Rights, Privileges, and Honors thereunto appertaining. In testimony whereof, the
seal of the University and the signatures of its officers are hereunto affixed this

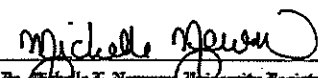
June 1, 2022


Dr. Katherine Houghton Zutz, President


Dr. Vernon C. Smith, Provost




Frank Ball, Chairman of the Board


Dr. Michelle L. Newman, University Registrar

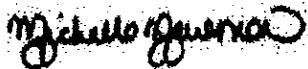
Office of the Registrar

April 15, 2022

To Whom It May Concern:

Please accept this as confirmation that [REDACTED] has fulfilled all requirements for graduation at American Military University, which is one of two institutions in the American Public University System. The student has completed 39/39 semester hours towards their program of study with a 3.8723 GPA and will graduate with a Master of Business Administration on June 1, 2022.

Sincerely,



Michelle Newman
University Registrar



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief of Police
From: [REDACTED]
CC: Chain of command
Date: 02-07-2020
Re: Personnel file request

TS 5/62
3/18/2020
ES 50
3-18-2020

Sir,

I am requesting to review my personnel file. Thank you.

Respectfully

[REDACTED]

Approved
3/19/20
Chief
(P/B)

K/S please
make arrangements
(P/B)

Home:
Cell:

September 9, 2002

Chief James R. McKean
Lieutenant Lawless
Grove City Police
Grove City Safety Complex

Dear Sir:

It is with great appreciation and a heavy heart that I must decline your invitation to continue the processing of my employment as a Grove City Police Officer. My employment history with the [REDACTED] has provided me with the utmost confidence that I would be an asset to your organization of public service.

Fortunately, I have had continuous conversations with my family, my two brothers both of which are police officers, and most importantly my wife. It was through these conversations and my own contemplation that I have concluded my best course of action is to complete my college education. After completing my educational goals at The Ohio State University, Fisher College of Business, I will continue my commitment to my life long ambition of helping others in the capacity that public service demands. I have submitted for graduation in June of 2003 for which I had to commit to a demanding schedule for the completion of the required curricula. At that point, I will reconsider my options and re-apply for public service.

It is with great appreciation for all the effort put forth from each person within your department that afforded me the opportunity for consideration. It is my hope and ambition to be a part of an organization such as yours but at this time I feel my goal of completing school will better aid me in life and public service.

Sincerely,

*Personnel
File*



Grove City Police

Grove City Safety Complex

Chief James R. McKean

August 23, 2002

Dear [REDACTED]

You have been recommended for hire as a Police Officer with the City of Grove City Police Department. This offer is pending the successful completion of the remaining three examinations, which are administered by individuals licensed in the State of Ohio and contracted by us as part of our pre-employment screening. Your appointment is subject to the final authority of the Grove City Safety Director. Upon approval, we intend to work with you and will advise of an actual starting date.

We have found the best way to schedule these examinations is to provide the vendor information to you and allow you to schedule the appointments. This usually facilitates a quicker completion and insures maintenance of your ranking relevant to a hiring date. The hiring date determines your seniority within the department. I urge you to complete these as soon as practicable. Any correspondence or questions can be directed to Lieutenant Jeffery [REDACTED] (614) 277-1704.

Sincerely,

James R. McKean
Chief of Police

Enclosure
JRM:jsb

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

[REDACTED]

2. Article Number
(Transfer from service label)

COMPLETE THIS SECTION ON DELIVERY

A. ☐ Agent
☒ Addressee
B. Date of Delivery
8/29/02
C. Is delivery address
17 ☐ Yes
☒ No
D. Is delivery address
If YES, enter delivery address below:

3. Service Type
☒ Certified Mail
☐ Registered
☐ Insured Mail
☐ Express Mail
☒ Return Receipt for Merchandise
☐ C.O.D.
4. Restricted Delivery? (Extra Fee) ☐ Yes

102595-01-M-2509

**EMPLOYEE APPLICANT INVESTIGATION REPORT
GROVE CITY POLICE
CONFIDENTIAL INFORMATION**

APPLICANT'S NAME [REDACTED]

ALIAS/NICKNAME: None

AGE: 29

DATE/TIME INTERVIEWED: 06-06-02

TELEPHONE: (614) 871-9954

FORMER ADDRESS IF RESIDENCE IS LESS THAN ONE (1) YEAR:

1. Type of condition of residential district where applicant now resides and your impression of applicant's home. Spouse's, live-in, and/or parents' attitude.

[REDACTED] lives on [REDACTED] in [REDACTED] of Grove City. He lives with his Wife [REDACTED]. I asked [REDACTED] what she thought about his aspirations to become a Police Officer. She said that at first she wasn't thrilled about it and was concerned about his safety. She said she would rather he become an Officer in a smaller town like Grove City than in Columbus, [REDACTED]. She said she knows he has had good training in the past and knows that he can take care of himself, but still worries. She does support his decision and knows that he has wanted to be a Police Officer for a very long time.

2. Membership in churches, lodges, or other organizations. Types of people with whom applicant associates.

[REDACTED]
[REDACTED] He said he has enjoyed his time in the [REDACTED] and has learned a lot [REDACTED]. He also got to see the world and experience any different things he would not have gotten to otherwise. [REDACTED]
[REDACTED] prior to his end of full time [REDACTED]. He is currently a member of the Ohio State University [REDACTED] Fraternity.

3. Note past injuries and physical or mental defects of applicant.
(Note: Have information release form)

██████ reported no injuries that would prohibit him from performing the duties of a Police Officer.

4. Verify education – schools and dates. Conduct as student. Intelligence as student.

██████ graduated High School in ██████ from Saint Edwards in Lakewood, Ohio and enlisted in the ██████ ██████. He was then selected for ██████, which is the school ██████. He completed ██████. He currently attends the Ohio State University where he is majoring in Business Administration.

5. Type of employment. Reasons for leaving. Opinion of immediate supervisors and co-workers. Would they re-hire applicant?

██████ currently works at Byers Chevrolet in Dublin, Ohio, where he sells and leases cars. He was recruited by Byers to work there from the Auto Zone where he managed a store in Hilliard, Ohio. I was unable to get any information from the Auto Zone, other than that he did work there. Company policy was the reason given by Gerry Kohrman and Fred till Jr. of the Auto Zone. He went to the Auto Zone from the Sears Tire Group at Tuttle Crossing where he was a Customer Service Advisor. Prior to Sears he worked for Murray Guard, as a control room operator. Murray Guard had gone out of business. Prior to Murray Guard he worked ██████.

6. List any ability and specific skills. (Note: Include motor vehicle driving ability)

██████ holds a valid Ohio driver's license. Included later in the packet is a list of all the schools and courses he took while in the ██████.

7. **Note hobbies and types of amusement applicant enjoys. Personality, behavior, judgement, and level-headedness. Note addictions to gambling, drinking, and/or drugs. Report as to applicant's honesty, integrity, reliability and industriousness.**

█████ currently works full-time and attends the Ohio State University, leaving little time for hobbies.

8. **Interviews with at least five (5) responsible citizens, consisting of applicant's family, employers, neighbors, and business persons.**

█████ He has known him for two years. He said █████ is dependable, intelligent, stable, and a very nice guy. He said █████ He is an █████ He held a █████ due to his job in the █████ He said that the █████ is very competitive and has a drop out rate of fifty to sixty percent. He claims it is one of the better schools, in the world, that incorporates weapons, hand to hand fighting, personnel protection and tactics. It is very competitive to get into. He thinks █████ would make an excellent Police Officer.

Jeff VanBuskirk- Friend and Grove City Police Officer

VanBuskirk was a roommate of █████ while he went to the Ohio State University. He said █████ is very thorough and is a nice guy. He is a hard worker. He thinks █████ would be a good Police Officer and would like to see him work in Grove City.

Steve Boggess- Friend

Boggess advised that he has known █████ for a long time and that they went to High School together. He said that █████ is a great guy. He is level headed and makes decisions well. He knows what he wants and does what he has to to be able to get it. He has never known him to use drugs and does occasionally drink a beer with him when █████ is home visiting his family. He said Kitko grew up a lot when he was in the █████ He thinks █████ would be a good Police Officer.

9. Credit Rating – Columbus Credit Bureau

I did not receive a Credit Bureau report on [REDACTED] but he appeared to be living within his means.

10. Additional remarks – report any apparent deliberate falsification of interview, original application or other records. Note information of importance concerning applicant. (Note: Attach additional sheets if more space is needed)

I found no attempts on the part of [REDACTED] or anyone contacted about [REDACTED] to be deceiving.

11. Investigator's Opinion of Applicant (For use by Division of Police ONLY. Not to be transcribed)

After talking to [REDACTED] former employers, his references and to him and his Wife I have found that he is a good candidate to become a Grove City Police Officer and recommend him without reservation. His time in the [REDACTED] taught him skills that he can readily apply to police work. He is level headed and has the support of his Wife and family. He seems to be stable and is expecting his first child in January of [REDACTED]

Although currently in the [REDACTED], he stated that he was able to resign his position whenever he wanted to. He said he would like to [REDACTED] but would resign if he needed to so he could get a position on the Grove City Police Department. [REDACTED] was by far the best candidate that I have interviewed for the position.

**GROVE CITY POLICE DEPARTMENT
RATING FORM FOR USE OF ORAL EXAMINERS**

RATING OF EXAMINER: _____
AVERAGE OF RATINGS: _____

APPLICANT: _____

DATE: 6/3/02

	POINT VALUE	RATER'S SCORE
1. APPEARANCE. What sort of first impression does he make? Does he look like a well-set-up, healthy, energetic person? Has he bodily or facial characteristics, which might seriously hamper him? Is he well groomed or slovenly? Erect or slouchy? Attractive or unattractive in appearance?	<u>1-5</u>	<u>5</u>
2. VOICE AND SPEECH. Is the applicant's voice irritating, or pleasant? Can you easily hear what he says? Does he mumble, or talk with an accent, which offends or baffles the listener? Or is his speech clear and distinct, so that it would be a valuable asset in this position?	<u>1-10</u>	<u>8</u>
3. POISE AND BEARING. How well poised is he emotionally? Is he sensitive to criticism? How does he react to close questioning? Is he easily upset or does he control himself? Does he show shyness or is he self-confident? Does he adapt himself to the situation without very much effort?	<u>1-10</u>	<u>7</u>
4. TACT AND FRIENDLINESS. Is he a likeable person? Will his fellow workers and subordinates be drawn to him, or kept at a distance? Does he command personal loyalty and devotion? Is he cooperative? How well does he get along with others? Will he command the respect of his associates?	<u>1-10</u>	<u>8</u>
5. ALERTNESS. How readily does he grasp the meaning of a question? Is he slow to apprehend even the more obvious points, or does he understand quickly even though the idea is new, involved or difficult?	<u>1-10</u>	<u>6</u>
6. ABILITY TO PRESENT IDEAS. Does he speak logically and convincingly? Or does he tend to be vague, confused, or illogical? Does he have good command of language? Does he express himself clearly and to the point?	<u>1-10</u>	<u>7</u>

7. **JUDGEMENT.** Does he impress you as a person whose judgment would be dependable even under stress? Or is he hasty, erratic, biased swayed by his feelings? Is he self-critical? Does he weigh situations or act impulsively?

1-15

10

8. **PERSONAL FITNESS FOR THE POSITION.** In the light of all the evidence regarding this person/s characteristics (whether mentioned above or not) how do you rate his personal suitability for work such as he is considering? Recalling that it is not in his best interest to recommend him for such a position if he is better suited for something else, would you urge him to undertake this work? do you endorse his application?

1-30

25

100
TOTAL 76
TOTAL
RATER'S SIGNATURE

ORAL BOARD

1. _____
2. _____
3. _____
4. _____
5. _____

**GROVE CITY POLICE DEPARTMENT
RATING FORM FOR USE OF ORAL EXAMINERS**

RATING OF EXAMINER: 79
AVERAGE OF RATINGS: _____

APPLICANT: [REDACTED]
DATE: 12-10-10

	POINT VALUE	RATER'S SCORE
1. APPEARANCE. What sort of first impression does he make? Does he look like a well-set-up, healthy, energetic person? Has he bodily or facial characteristics, which might seriously hamper him? Is he well groomed or slovenly? Erect or slouchy? Attractive or unattractive in appearance?	<u>1-5</u>	<u>4</u>
2. VOICE AND SPEECH. Is the applicant's voice irritating, or pleasant? Can you easily hear what he says? Does he mumble, or talk with an accent, which offends or baffles the listener? Or is his speech clear and distinct, so that it would be a valuable asset in this position?	<u>1-10</u>	<u>7</u>
3. POISE AND BEARING. How well poised is he emotionally? Is he sensitive to criticism? How does he react to close questioning? Is he easily upset or does he control himself? Does he show shyness or is he self-confident? Does he adapt himself to the situation without very much effort?	<u>1-10</u>	<u>7</u>
4. TACT AND FRIENDLINESS. Is he a likeable person? Will his fellow workers and subordinates be drawn to him, or kept at a distance? Does he command personal loyalty and devotion? Is he cooperative? How well does he get along with others? Will he command the respect of his associates?	<u>1-10</u>	<u>8</u>
5. ALERTNESS. How readily does he grasp the meaning of a question? Is he slow to apprehend even the more obvious points, or does he understand quickly even though the idea is new, involved or difficult?	<u>1-10</u>	<u>7</u>
6. ABILITY TO PRESENT IDEAS. Does he speak logically and convincingly? Or does he tend to be vague, confused, or illogical? Does he have good command of language? Does he express himself clearly and to the point?	<u>1-10</u>	<u>8</u>

7. **JUDGEMENT.** Does he impress you as a person whose judgment would be dependable even under stress? Or is he hasty, erratic, biased swayed by his feelings? Is he self-critical? Does he weigh situations or act impulsively?

1-15

12

8. **PERSONAL FITNESS FOR THE POSITION.** In the light of all the evidence regarding this person/s characteristics (whether mentioned above or not) how do you rate his personal suitability for work such as he is considering? Recalling that it is not in his best interest to recommend him for such a position if he is better suited for something else, would you urge him to undertake this work? do you endorse his application?

1-30

26

100
TOTAL

79
TOTAL


RATER'S SIGNATURE

ORAL BOARD

1. _____
2. _____
3. _____
4. _____
5. _____

**GROVE CITY POLICE DEPARTMENT
RATING FORM FOR USE OF ORAL EXAMINERS**

RATING OF EXAMINER: 86
AVERAGE OF RATINGS: _____

APPLICANT: [REDACTED]
DATE: _____

	POINT VALUE	RATER'S SCORE
1. APPEARANCE. What sort of first impression does he make? Does he look like a well-set-up, healthy, energetic person? Has he bodily or facial characteristics, which might seriously hamper him? Is he well groomed or slovenly? Erect or slouchy? Attractive or unattractive in appearance?	<u>1-5</u>	<u>4</u>
2. VOICE AND SPEECH. Is the applicant's voice irritating, or pleasant? Can you easily hear what he says? Does he mumble, or talk with an accent, which offends or baffles the listener? Or is his speech clear and distinct, so that it would be a valuable asset in this position?	<u>1-10</u>	<u>9</u>
3. POISE AND BEARING. How well poised is he emotionally? Is he sensitive to criticism? How does he react to close questioning? Is he easily upset or does he control himself? Does he show shyness or is he self-confident? Does he adapt himself to the situation without very much effort?	<u>1-10</u>	<u>8</u>
4. TACT AND FRIENDLINESS. Is he a likeable person? Will his fellow workers and subordinates be drawn to him, or kept at a distance? Does he command personal loyalty and devotion? Is he cooperative? How well does he get along with others? Will he command the respect of his associates?	<u>1-10</u>	<u>9</u>
5. ALERTNESS. How readily does he grasp the meaning of a question? Is he slow to apprehend even the more obvious points, or does he understand quickly even though the idea is new, involved or difficult?	<u>1-10</u>	<u>9</u>
6. ABILITY TO PRESENT IDEAS. Does he speak logically and convincingly? Or does he tend to be vague, confused, or illogical? Does he have good command of language? Does he express himself clearly and to the point?	<u>1-10</u>	<u>8</u>

7. **JUDGEMENT.** Does he impress you as a person whose judgment would be dependable even under stress? Or is he hasty, erratic, biased swayed by his feelings? Is he self-critical? Does he weigh situations or act impulsively?

1-15

13

8. **PERSONAL FITNESS FOR THE POSITION.** In the light of all the evidence regarding this person/s characteristics (whether mentioned above or not) how do you rate his personal suitability for work such as he is considering? Recalling that it is not in his best interest to recommend him for such a position if he is better suited for something else, would you urge him to undertake this work? do you endorse his application?

1-30

27

100
TOTAL

80
TOTAL


RATER'S SIGNATURE

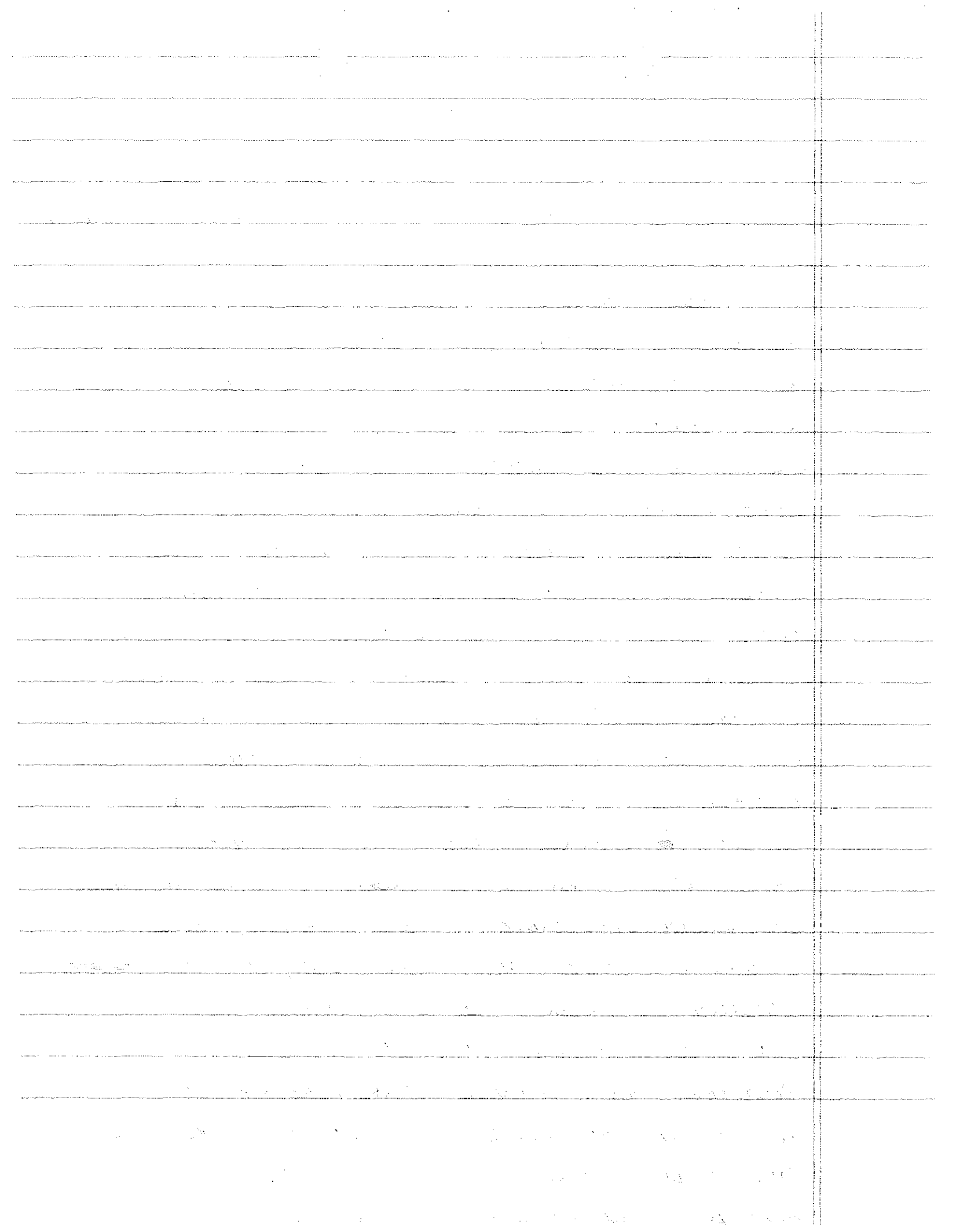
ORAL BOARD

1. _____
2. _____
3. _____
4. _____
5. _____

WHY DO I WANT TO BE A GROVE CITY POLICE OFFICER?

EVER SINCE I CAN REMEMBER I HAVE DESIRED A POSITION WITHIN LAW ENFORCEMENT. I DESIRE A POSITION WITHIN GROVE CITY BECAUSE OF THE REPUTATION AND THE INCREASED RESPONSIBILITY CAUSED BY THE GROWTH OF THIS CITY. I LOVE TO HELP PEOPLE. MY TRAINING HAS ENABLED ME TO BECOME COMFORTABLE IN EXTREMELY STRESSFUL SITUATIONS, GAIN CONTROL AS MUCH AS POSSIBLE, THEN ISSUE ORDERS TO REMEDY THE SITUATION. I FEEL COMFORTABLE WITH THE LIFESTYLE DUE TO THE GREAT UNDERSTANDING FROM MY BROTHER [REDACTED] AND FROM MY BROTHER-IN-LAW [REDACTED].

I HAVE A STRONG BELIEF IN ALL LEADERSHIP PRINCIPLES + TRAITS (ie JUDGEMENT, JUSTICE, DECISIVENESS, INTEGRITY, DEPENDABILITY, TACT, COURAGE, BEARING, ENTHUSIASM, UNSELFISHNESS, KNOWLEDGE, LOYALTY, ~~THESE~~ ^{ALL} EQUALLY IMPORTANT. I ALSO ENJOY BEING IN FANTASTIC PHYSICAL CONDITION AND HAVING A POSITION THAT DEMANDS PEAK PERFORMANCE 100% OF THE TIME. IN ADDITION TO THE ABOVE MENTIONED I HAVE A STRONG SUPPORT TEAM AT HOME WITH ~~ME~~ MY WIFE AND FAMILY.



PERSONAL & MARITAL RECORD—SECTION I

LEGAL NAME LAST [REDACTED]		FIRST [REDACTED]		FULL MIDDLE NAME [REDACTED]	
BY WHAT OTHER NAMES HAVE YOU BEEN KNOWN? (MAIDEN NAME, FORMER MARRIED NAME S, ALIASES, NICKNAMES ETC.) NONE					RESIDENCE PHONE AND AREA CODE [REDACTED]
RESIDENCE ADDRESS (NUMBER, STREET, APT., CITY, COUNTY, STATE AND ZIP CODE) FRANKLIN				SOCIAL SECURITY NUMBER [REDACTED]	
DATE OF BIRTH [REDACTED]	AGE [REDACTED]	HEIGHT [REDACTED]	[REDACTED]		
PLACE OF BIRTH CITY [REDACTED]	COUNTY CUYAHOGA	STATE OHIO	BIRTH CERTIFICATE # [REDACTED]		
OHIO DRIVERS LIC NO. [REDACTED]	TYPE F	EXPIRATION DATE [REDACTED]	OUT-OF-STATE OPERATORS LIC NO. N/A	TYPE STATE OR TERR. N/A	EXPIRATION DATE N/A
PRESENT MARITAL STATUS MARRIED		CITY, COUNTY, STATE—PRESENT MARRIAGE PERFORMED OHIO		DATE PRESENT MARRIAGE PERFORMED AUG 14, [REDACTED]	
[REDACTED]		MAIDEN NAME (IF APPLICABLE) [REDACTED]		SPOUSES SOCIAL SECURITY NUMBER [REDACTED]	
[REDACTED]					
FATHER (NATURAL)	(LAST, FIRST, MIDDLE) & DATE OF BIRTH		ADDRESS (NUMBER, STREET, CITY, ZIP CODE, STATE, IF DECEASED, DATE OF DEATH)		AGE
MOTHER (NATURAL) (MAIDEN NAME FIRST, FORMER MARRIED NAMES)	[REDACTED]				
LIST ANY SCARS, BIRTHMARKS, BLEMISHES, TATTOOS, DEFORMITIES, ETC., THAT YOU MAY HAVE [REDACTED]					
List your children: NONE					
☐ SON ☐ DAUGHTER	NAME (LAST, FIRST, MIDDLE) N/A		BIRTH DATE	BIRTH PLACE (CITY AND STATE)	
ADDRESS (IF DIFFERENT FROM YOURS)			RELATIONSHIP TO YOU ☐ NATURAL ☐ STEP ☐ FOSTER	RELATIONSHIP TO YOUR SPOUSE ☐ NATURAL ☐ STEP ☐ FOSTER	
☐ SON ☐ DAUGHTER	NAME (LAST, FIRST, MIDDLE) N/A		BIRTH DATE	BIRTH PLACE (CITY AND STATE)	
ADDRESS (IF DIFFERENT FROM YOURS)			RELATIONSHIP TO YOU ☐ NATURAL ☐ STEP ☐ FOSTER	RELATIONSHIP TO YOUR SPOUSE ☐ NATURAL ☐ STEP ☐ FOSTER	
☐ SON ☐ DAUGHTER	NAME (LAST, FIRST, MIDDLE) N/A		BIRTH DATE	BIRTH PLACE (CITY AND STATE)	
ADDRESS (IF DIFFERENT FROM YOURS)			RELATIONSHIP TO YOU ☐ NATURAL ☐ STEP ☐ FOSTER	RELATIONSHIP TO YOUR SPOUSE ☐ NATURAL ☐ STEP ☐ FOSTER	
☐ SON ☐ DAUGHTER	NAME (LAST, FIRST, MIDDLE) N/A		BIRTH DATE	BIRTH PLACE (CITY AND STATE)	
ADDRESS (IF DIFFERENT FROM YOURS)			RELATIONSHIP TO YOU ☐ NATURAL ☐ STEP ☐ FOSTER	RELATIONSHIP TO YOUR SPOUSE ☐ NATURAL ☐ STEP ☐ FOSTER	
List your relatives in the following order: 1. BROTHERS 2. SISTERS 3. STEP-MOTHER 4. STEP-FATHER 5. STEP-BROTHERS 6. STEP-SISTERS 7. FATHER-IN-LAW 8. MOTHER-IN-LAW 9. SISTERS-IN-LAW 10. BROTHERS-IN-LAW					
RELATIONSHIP	NAME (LAST, FIRST, MIDDLE)		AGE		
BROTHER	[REDACTED]		[REDACTED]	[REDACTED]	
SISTER	[REDACTED]		[REDACTED]	[REDACTED]	
SISTER	[REDACTED]		[REDACTED]	[REDACTED]	
BROTHER IN-LAW	[REDACTED]		[REDACTED]	[REDACTED]	
BROTHER IN-LAW	[REDACTED]		[REDACTED]	[REDACTED]	
	[REDACTED]		[REDACTED]	[REDACTED]	
	[REDACTED]		[REDACTED]	[REDACTED]	
	[REDACTED]		[REDACTED]	[REDACTED]	

PERSONAL & MARITAL RECORD (continued)

1. ARE YOU NOW SUPPORTING ALL DEPENDENTS THAT YOU ARE REQUIRED TO SUPPORT? ☒ YES ☐ NO		2. ARE YOU PAYING ALIMONY OR CHILD SUPPORT? ☐ YES ☒ NO		AMOUNT PER MONTH \$ ZERO
3. HAVE YOU EVER BEEN SUED FOR ALIMONY, PAYMENTS, CHILD SUPPORT, NON-PAYMENT OF DEBTS, OR FRAUD? IF YES, GIVE THE NAME OF THE COURT IN WHICH YOU WERE SUED AND THE COURT NUMBER OF THE LAWSUIT. ☐ YES ☒ NO		N/A		
		N/A		

4. PREVIOUS MARRIAGES: If previously married, provide the following.

DATE MARRIED	WHERE MARRIED (CITY, COUNTY, STATE)	NAME OF EX-SPOUSE (MAIDEN NAME)	IF DISSOLVED OR DIVORCED (CITY, COUNTY, STATE)	DATE FINALIZED
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A

5. ARE YOU A U.S. CITIZEN? ☒ YES ☐ NO	IF YES? ☒ NATIVE BORN ☐ NATURALIZED	6. ARE YOU A PERMANENT RESIDENT ALIEN? IF YES, GIVE PORT OF ENTRY TO U.S. & DATE. ☐ YES ☒ NO	N/A	N/A
IF A NATURALIZED CITIZEN, LIST CITY AND STATE WHERE NATURALIZED N/A		DATE NATURALIZED		CERTIFY DATE

PREVIOUS RESIDENCES RECORD—SECTION II

ADDRESSES, SINCE AGE 15, ACCOUNT FOR ALL TIME SPANS WITH THE MOST RECENT ADDRESS FIRST AND DESCENDING IN ORDER THEREFROM. INCLUDE ALL MILITARY ADDRESSES, LISTING THE NEAREST CITY IN PROXIMITY TO THE BASE IF YOU RESIDED ON BASE. IF RENTING OR LEASING INCLUDE THE AGENT OR MANAGEMENT COMPANY TO WHOM YOU PAY RENT TO.

FROM (MONTH-YEAR) TO (MONTH-YEAR)	ADDRESS (NO. STREET, CITY, STATE, ZIP CODE)	WITH WHOM DID YOU LIVE?	RELATIONSHIP
10/97	12/99		FIANCEE/WIFE
08/96	10/97		FRIEND
06/96	08/96		SON
12/94	06/96		EMPLOYEE
12/93	12/94		EMPLOYER
08/93	12/93		EMPLOYER
03/92	08/93		EMPLOYER
12/91	03/92		EMPLOYER
11/91	12/91		EMPLOYER
08/91	11/91		EMPLOYER
03/73	08/91		SON

REFERENCES: FILL IN BELOW THE NAMES OF THREE ADULTS NOT RELATED TO YOU & NOT FORMER EMPLOYERS, WHO HAVE KNOWN YOU FOR A PERIOD OF PREFERABLY MORE THAN FIVE YEARS.

1. NAME STEVE BOGGESS		HOME ADDRESS (CITY, STATE, ZIP CODE) 15025 SCHULLER CLEVELAND OHIO	HOME PHONE (AREA CODE-NUMBER) [REDACTED]
YEARS KNOWN 13	BUSINESS OCCUPATION OR PROFESSION AUTO REPAIR	BUSINESS ADDRESS (CITY, STATE, ZIP CODE) BUICK DEALERSHIP LORAIN ROAD	BUSINESS PHONE (AREA CODE-NUMBER) [REDACTED]
2. NAME JEFFREY VANBUSKIRK		HOME ADDRESS (CITY, STATE, ZIP CODE) [REDACTED]	HOME PHONE (AREA CODE-NUMBER) [REDACTED]
YEARS KNOWN 6	BUSINESS OCCUPATION OR PROFESSION GROVE CITY POLICE OFFICER	BUSINESS ADDRESS (CITY, STATE, ZIP CODE) 3360 PARK STREET GROVE CITY OHIO 43133	BUSINESS PHONE (AREA CODE-NUMBER) (614) 277-1710
3. NAME [REDACTED]		HOME PHONE (AREA CODE-NUMBER) [REDACTED]	
YEARS KNOWN [REDACTED]		[REDACTED]	

FINANCIAL RECORD—SECTION III

1. ARE YOU NOW DELINQUENT IN ANY FINANCIAL OBLIGATION?
(IF YES, EXPLAIN ON LAST PAGE.) ☐ YES ☒ NO
2. DO YOUR MONTHLY BILLS EXCEED YOUR TAKE-HOME PAY? ☐ YES ☒ NO

3. INDEBTEDNESS: Involving you, your spouse, or your ex-spouses for which you are liable

TO WHOM OWED	ADDRESS	DATE INCUR.	ORIG. AMT.	AMT. DUE	MO. PAYMENT
4.					
5.					
6.					
7.					
8.					
9.					
10.					
11.					
12.					

WHEN ANSWERING THE QUESTIONS BELOW: IF THERE ARE ANY "YES" BLOCKS CHECKED, EXPLAIN FULLY ON THE CONTINUATION SHEET, CITING THE REFERENCE AND PAGE NUMBERS, BE COMPLETE ON ALL EXPLANATIONS REQUESTED.

13. ☐ YES ☒ NO DO YOU, YOUR SPOUSE OR EX-SPOUSES HAVE ANY IMMEDIATE CIVIL ACTION PENDING AGAINST YOU?
14. ☒ YES ☐ NO IF EMPLOYED BY THE POLICE DEPARTMENT, DO YOU ANTICIPATE ANY INCOME OTHER THAN YOUR POLICE SALARY?
15. ☐ YES ☒ NO HAVE YOU EVER BEEN REFUSED A LIFE, AUTOMOBILE, HEALTH, OR OTHER INSURANCE POLICY?
16. ☐ YES ☒ NO HAVE YOU EVER BEEN GARNISHEED, FILED FOR BANKRUPTCY, OR BEEN DECLARED BANKRUPT?

WORK HISTORY—SECTION IV

Have you ever applied for a position with any law enforcement or other government agency? ☒ YES ☐ NO

NAME OF DEPARTMENT OR AGENCY	DATE APPLIED	ACCEPTED	IF NO GIVE REASON FOR REJECTION OR DECLINING OF APPT.
1. [REDACTED]	AUG 1993	☒ YES ☐ NO	CONTINUED SERVICE
2. [REDACTED]	AUG 1991	☒ YES ☐ NO	CONTINUED SERVICE
3.		☐ YES ☐ NO	
4.		☐ YES ☐ NO	
5.		☐ YES ☐ NO	
6.		☐ YES ☐ NO	
7.		☐ YES ☐ NO	
8.		☐ YES ☐ NO	
9.		☐ YES ☐ NO	

EMPLOYMENT

BEGIN WITH YOUR MOST RECENT JOB AND LIST YOUR COMPLETE WORK HISTORY IN CHRONOLOGICAL ORDER. INCLUDE IN SEQUENCE ALL PART TIME JOBS, PERIODS OF UNEMPLOYMENT AND MILITARY SERVICE. WHEN LISTING MILITARY SERVICE, SUBSTITUTE FOR THE NAME AND ADDRESS OF IMMEDIATE SUPERVISOR, THE NAME, ADDRESS AND RANK OF THE LAST COMMISSIONED OFFICER WHO WAS YOUR IMMEDIATE COMMISSIONED SUPERIOR AND SUBSTITUTE FOR THE NAME AND ADDRESS OF CO-WORKER, THE NAME AND ADDRESS OF A NON-COMMISSIONED OFFICER WITH WHOM YOU SERVED. WHEN LISTING PERIODS OF UNEMPLOYMENT, INDICATE DATES IN SPACE PROVIDED. IN THAT BLOCK DESIGNATED "NAME OF EMPLOYER" WRITE-IN UNEMPLOYED. IN THAT BLOCK DESIGNATED "REASON FOR LEAVING" INDICATE FROM WHAT SOURCE YOU RECEIVED INCOME DURING THAT PERIOD OF UNEMPLOYMENT. ADDRESS INFO MUST BE COMPLETE—STREET, APT. OR SUITE, CITY, STATE AND ZIP-CODE.

MAY WE CONTACT YOUR PRESENT EMPLOYER? ☐ YES ☒ NO IF NO, EXPLAIN ON LAST PAGE.

IF PRESENTLY UNEMPLOYED, INDICATE SO IN FIRST BLOCK.

HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM A JOB? ☐ YES ☒ NO IF YES, EXPLAIN FULLY ON LAST PAGE.

SEE COORDINATION SHEET

FROM DATE	NAME OF EMPLOYER STATE BUYERS DUBLIN CHEVROLET	JOB TITLE SALES/LEASING CONSULTANT	REASON FOR LEAVING LOOKING FOR CAREER POSITION W/IN LAW ENFORCEMENT.
	ADDRESS OF EMPLOYER 6801 VILLAGE PARKWAY, DUBLIN OHIO 43017	DESCRIPTION OF DUTIES SALES / LEASING CONSULTING	
TOTAL TIME EXP. 3 MO.	FULL NAME OF IMMEDIATE SUPERVISOR LESTER MAYNARD	ADDRESS OF IMMEDIATE SUPERVISOR 6801 VILLAGE PARKWAY DUBLIN, OHIO 43017	TELE. OF BUSINESS (614) 793-4800
SALARY COMMISSION BASE UN-LIMITED	FULL NAME OF CO-WORKER	ADDRESS OF CO-WORKER 6801 VILLAGE PARKWAY DUBLIN, OHIO 43017	TELE. OF CO-WORKER
FROM DATE	NAME OF EMPLOYER AUTOZONE	JOB TITLE STORE MANAGER	REASON FOR LEAVING ACTIVELY RECRUITED
	ADDRESS OF EMPLOYER 3545 MAIN ST. HILLIARD OHIO 43026	DESCRIPTION OF DUTIES ALL STORE FUNCTIONS/OPERATIONS	PENDING OUTCOME OF APPEAL.
TOTAL TIME EXP.	FULL NAME OF IMMEDIATE SUPERVISOR GERRY KOHRMAN	ADDRESS OF IMMEDIATE SUPERVISOR 3545 MAIN ST HILLIARD OH 43026	TELE. OF BUSINESS (614) 475-2621
SALARY 38000 PLUS BONUSES	FULL NAME OF CO-WORKER FREDRICK STILL JR.	ADDRESS OF CO-WORKER HILLIARD, OHIO 43026	TELE. OF CO-WORKER (614) 527-7046
FROM DATE	NAME OF EMPLOYER SEARS TIRE GROUP SEARS AUTO CENTER	JOB TITLE CUSTOMER SERVICE ADVISOR	REASON FOR LEAVING ACTIVELY RECRUITED FOR MANAGER POSITION
	ADDRESS OF EMPLOYER 4975 TUTTLE CROSSING BLVD DUBLIN, OHIO 43017	DESCRIPTION OF DUTIES CUSTOMER RELATIONS / STORE OPERATIONS	
TOTAL TIME EXP.	FULL NAME OF IMMEDIATE SUPERVISOR DOUG FERRAL	ADDRESS OF IMMEDIATE SUPERVISOR SAME AS WORK	TELE. OF BUSINESS (614) 760-7195
SALARY HOURLY + COMMISSION	FULL NAME OF CO-WORKER MARK SCHUELLER	ADDRESS OF CO-WORKER SOUTH HIGH STREET AUTOZONE	TELE. OF CO-WORKER (614) 492-1515
FROM DATE	NAME OF EMPLOYER MURRAY GUARD INC.	JOB TITLE CONTROL ROOM OPERATOR	REASON FOR LEAVING NEEDED BEST SERVICE AND BUSINESS EXPERIENCE.
	ADDRESS OF EMPLOYER 1500 WEST THIRD AVENUE SUITE 211 COLUMBUS, OHIO 43212	DESCRIPTION OF DUTIES SUPERVISION OF ALL GUARDS, ACCESS CONTROL MONITORING ALL ACTIVITIES AT SITE	
TOTAL TIME EXP. 3 MO.	FULL NAME OF IMMEDIATE SUPERVISOR PETER A. ROUSH.	ADDRESS OF IMMEDIATE SUPERVISOR SAME AS EMPLOYER	TELE. OF BUSINESS (614) 488-9004
SALARY	FULL NAME OF CO-WORKER	ADDRESS OF CO-WORKER	TELE. OF CO-WORKER

WORK HISTORY—SECTION IV (continued)

FROM DATE	NAME OF EMPLOYER	JOB TITLE	LIST HOURS WORKED AND DAYS OFF ON PRESENT JOB
FROM DATE	NAME OF EMPLOYER	JOB TITLE	REASON FOR LEAVING
TOTAL TIME EXP.	FULL NAME OF IMMEDIATE SUPERVISOR	ADDRESS OF IMMEDIATE SUPERVISOR	TELE. OF BUSINESS
SALARY	FULL NAME OF CO-WORKER	ADDRESS OF CO-WORKER	TELE. OF CO-WORKER
FROM DATE 03/89	NAME OF EMPLOYER COYNE - KADGESSOR PARKING COMPANY	JOB TITLE SECURITY + PARKING MANAGER	REASON FOR LEAVING
TO DATE 08/91	ADDRESS OF EMPLOYER 1401 LAKESIDE AVE CLEVELAND OHIO 44114	DESCRIPTION OF DUTIES SECURITY + MANAGEMENT	
TOTAL TIME EXP.	FULL NAME OF IMMEDIATE SUPERVISOR RICK RUCCITELLI	ADDRESS OF IMMEDIATE SUPERVISOR SAME AS WORK	TELE. OF BUSINESS (216) 696-5311
SALARY	FULL NAME OF CO-WORKER	ADDRESS OF CO-WORKER	TELE. OF CO-WORKER
FROM DATE	NAME OF EMPLOYER	JOB TITLE	REASON FOR LEAVING
TO DATE	ADDRESS OF EMPLOYER	DESCRIPTION OF DUTIES	
TOTAL TIME EXP.	FULL NAME OF IMMEDIATE SUPERVISOR	ADDRESS OF IMMEDIATE SUPERVISOR	TELE. OF BUSINESS
SALARY	FULL NAME OF CO-WORKER	ADDRESS OF CO-WORKER	TELE. OF CO-WORKER
FROM DATE	NAME OF EMPLOYER	JOB TITLE	REASON FOR LEAVING
TO DATE	ADDRESS OF EMPLOYER	DESCRIPTION OF DUTIES	
TOTAL TIME EXP.	FULL NAME OF IMMEDIATE SUPERVISOR	ADDRESS OF IMMEDIATE SUPERVISOR	TELE. OF BUSINESS
SALARY	FULL NAME OF CO-WORKER	ADDRESS OF CO-WORKER	TELE. OF CO-WORKER
FROM DATE	NAME OF EMPLOYER	JOB TITLE	REASON FOR LEAVING
TO DATE	ADDRESS OF EMPLOYER	DESCRIPTION OF DUTIES	
TOTAL TIME EXP.	FULL NAME OF IMMEDIATE SUPERVISOR	ADDRESS OF IMMEDIATE SUPERVISOR	TELE. OF BUSINESS
SALARY	FULL NAME OF CO-WORKER	ADDRESS OF CO-WORKER	TELE. OF CO-WORKER

MILITARY AND EDUCATIONAL RECORD—SECTION V

Military

Educational

CIRCLE HIGHEST GRADE COMPLETED															1	2	3	4	5	6	7	8	9	10	11	12	13	14	(15)	16	OTHER
LIST EACH GRAMMAR, JR. HIGH, HIGH SCHOOL, TRADE, PART TIME, NIGHT SCHOOL, BUSINESS COLLEGE AND UNIVERSITY THAT YOU HAVE ATTENDED. START WITH THE MOST RECENT SCHOOL ATTENDED.																															
NAME OF SCHOOL		LOCATION OF SCHOOL (CITY & STATE)		ATTENDANCE DATES		GRADUATE		DEGREES OR NUMBER OF UNITS																							
				FROM TO		YES NO																									
THE OHIO STATE UNIVERSITY FISHER COLLEGE OF BUSINESS		COLUMBUS, OH		09/96 PRESENT				160 UNITS MINIMUM																							

Miscellaneous

LIST ALL ORGANIZATIONS, CLUBS, AND SOCIAL GROUPS OF WHICH YOU ARE NOW, OR HAVE BEEN A MEMBER AND POSITION, I.E. MEMBER, ASSOCIATE MEMBER, PRESIDENT, SECRETARY, ETC.

STAFF SERGEANT
CAREER PLANNER / SELECTED RESERVE
MEMBER / PARTICIPANT
MEMBER / PARTICIPANT
MEMBER / PARTICIPANT
MEMBER / PARTICIPANT

OHIO STATE UNIVERSITY

FRATERNITY MEMBER / PARTICIPANT

GENERAL INFORMATION INQUIRY—SECTION VI

NOTICE: THE FOLLOWING QUESTIONS AND ANSWERS WILL BE VERIFIED THROUGH THE USE OF THE POLYGRAPH (LIE DETECTOR TEST).

IF THE ANSWER TO ANY OF THE FOLLOWING IS YES—IT WILL BE NECESSARY FOR YOU TO EXPLAIN, IN DETAIL, ON THE CONTINUATION SHEET PROVIDED. FULL AND COMPREHENSIVE EXPLANATIONS ARE REQUIRED.

1. IF IT BECAME NECESSARY IN THE COURSE OF YOUR POLICE DUTIES TO TAKE A HUMAN LIFE, WOULD YOU HAVE ANY RELUCTANCE TO DO BECAUSE OF RELIGIOUS OR OTHER BELIEFS? <u>POLICE OFFICER APPLICANTS ONLY NEED ANSWER THIS QUESTION.</u>	YES	☒ NO
2. HAVE YOU EVER COMMITTED A FELONY FOR WHICH YOU WERE NEVER ARRESTED OR CONVICTED?	YES	☒ NO
3. HAVE YOU EVER BEEN PLACED ON OR SERVED IN A CRIMINAL DIVERSION TYPE PROGRAM THAT LED TO THE EVENTUAL DISMISSAL OF ANY CRIMINAL CHARGES?	YES	☒ NO
4. HAVE YOU EVER BEEN CONVICTED OF A FELONY?	YES	☒ NO
5. HAVE YOU EVER BEEN CONVICTED OF A MISDEMEANOR THAT HAD BEEN REDUCED FROM ORIGINAL FELONY CHARGES?	YES	☒ NO
6. HAVE YOU EVER BEEN CONVICTED OF ANY CRIMINAL OFFENSE? I.E., THEFT OFFENSES, ASSAULT AND BATTERY, WRONGFUL INFLUENCE OF A MINOR, DISORDERLY CONDUCT, GAMBLING, DRUG OFFENSE, SEX OFFENSES, OFFENSES INVOLVING IMMORAL OR INDECENT CONDUCT, FRAUD, TRESPASSING, CONVERSION OF TRUST, OFFENSE INVOLVING MILITARY JUSTICE, OR ANY OTHER CRIMINAL OFFENSES?	YES	☒ NO
7. HAVE YOU EVER BEEN CONVICTED OF ANY TRAFFIC OFFENSE? I.E., OPERATING A MOTOR VEHICLE WHILE UNDER THE INFLUENCE OF ALCOHOL OR DRUGS, RECKLESS OPERATION, HIT SKIP, VEHICULAR HOMICIDE, SPEEDING, DRAG RACING, WILLFULLY FLEEING OR ELUDING POLICE, OPERATING AN UNSAFE VEHICLE, DRIVING WITHOUT A LICENSE, PASSING A SCHOOL BUS RECEIVING OR DISCHARGING PASSENGERS, OR ANY OTHER TRAFFIC OFFENSE, EXCLUDING PARKING AND EQUIPMENT VIOLATIONS?	☒ YES	NO
8. AS AN ADULT, HAVE YOU EVER STOLEN ANYTHING?	☒ YES	☒ NO BOK
9. HAVE YOU EVER BOUGHT OR SOLD ANY PROPERTY THAT YOU KNEW WAS STOLEN?	YES	☒ NO
10. HAS YOUR DRIVER'S LICENSE EVER BEEN SUSPENDED OR REVOKED?	YES	☒ NO
11. HAVE YOU EVER BEEN COMMITTED TO ANY PENAL INSTITUTION AS A RESULT OF EITHER A FELONY OR MISDEMEANOR CONVICTION?	YES	☒ NO
12. ARE YOU PRESENTLY UNDER INDICTMENT OR A DEFENDANT IN ANY PENDING CRIMINAL, TRAFFIC OR CIVIL ACTIONS?	YES	☒ NO
13. HAVE YOU EVER USED ANY HALLUCINOGENS SUCH AS MARIJUANA, HASHISH, Mescaline, P.C.P., T.H.C., PEYOTE, P.C.E., T.C.P. ANGEL DUST OR ANY OF THEIR DERIVATIVES ETC.? (IF YES, AGE FIRST USED, AGE LAST USED, TOTAL NUMBER OF USAGES?)	YES	☒ NO
14. HAVE YOU EVER USED ANY NARCOTICS SUCH AS OPIUM, MORPHINE, <u>CODEINE</u> , MEPERIDINE, METHADONE OR ANY OF THEIR DERIVATIVES SUCH AS DARVON, LOMOTIL ETC.? (IF YES, AGE OF FIRST USAGE, AGE LAST USED, TOTAL NUMBER OF USAGES?)	☒ YES	NO
15. HAVE YOU EVER USED COCAINE, HEROIN OR L.S.D.? (F YES, AGE FIRST USED, AGE OF LAST USE AND TOTAL NUMBER OF USAGES?)	YES	☒ NO
16. HAVE YOU EVER USED ANY PRESCRIPTION DRUGS SUCH AS BARBITURATES, AMPHETAMINES, VALIUM, LIBRIUM, SOPORS, UPPERS/DOWNERS ETC. WITHOUT THE BENEFIT OF A PRESCRIPTION? (IF YES, AGE OF FIRST USAGE, AGE OF LAST USAGE, TOTAL NUMBER OF USAGES AND TYPE?)	YES	☒ NO
17. HAVE YOU EVER USED ANY PRESCRIBED MEDICATIONS FOR PURPOSES OTHER THAN THAT FOR WHICH THEY WERE ORIGINALLY PRESCRIBED OR INTENDED? (IF YES, TYPE AND USE?)	YES	☒ NO
18. HAVE YOU EVER USED WHAT ARE DESCRIBED AS DESIGNER DRUGS, I.E., SUBSTANCES THAT ARE CHEMICALLY ALTERED IN MAKE-UP BUT WHICH GIVE THE SAME EFFECT AS ILLICIT DRUGS ETC.? (IF YES, TYPE ETC.?)	YES	☒ NO
19. HAVE YOU EVER SOLD, BEEN PARTY TO THE SALE, OR IN ANY OTHER WAY BEEN FINANCIALLY REWARDED DUE TO THE SALE OF ANY CONTROLLED SUBSTANCES OR PRESCRIPTION DRUGS OR ANY OTHER SUBSTANCE PURPORTED TO BE A CONTROLLED SUBSTANCE?	YES	☒ NO
20. HAVE YOU EVER BEEN INVOLVED IN GLUE SNIFFING OR USED ANY OTHER SUCH CHEMICAL AGENTS FOR THE PURPOSE OF OBTAINING A STATE OF INTOXICATION?	YES	☒ NO
21. ARE YOU ADDICTED TO OR USE ALCOHOL EXCESSIVELY OR SUFFER FROM ANY ALCOHOL RELATED PROBLEMS, OR RECEIVED ANY RELATED TREATMENTS?	YES	☒ NO
22. HAVE YOU EVER FILED FOR, OR RECEIVED, COMPENSATION FROM ANY INDUSTRIAL COMPENSATION CLAIM?	YES	☒ NO
23. HAVE YOU EVER APPLIED FOR AND RECEIVED UNEMPLOYMENT COMPENSATION, THE AMOUNTS OF WHICH YOU WERE NOT ELIGIBLE TO RECEIVE?	YES	☒ NO
24. ARE YOU NOW, OR HAVE YOU EVER, RECEIVED ANY TYPE OF GOVERNMENTAL SUPPORT SUCH AS WELFARE, A.D.C., HOUSING SUBSIDY PAYMENTS, MEDICAL OR EDUCATIONAL LOANS OR GRANTS THAT YOU WERE NOT ELIGIBLE FOR, RECEIVED IN A FRAUDULENT MANNER OR AFTER RECEIVING BECAME INELIGIBLE FOR BUT CONTINUED RECEIVING?	YES	☒ NO
25. DO YOU HAVE ANY HATREDS OR PREJUDICES TOWARD OTHERS BECAUSE OF THEIR RACE, SEX, NATIONAL ORIGIN, RELIGION OR COLOR, THAT WOULD BE DETRIMENTAL TO YOUR FUNCTIONING AS A POLICE OFFICER?	YES	☒ NO
26. DO YOU HAVE ANY PROBLEMS BECAUSE OF GAMBLING?	YES	☒ NO
27. DO YOU HAVE ANY PROBLEM CONTROLLING YOUR TEMPER?	YES	☒ NO
28. HAVE YOU EVER BEEN INVOLVED IN AN AUTOMOBILE ACCIDENT?	☒ YES	☒ NO BOK
29. HAVE YOU EVER ENGAGED IN ANY GROSSLY UNNATURAL SEXUAL ACTS?	YES	☒ NO
30. HAVE YOU EVER ENGAGED IN ANY ILLICIT SEXUAL ACTIVITIES?	YES	☒ NO

GENERAL INFORMATION INQUIRY—SECTION VI (continued)

31. HAVE YOU EVER TRAVELED OUTSIDE THE UNITED STATES? (IF YES, WHAT COUNTRIES)	☒ YES	☐ NO
32. IS THERE ANYTHING IN YOUR MEDICAL OR PSYCHOLOGICAL HISTORY, THAT YOU ARE AWARE OF, THAT COULD DISQUALIFY YOU FROM THIS POSITION?	YES	☒ NO
33. HAVE YOU EVER RECEIVED ANY PSYCHIATRIC OR PSYCHOLOGICAL EVALUATIONS, TREATMENTS OR EXAMINATIONS?	☒ YES	☐ NO
34. HAVE YOU EVER BEEN A PATIENT IN ANY STATE OR PRIVATE MENTAL INSTITUTION?	YES	☒ NO
35. DO YOU WEAR PRESCRIPTION LENSES (EYEGLASSES) FOR ANY VISION DEFECT?	YES	☒ NO
36. DO YOU WEAR HARD OR SOFT CONTACT LENSES?	YES	☒ NO
37. HAVE YOU EVER UNDERGONE ANY TYPE OF EYE SURGERY, I.E., RADIAL KERATOTOMY ETC.?	YES	☒ NO
38. DO YOU KNOW WHAT YOUR VISION STANDARD IS AT PRESENT, IF SO, WHAT IS IT?	right 15/30	left 15/30

ALL APPLICANTS MUST SIGN THE FOLLOWING CERTIFICATE

I CERTIFY THAT THE STATEMENTS CONTAINED IN THIS QUESTIONNAIRE ARE TRUE TO THE BEST OF MY KNOWLEDGE. I UNDERSTAND THAT ANY FALSE STATEMENTS MADE IN THIS QUESTIONNAIRE MAY BE CAUSE FOR DISAPPROVAL OF MY APPOINTMENT, OR FOR DISCHARGE AFTER APPOINTMENT. I FURTHER REALIZE THAT ANY FALSEHOODS MAY SUBJECT ME TO PROSECUTION UNDER OHIO REVISED CODE SECTION 2921.13.

SIGNATURE OF APPLICANT: [REDACTED] DATE: 24 MAY 2002

CONTINUATION SHEET

NOTE: In utilizing this section to explain or further add to answers, make reference to the particular **SECTION #**, **PAGE #**, and **QUESTION #**, IN THE COLUMN PROVIDED BELOW BEFORE PROCEEDING TO ANSWER. Your answers must be clear in meaning, explain all facets of the particular question. **CAUTION:** In signing the certificate (above), you are attesting to the validity of all answers noted within this continuation, as well as all areas of this **QUESTIONNAIRE**. Should you require further space attach an 8½ x 11 inch sheet of plain paper.

SECTION NUMBER	PAGE NUMBER	QUESTION NUMBER	CONTINUATION
III	3	14	[REDACTED]
IV	4		PENDING OUTCOME OF APPEAL
VI	7	7	1988 SPEED LAKEWOOD OHIO 1991 SPEED ROCKY RIVER OHIO. 1992 PARKING TICKET LAKEWOOD OHIO 1996 RECKLESS OR REDUCED TO IMPROPER LANE CHANGE 1998 ACCIDENT = OTHER PERSON'S FAULT 2000 OR 2001 SIGNAL DEVICE = REDUCED TO LARD EXHAUST
VI	7	8	PENS/PENCILS/MARKERS FROM WORK THAT HAVE ALL BEEN RETURNED TO THE BEST OF MY KNOWLEDGE.
VI	7	14	CODEINE USED FOR PAIN - RELIEF AFTER KNEE SURGERY AND WISDOM TEETH EXTRACTION SURGERY.
VI	7	28	I CANNOT REMEMBER DATE (I BELIEVE 1998) I WAS NOT AT FAULT AND THE OTHER PARTY WAS CITED FOR FAILURE TO YIELD RIGHT OF WAY.
VI	7	28	IN GERMANY EITHER LATE 1995 OR EARLY 1996 I SLID ON BLACK ICE AND STRUCK MEDIAN
VI	8	31	[REDACTED]

INVESTIGATIVE PROGRESS REPORT

INCIDENT # _____

Page 2

DAY / DATE	TIME	REMARKS
Tue 6-4-02		WOULD WORK WITH HIM WITH NO PROBLEM. HE WOULD BE A GOOD OFFICER.
6-5-02	1356	REC'D call from KHAMAN. P.S. him [REDACTED]
		He said he worked at DIFFERENT STORE and didn't know him personally and it was AGAINST Policy to give ANY INFO (900) 555-9675. Knows he [REDACTED]
		[REDACTED] very regimented and disciplined. Must call other number for more info.
		P.S. Fred still [REDACTED] Fred was supervised by Brian. He is at [REDACTED] NORWICH F.D.
	1415	P.S. Fred still [REDACTED] - LEFT MESSAGE
		P.S. (900) 555-9675 P.S. IS A Toll number to get employment.
		Autozone (614) 527-8440
Thu 6-6-02	1900	Went to [REDACTED] house for interview
Sun 6-9-02	1325	P.S. Steve Bogges [REDACTED]
		Went to H.S. w/ Him. good guy
		ST Edwards H.S. 1991. Keep in touch w/ him.
		Known him for a long time. easy going, makes good decisions, knows what he wants, never known to use drugs, occasional drink, thinks he would be good P.O.

GROVE CITY POLICE DEPARTMENT
3360 Park Street
Grove City, Ohio 43123

PERSONAL INQUIRY WAIVER

TO _____

The person identified below is an applicant for the position of Grove City Police Reserve Officer. To help us determine whether this person is loyal, trustworthy, and of good character, we ask that you supply any information as fully and specifically as you can.

Please reply promptly. A postage-free envelope is enclosed for your reply.

NAME: _____

ADDRESS: _____

SSN _____

DOB _____

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, and other institutions to the Grove City Police Department.

Applicant's Signature

Date

23 MAY 2002

NOTE: This form may be retained for your files.

NAME OF EMPLOYEE	DEPARTMENT	NUMBER	YEAR
[REDACTED]			

[illegible]

A - ACCIDENT AT WORK	FL - FAMILY MEDICAL LEAVE	LO - LAYOFF
AH - ACCIDENT AT HOME	H - HOLIDAY	M - MILITARY OBLIGATION
D - DISCIPLINARY LAYOFF	I - ILLNESS	P - PERSONAL REASONS
FD - FAMILY DEATH	J - JURY DUTY	V - VACATION
FI - FAMILY ILLNESS	L - LEAVE OF ABSENCE	X - UNKNOWN

YEARLY
TOTALS

THIS RECORD SHOULD BE FILED AT YEAR END
IN THE EMPLOYEE'S PERMANENT RECORD FILE.

STARTING DATE 2/20/2006

TERMINATION DATE _____

2-11

NA							
----	--	--	--	--	--	--	--

[illegible]

A - ACCIDENT AT WORK	FL - FAMILY MEDICAL LEAVE	LO - LAYOFF
AH - ACCIDENT AT HOME	H - HOLIDAY	M - MILITARY OBLIGATION
D - DISCIPLINARY LAYOFF	I - ILLNESS Injury	P - PERSONAL REASONS
FD - FAMILY DEATH	J - JURY DUTY	V - VACATION
FI - FAMILY ILLNESS	L - LEAVE OF ABSENCE	X - UNKNOWN

YEARLY
TOTALS

THIS RECORD SHOULD BE FILED AT YEAR END
IN THE EMPLOYEE'S PERMANENT RECORD FILE.

STARTING DATE 2/20/2006

TERMINATION DATE

2-11

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICES
SUB-DIVISION**

Memo



To: Chief Pearson *B20613*
From: [REDACTED]
CC: Chain of Command
Date: 03-16-2017
Re: Personnel records request

I am requesting to review & remove old records currently being held in my personnel files.

Respectfully,

[REDACTED]

Daily Attendance Record

NAME OF EMPLOYEE	DEPARTMENT	NUMBER	YEAR

[illegible]

ABSENCE CODE

A - ACCIDENT AT WORK

AH - ACCIDENT AT HOME

D - DISCIPLINARY LAYOFF

FD - FAMILY DEATH

FI - FAMILY ILLNESS

FL - FAMILY MEDICAL LEAVE

H - HOLIDAY

~~ILLNESS~~ Injury

J - JURY DUTY

L - LEAVE OF ABSENCE

LO - LAYOFF

M - MILITARY OBLIGATION

P - PERSONAL REASONS

V - VACATION

X - UNKNOWN

Write the appropriate code in the box on the month and day employee is absent. Total up the codes for each month and enter it in the columns on the right. Use those to add up the yearly totals.

YEARLY
TOTALS

THIS RECORD SHOULD BE FILED AT YEAR END
IN THE EMPLOYEE'S PERMANENT RECORD FILE.

STARTING DATE 2/20/2006

TERMINATION DATE _____

C-Comp

S-Sick

T-Training



City of Grove City
Division of Police
Equipment Receipt



I certify that I have received the equipment indicated below. I will maintain the equipment in good working order and surrender all items upon request of competent authority.

09/09/2015

Description	Serial	Qty	Officer Initials	Returned Date
Sig Sauer P-229 .40		1		09/09/2015
Sig Sauer Magazines	Stamped	3		09/09/2015
Trigger Lock				
Authorized Holster				
Magazine Pouch				
Weapon Case				
Owners Manual				

Officer's Signature

Date: 09-09-2015

Issued By:

Date: 9-9-15

*RETURNED & ISSUED #
FOR DUTIES. CO #25



City of Grove City Division of Police Equipment Receipt



I certify that I have received the equipment indicated below. I will maintain the equipment in good working order and surrender all items upon request of competent authority.

09/09/2015

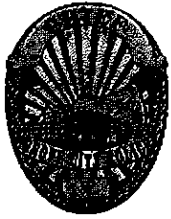
Description	Serial	Qty	Officer Initials	Returned Date
Sig Sauer P-229 .40		1		
Sig Sauer Magazines	Stamped	3		
Trigger Lock				
Authorized Holster				
Magazine Pouch				
Weapon Case				
Owners Manual				

Officer's Signature

Date: 09-09-2015

Issued By:

Date: 9-9-15



City of Grove City Division of Police

Steven R. Robinette
Chief of Police



June 17, 2015

[REDACTED]
Grove City Police Department
Grove City Safety Complex

[REDACTED]
It is with great pleasure that I certify your appointment to the open position of [REDACTED].
[REDACTED] A memorandum order outlining the timeline for your transition within Patrol will be forthcoming as scheduling and training will need to be determined.

On behalf of Captain Jeff Pearson, Lieutenant Brian Davidson, and myself, I extend congratulations and best wishes for continued success in your career.

Sincerely,

Steven R. Robinette
Chief of Police

SRR:jsm

cc: Charles W. Boso, City Administrator
William F. Vedra, Jr., Safety Director
Lieutenant Brian Davidson



Grove City Division of Police
Receipt of Badge and Wallet



I, _____, acknowledge receipt of one flat Grove City Division of Police badge, number _____, and wallet.

I further acknowledge this is the property of the Division of Police and shall surrender both upon separation from employment with the Division of Police.

Acknowledged this 11, day of JULY, 20____

Officer's name

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICES
SUB-DIVISION**

Memo



To: Chief Robinette
From: [REDACTED]
CC: Chain of Command
Date: 03-06-2014
Re: Personnel File

Sir,

I am requesting to review my personnel file at the first available time. This is also to request for the removal of any older documents.

Respectfully Submitted,

Grove City Division of Police Physical Fitness Assessment

SPRING / FALL

SRT-2013

Name: [REDACTED]

Sex: M

Heart Rate: 70

Weight: [REDACTED]

Blood Pressure: 127/81

Age: 40

	Raw Score	Percent Ranking
Bench Press	185	64%
Bench Press Ratio	1.00	
Leg Press	410	99%
Leg Press Ratio	2.25	
1 Minute Push-Up	52	99%
1 Minute Sit-Up	52	99%
1.5 Mile Run	11:37	82%
Flexibility	22"	99%
Percent Body Fat		
Overall Averages		90.3%

Superior	99% - 95%
Excellent	94% - 80%
Good	79% - 60%
Fair	59% - 40%
Poor	39% - 20%
Very Poor	19% - 1%

Location of Assessment: GCPCHS

PT Specialist: RIZ. B.L. HENRY #24

Date of Assessment: 07-19-13

Note: Overall average does not include body fat percent.



City of Grove City Division of Police

Steven R. Robinette
Chief of Police



August 5, 2013

[REDACTED]
Safety Complex
Grove City, OH 43123

Dear [REDACTED]

I would like to thank you for taking the time to participate in the selection process for the position of Sergeant with the Division of Police. This letter is to inform you that Officer Kevin Holmstrom has been selected for promotion at this time.

You were an exceptional candidate for the position and will remain on the promotional list until the current list expires.

Thank you for your continued professionalism and dedication to the Division of Police.

Sincerely,

Steven R. Robinette
Chief of Police

SRR:jsm

cc: William F. Vedra, Jr., Safety Director





Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123
Phone: (614) 277-1700 • Fax: (614) 277-1706
Email: srobinette@grovecityohio.gov



Steven R. Robinette
Chief of Police

May 9, 2013

[REDACTED]
Safety Complex
Grove City, OH 43123

[REDACTED]

Thank you for your interest in the Professional Standards Officer within the Support Services Sub-Division. We appreciate the time you devoted to the interview process.

However, after serious consideration, we have selected Officer Jessica Veselica to fill the position. You are to be commended on your fine qualifications and professional accomplishments.

We hope to offer career development opportunities that will increase your experience and skills in this area.

Again, thank you for taking the time to participate in this process. We hope that you consider applying for open positions for which you qualify in the future.

Sincerely,

A handwritten signature in cursive script that reads "Steven R. Robinette".
Steven R. Robinette
Chief of Police

SRR:jsm

cc: William F. Vedra, Jr., Safety Director

**GROVE CITY POLICE
FIELD SERVICES
SUB-DIVISION**

Inter-Office Correspondence

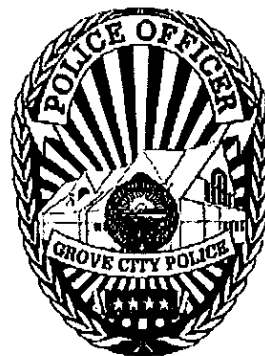
To: Chief of Grove City Police

From: [REDACTED]

CC: Chain of Command

Date: 09-26-2011

Re: [REDACTED]



(See attached)

**GROVE CITY POLICE
FIELD SERVICES
BUREAU**

Inter-Office Correspondence

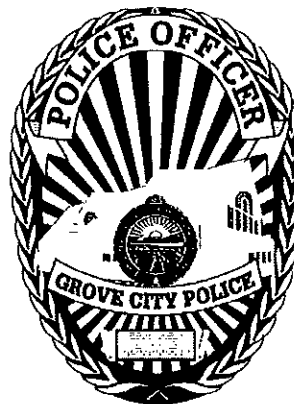
To: Chain of Command

From: [REDACTED]

CC:

Date: 11/19/2009

Re: Difference in pay from GCPD to [REDACTED]



[REDACTED]

Gentlemen,

[REDACTED]

V/R,

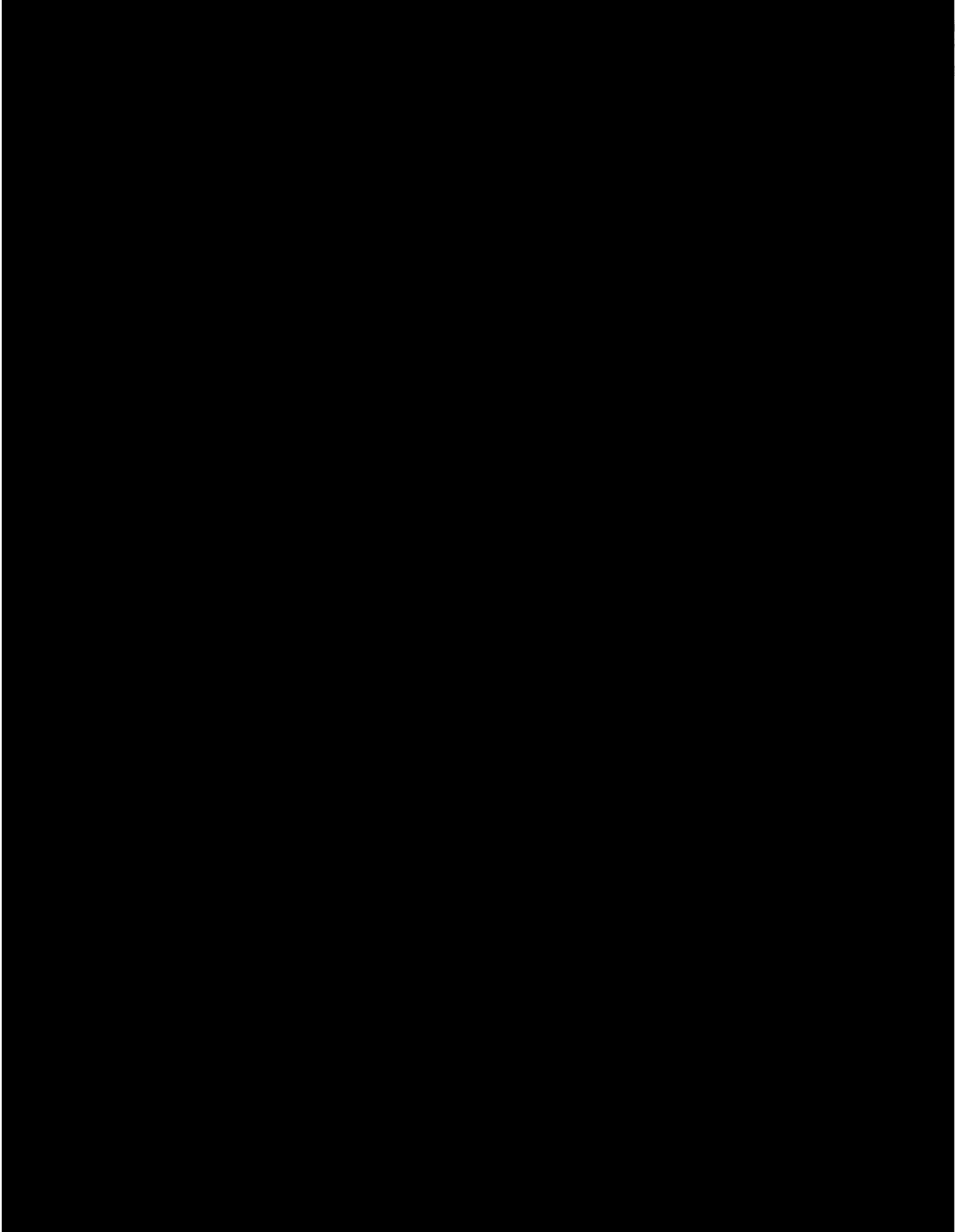
[REDACTED]

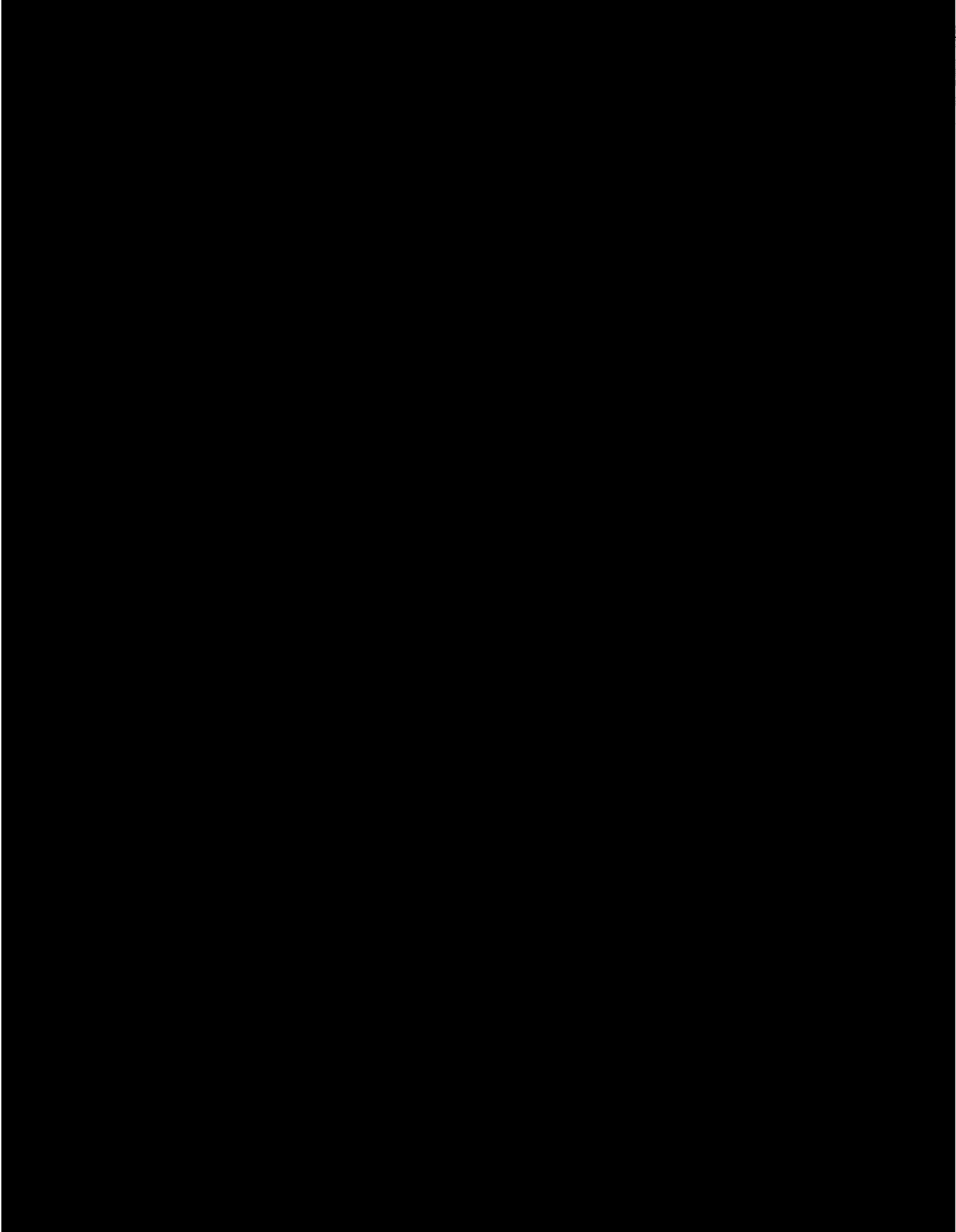
Month	Day
Jan	23
Jan	24
Jan	25
Feb	20
Feb	23
Feb	22
Mar	20
Mar	21
Mar	22
Apr	17
Apr	18
Apr	18
MAY	15
May	16
May	17
Jun	13
Jun	14
Jun	12
Jun	13
Jun	19
Jun	17
Jun	19
TOTALS	
Jun	19
Jun	20
Jun	21
Jun	24
Jun	25
Jun	25
Jun	25
Jun	21
Jul	25
Jul	26
Aug	22
	18
	19
	20
Oct	16
Oct	17
Oct	14
Nov	18
Nov	14
Dec	03
Dec	04
Dec	05
Dec	06

Per contract GCPD doesn't pay O
Active Military Service is paid on
Active Drilling Military Service is
Non Paid hours from GCPD were

Month	Day	GCP No O/T
Jan	23	
Jan	11	
Jan	25	
Feb	10	
Feb	11	
Feb	22	
Mar	20	
Mar	21	
Mar	22	
Apr	17	
Apr	18	
Apr	19	
May	11	
May	13	
May	11	
Jun	11	
Jun	11	
Jun	11	
Jun	13	
Jun	14	
Jun	17	
Jun	11	
TOTALS		176.0
Jun	11	
Jun	11	
Jun	21	
Jun	24	
Jun	25	
Jun	26	
Jun	27	
Jul	25	
Jun	26	
Aug	22	
Sep	18	
Sep	24	
Sep	20	
Oct	16	
Oct	17	
Oct	18	
Nov	13	
Nov	11	
Dec	03	
Dec	04	
Dec	05	
Dec	06	

Per contract GCPD doesn't pay O/T for an
Active Military Service is paid on a 24 hou
Active Drilling Military Service is paid on
Non Paid hours from GCPD were used on





The first part of the paper discusses the importance of the research and the objectives of the study. It then presents a literature review of the existing research on the topic. The next section describes the methodology used in the study, including the data sources and the statistical techniques employed. The results of the study are then presented, followed by a discussion of the findings and their implications. Finally, the paper concludes with a summary of the main points and suggestions for future research.

The research was conducted using a quantitative approach, with data collected from a large sample of participants. The results show a significant positive correlation between the variables studied, indicating that the hypothesis was supported. The findings have important implications for the field and suggest that further research is needed to explore the underlying mechanisms.

In conclusion, the study provides valuable insights into the relationship between the variables and highlights the need for continued research in this area. The results are consistent with previous findings and offer new perspectives on the topic.

Acknowledgement of Receipt of Auditor of State Fraud Reporting-System Information

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

Each new employee has thirty (30) days after beginning employment to confirm receipt of this information.

By signing below, you are acknowledging **Grove City Division of Police** has 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, [REDACTED] have read the information provided by my employer regarding the fraud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt of this information.

[REDACTED]

POLICE OFFICER GROVE CITY POLICE

Print Name, Title and Department

[REDACTED]

Signature

04-26-2012
Date

**OCROVE CITY DIVISION OF POLICE
WEAPONS AUTHORIZATION**

Print Form

Requesting Officer: [REDACTED]

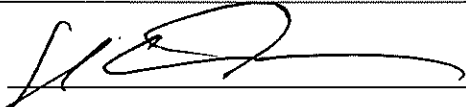
I hereby make application to carry the following Off-Duty/Second weapon in compliance with General Order 1.3.

Make: <u>WALTHER</u>	Frame: <u>POLYMER</u>
Model: <u>PPS .40</u>	Grips: <u>FACTORY</u>
S/A or Revolver: <u>S/A</u>	Barrel Length: <u>3.2"</u>
Caliber: <u>.40 cal</u>	Sights: <u>FACTORY</u>
Capacity: <u>6 + 1</u>	Weapon is: ☒ New ☐ Used
Serial Number: [REDACTED]	Other: _____

Functionality Check (Armorer/Qualified Weapons Instructor)
Notes:

NEW WEAPON

Modifications and Special Instructions:

Armorer/Instructor: 

Date: 4-4-12

Firearms Supervisor: Sgt. RINGS

Date: 04.16.2012

Qualification

Instructor: C. ACKISON #25 Score: PASS/22 Date: 4-4-12

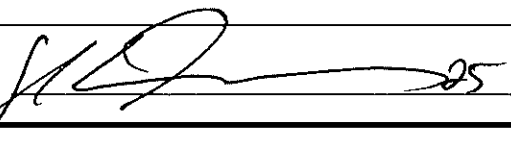
Copy of qualification sheet attached: (Forward to Firearms Supervisor)

Authorized Ammunition

AGENCY ISSUED

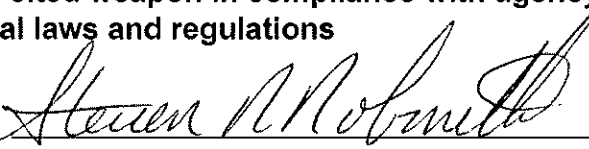
Firearm Instructor Recommendation

✓

Instructor Signature: 

Date: 4-4-12

Upon meeting compliance with General Order 1.3, you are hereby authorized to carry the above-cited weapon in compliance with agency directives and all local, state, and federal laws and regulations

Chief of Police: 

Date: 4/16/12

GROVE CITY DIVISION OF POLICE

RANGE PROFICIENCY RECORD: PISTOL QUALIFICATION

NAME: [REDACTED] DATE: 04-04-12
WEAPON MAKE: WILFAER MODEL: PAC 170 SERIAL #: [REDACTED]
ATTEMPT #: 1 ON-DUTY 1 BACK-UP 1 OFF-DUTY

HITS IN THE PREFERRED AREA (PA) COUNT AS A PLUS ONE (+1)

HITS IN THE NON-PREFERRED AREA (NPA), BUT INSIDE OF THE TARGET OUTLINE ARE A ZERO (0)

ROUNDS NOT FIRED (NF) ARE ZERO (0)

HITS OUTSIDE OF THE TARGET OUTLINE (MISS), OFF OF THE TARGET (MISS), OR FIRED OVER THE TIME LIMIT (OT) ARE A MINUS 1 (-1),
EXTRA ROUNDS FIRED (ERF) ARE MINUS 1 (-1).

STAGE 1 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 2 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 3A PA: 4 NPA: NF: MISS: OT: ERF:

STAGE 3B PA: 4 NPA: NF: MISS: OT: ERF:

STAGE 4 PA: 6 NPA: NF: MISS: OT: ERF:

STAGE 5 PA: 2 NPA: 1 NF: MISS: OT: ERF:

STAGE 6 PA: NPA: NF: MISS: OT: ERF:

SUB TOTALS: PA: 22 MISS: OT: ERF:

TOTAL: 22 (Passing is a Minimum of 20 On-Duty/ 19 Off-Duty) PASS: ✓ FAIL:

TESTED BY: [Signature] 25 REQ#: 03569 EXP: 10/27/13

INSTRUCTOR NOTES:

**GROVE CITY DIVISION OF POLICE
WEAPONS AUTHORIZATION**

Print Form

Requesting Officer: [REDACTED]

I hereby make application to carry the following Off-Duty/Second weapon in compliance with General Order 1.3.

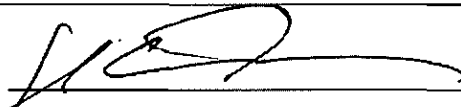
Make: <u>WALTHER</u>	Frame: <u>POLYMER</u>
Model: <u>PPS .40</u>	Grips: <u>FACTORY</u>
S/A or Revolver: <u>S/A</u>	Barrel Length: <u>3.2"</u>
Caliber: <u>.40 cal</u>	Sights: <u>FACTORY</u>
Capacity: <u>6 + 1</u>	Weapon is: ☒ New ☐ Used
Serial Number: [REDACTED]	Other: _____

Functionality Check (Armorer/Qualified Weapons Instructor)

Notes:

NEW WEAPON

Modifications and Special Instructions:

Armorer/Instructor: 

Date: 4-4-12

Firearms Supervisor: Sgt.  55

Date: 04-16-2012

Qualification

Instructor: C. ACKISON #25 Score: PASS/22 Date: 4-4-12

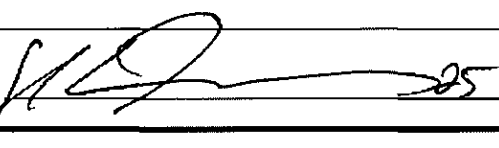
Copy of qualification sheet attached: (Forward to Firearms Supervisor)

Authorized Ammunition

AGENCY ISSUED

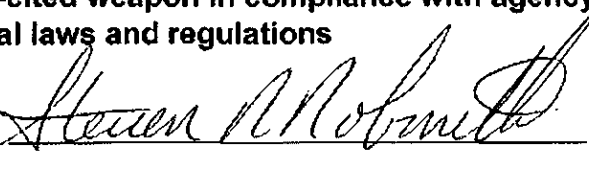
Firearm Instructor Recommendation

✓

Instructor Signature:  25

Date: 4-4-12

Upon meeting compliance with General Order 1.3, you are hereby authorized to carry the above-cited weapon in compliance with agency directives and all local, state, and federal laws and regulations

Chief of Police: 

Date: 4/16/12

GROVE CITY DIVISION OF POLICE

RANGE PROFICIENCY RECORD: PISTOL QUALIFICATION

NAME: [REDACTED] DATE: 04-04-12
WEAPON MAKE: WILFA MODEL: PPS 40 SERIAL #: [REDACTED]
ATTEMPT #: 1 ON-DUTY 1 BACK-UP 1 OFF-DUTY 1

HITS IN THE PREFERRED AREA (PA) COUNT AS A PLUS ONE (+1)

HITS IN THE NON-PREFERRED AREA (NPA), BUT INSIDE OF THE TARGET OUTLINE ARE A ZERO (0)

ROUNDS NOT FIRED (NF) ARE ZERO (0)

HITS OUTSIDE OF THE TARGET OUTLINE (MISS), OFF OF THE TARGET (MISS), OR FIRED OVER THE TIME LIMIT (OT) ARE A MINUS 1 (-1),
EXTRA ROUNDS FIRED (ERF) ARE MINUS 1 (-1).

STAGE 1 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 2 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 3A PA: 4 NPA: NF: MISS: OT: ERF:

STAGE 3B PA: 4 NPA: NF: MISS: OT: ERF:

STAGE 4 PA: 6 NPA: NF: MISS: OT: ERF:

STAGE 5 PA: 2 NPA: 1 NF: MISS: OT: ERF:

STAGE 6 PA: NPA: NF: MISS: OT: ERF:

SUB TOTALS: PA: 22 MISS: OT: ERF:

TOTAL: 22 (Passing is a Minimum of 20 On-Duty/ 19 Off-Duty) PASS: ✓ FAIL:

TESTED BY: [Signature] 25 REQ#: 03569 EXP: 10/27/13

INSTRUCTOR NOTES:



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123
Phone: (614) 277-1700 • Fax: (614) 277-1706
Email: srobinette@grovecityohio.gov



Steven R. Robinette
Chief of Police

October 6, 2011

[REDACTED]
Safety Complex
Grove City, OH 43123

Dear [REDACTED]

I would like to thank you for taking the time to participate in the selection process for the position of Professional Standards Officer with the Division of Police. This letter is to inform you that Officer Greg Barber has been retained in this position, and Officer Cindy Ackison has been selected for the new position.

While you were not selected for the current opening, this decision was not made lightly. You were an exceptional candidate for the position and I sincerely hope that you apply for future openings.

Again, thank you for taking the time to participate in this process. Your record and our interview indicated you have much to offer in your current and future.

Sincerely,

A handwritten signature in black ink, reading "Steven R. Robinette".

Steven R. Robinette
Chief of Police

SRR:jsm

GROVE CITY POLICE
FIELD SERVICES
SUB-DIVISION

Inter-Office Correspondence

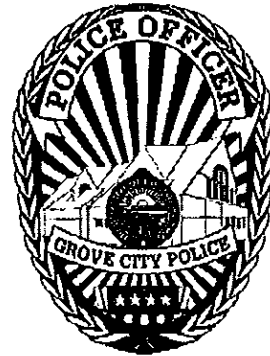
To: Chief of Police

From: [REDACTED]

CC: Chain of Command

Date: 06-12-2011

Re: Personnel file



Sir,

I am requesting to review my personnel file.

V/R,

[REDACTED]

*LT PEARSON,
HAVE him come up on his next
duty day.*

Chief.

adams 9493

YEAR
2010

TOTALS

This record should be filed at year end in the employee's permanent record file.

TERMINATION DATE _____

**GROVE CITY POLICE
ADMINISTRATION**

Memo

To: [REDACTED]
From: G. Joseph Wise, Chief of Police
CC: Mike Wasylik, Safety Director
Captain S.R. Robinette
File

[Signature]



Date: July 28, 2009

Re: [REDACTED]

[REDACTED]

[REDACTED]

DAILY ATTENDANCE RECORD

 adams 9493

NAME

DEPARTMENT

YEAR 14

2009

MONTH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	A	AH	D	FD	FI	H	I	J	L	LO	P	V	X
JANUARY																																												
FEBRUARY																																												
MARCH																																												
APRIL																																												
MAY																																												
JUNE																																												
JULY																																												
AUGUST																																												
SEPTEMBER																																												
OCTOBER																																												
NOVEMBER																																												
DECEMBER																																												
																															22 DAYS USED 6/18/09													
ABSENCE CODES * T = MILITARY TRAINING																															YEARLY TOTALS													

A = Accident at Work
AH = Accident at Home
D = Disciplinary Layoff
FD = Family Death

FI = Family Illness
H = Holiday
I = Injury
J = Jury Duty

ABSENCE CODES

L = Leave of Absence
C = Comp Time
P = Personal Reasons
V = Vacation

* T = METEOROLOGICAL
T = Training
S = Sick

This record should be filed at year end in the employee's permanent record file.

YEARLY
TOTALS

STARTING DATE 21/20/06

TERMINATION DATE _____

**GROVE CITY POLICE
ADMINISTRATION**

Memo

To: [REDACTED]
From: G. Joseph Wise, Chief of Police
CC: Mike Wasylik, Safety Director
Captain S.R. Robinette
File
Date: September 19, 2008
Re: [REDACTED]



[REDACTED]

Sincerely:


Chief G. Joseph Wise

DAILY ATTENDANCE RECORD

adams 9493

NAME	DEPARTMENT
------	------------

YEAR 2008

[illegible]

ABSENCE CODES

A = Accident at Work
AH = Accident at Home
D = Disciplinary Layoff
FD = Family Death

FI = Family Illness
H = Holiday
I = Injury
J = Jury Duty

L = Leave of Absence
C = Comp Time
P = Personal Reasons
V = Vacation

T = METALY ENG.
T = Training

This record should be filed at year end
in the employee's permanent record file.

TOTALS

STARTING DATE 2/20/06

TERMINATION DATE _____

DAILY ATTENDANCE RECORD

 adams 9493

DEPARTMENT

YEAR

200-

[illegible]

ABSENCE CODES

A = Accident at Work
AH = Accident at Home
D = Disciplinary Layoff
FD = Family Death

FI = Family Illness
H = Holiday
I = Injury
J = Jury Duty

L = Leave of Absence
C = Comp Time
P = Personal Reasons
V = Vacation

T = Melz, A24
T = Training
S = Sick

This record should be filed at year end
in the employee's permanent record file.

YEARLY
TOTALS

STARTING DATE Feb. 20, 2006

TERMINATION DATE

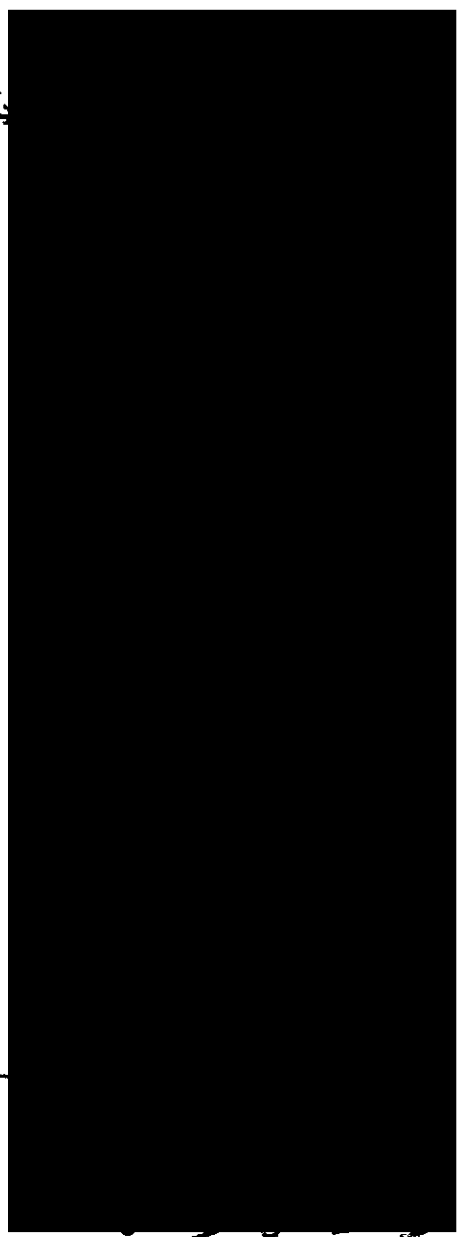


S

24
ML

2/20/06

TO
PACAF



157

ML = MILITARY LEAVE

T Training

Injury

S = SICK

C Comp Time

REMININGER & REMINGER
ATTORNEYS AT LAW

Patrick Kasson
Direct Dial (614) 232-2418
pkasson@reminger.com

September 28, 2007

Attn: Captain Wise
Grove City Police Department
3360 Park Street
Grove City, OH 43123

Re: [REDACTED] v. *Bob-Boyd Lincoln Mercury*
US District Court Case No. [REDACTED]
Our File No. [REDACTED]

Dear Captain Wise:

This matter has been resolved. As such, you do not need to comply with the Subpoena previously issued.

Should you have any questions, please give me a call. Thank you for your consideration of this matter.

Very truly yours,



Patrick Kasson

DPK/djd



REMININGER & REMINGER, CO., LPA
CAPITOL SQUARE OFFICE BLDG. • 65 EAST STATE ST., 4TH FLOOR • COLUMBUS, OHIO 43215-4227
614-228-1311 (PHONE) • 614-232-2410 (FAX) • WWW.REMININGER.COM

CLEVELAND • COLUMBUS • CINCINNATI • AKRON • SANDUSKY • TOLEDO • YOUNGSTOWN • FLORENCE, KY • LEXINGTON, KY

REMINGER & REMINGER
ATTORNEYS AT LAW

Patrick Kasson
Direct Dial (614) 232-2418
pkasson@reminger.com

August 22, 2007

VIA CERTIFIED U.S. MAIL – RETURN RECEIPT

Grove City Police Department
3360 Park Street
Grove City, OH 43123

Re: [REDACTED] v. *Bob-Boyd Lincoln Mercury*
US District Court Case No. [REDACTED]
Our File No. [REDACTED]

To Whom It May Concern:

Enclosed you will find a *Civil Case Subpoena* requesting any and all of [REDACTED] employment/personnel documentation. As stated in the subpoena, please forward all requested documentation to my office prior to September 20, 2007.

If you should have any questions, please feel free to contact me.

Very truly yours,

Pat Kasson/djd
Patrick Kasson

/djd

Enclosure

cc: David A. Young, Esq.
Sarah Couillard (via e-mail - scouillard@markelcorp.com)
Bill Dawes (via e-mail - wdawes@bobboyd.com)

8:55AM 9/18/07

SPOKE TO PATRICK

KASSON, CASE SETTLED

2 DAYS AGO INSTRUCTED
TO IGNORE SUBPOENA.

Cgt. W



REMINGER & REMINGER, Co., LPA
CAPITOL SQUARE OFFICE BLDG. • 65 EAST STATE ST., 4TH FLOOR • COLUMBUS, OHIO 43215-4227
614-228-1311 (PHONE) • 614-232-2410 (FAX) • WWW.REMINGER.COM

CLEVELAND • COLUMBUS • CINCINNATI • AKRON • SANDUSKY • TOLEDO • YOUNGSTOWN • FLORENCE, KY • LEXINGTON, KY

Issued by the
UNITED STATES DISTRICT COURT

Southern

DISTRICT OF

Ohio

SUBPOENA IN A CIVIL CASE

V.

Bob-Boyd Lincoln Mercury, et al.

Case Number:¹

TO: Grove City Police Department
3360 Park Street
Grove City, OH 43123

☐ YOU ARE COMMANDED to appear in the United States District court at the place, date, and time specified below to testify in the above case.

PLACE OF TESTIMONY

COURTROOM

DATE AND TIME

☐ YOU ARE COMMANDED to appear at the place, date, and time specified below to testify at the taking of a deposition in the above case.

PLACE OF DEPOSITION

DATE AND TIME

☒ YOU ARE COMMANDED to produce and permit inspection and copying of the following documents or objects at the place, date, and time specified below (list documents or objects):

See Attached Exhibit A

PLACE Reminger & Reminger Co., L.P.A., 65 East State Street, 4th Floor, Columbus, OH 43215

DATE AND TIME
9/20/2007 5:00 pm

☐ YOU ARE COMMANDED to permit inspection of the following premises at the date and time specified below.

PREMISES

DATE AND TIME

Any organization not a party to this suit that is subpoenaed for the taking of a deposition shall designate one or more officers, directors, or managing agents, or other persons who consent to testify on its behalf, and may set forth, for each person designated, the matters on which the person will testify. Federal Rules of Civil Procedure, 30(b)(6).

ISSUING OFFICER'S SIGNATURE AND TITLE (INDICATE IF ATTORNEY FOR PLAINTIFF OR DEFENDANT)

DATE

ISSUING OFFICER'S NAME, ADDRESS AND PHONE NUMBER

Patrick Kasson, Esq., Reminger & Reminger Co., L.P.A., 65 East State Street, 4th Floor, Columbus, OH 43215

(See Rule 45, Federal Rules of Civil Procedure, Subdivisions (c), (d), and (e), on next page)

¹ If action is pending in district other than district of issuance, state district under case number.

PROOF OF SERVICE

DATE

PLACE

SERVED

SERVED ON (PRINT NAME)

MANNER OF SERVICE

SERVED BY (PRINT NAME)

TITLE

DECLARATION OF SERVER

I declare under penalty of perjury under the laws of the United States of America that the foregoing information contained in the Proof of Service is true and correct.

Executed on

DATE

SIGNATURE OF SERVER

ADDRESS OF SERVER

Rule 45, Federal Rules of Civil Procedure, Subdivisions (c), (d), and (e), as amended on December 1, 2006:

(c) PROTECTION OF PERSONS SUBJECT TO SUBPOENAS.

(1) A party or an attorney responsible for the issuance and service of a subpoena shall take reasonable steps to avoid imposing undue burden or expense on a person subject to that subpoena. The court on behalf of which the subpoena was issued shall enforce this duty and impose upon the party or attorney in breach of this duty an appropriate sanction, which may include, but is not limited to, lost earnings and a reasonable attorney's fee.

(2) (A) A person commanded to produce and permit inspection, copying, testing, or sampling of designated electronically stored information, books, papers, documents or tangible things, or inspection of premises need not appear in person at the place of production or inspection unless commanded to appear for deposition, hearing or trial.

(B) Subject to paragraph (d)(2) of this rule, a person commanded to produce and permit inspection, copying, testing, or sampling may, within 14 days after service of the subpoena or before the time specified for compliance if such time is less than 14 days after service, serve upon the party or attorney designated in the subpoena written objection to producing any or all of the designated materials or inspection of the premises—or to producing electronically stored information in the form or forms requested. If objection is made, the party serving the subpoena shall not be entitled to inspect, copy, test, or sample the materials or inspect the premises except pursuant to an order of the court by which the subpoena was issued. If objection has been made, the party serving the subpoena may, upon notice to the person commanded to produce, move at any time for an order to compel the production, inspection, copying, testing, or sampling. Such an order to compel shall protect any person who is not a party or an officer of a party from significant expense resulting from the inspection, copying, testing, or sampling commanded.

(3) (A) On timely motion, the court by which a subpoena was issued shall quash or modify the subpoena if it

(i) fails to allow reasonable time for compliance;

(ii) requires a person who is not a party or an officer of a party to travel to a place more than 100 miles from the place where that person resides, is employed or regularly transacts business in person, except that, subject to the provisions of clause (c)(3)(B)(iii) of this rule, such a person may in order to attend trial be commanded to travel from any such place within the state in which the trial is held;

(iii) requires disclosure of privileged or other protected matter and no exception or waiver applies; or

(iv) subjects a person to undue burden.

(B) If a subpoena

(i) requires disclosure of a trade secret or other confidential research, development, or commercial information, or

(ii) requires disclosure of an unretained expert's opinion or information not describing specific events or occurrences in dispute and resulting from the expert's study made not at the request of any party, or

(iii) requires a person who is not a party or an officer of a party to incur substantial expense to travel more than 100 miles to attend trial, the court may, to protect a person subject

to or affected by the subpoena, quash or modify the subpoena or, if the party in whose behalf the subpoena is issued shows a substantial need for the testimony or material that cannot be otherwise met without undue hardship and assures that the person to whom the subpoena is addressed will be reasonably compensated, the court may order appearance or production only upon specified conditions.

(d) DUTIES IN RESPONDING TO SUBPOENA.

(1) (A) A person responding to a subpoena to produce documents shall produce them as they are kept in the usual course of business or shall organize and label them to correspond with the categories in the demand.

(B) If a subpoena does not specify the form or forms for producing electronically stored information, a person responding to a subpoena must produce the information in a form or forms in which the person ordinarily maintains it or in a form or forms that are reasonably usable.

(C) A person responding to a subpoena need not produce the same electronically stored information in more than one form.

(D) A person responding to a subpoena need not provide discovery of electronically stored information from sources that the person identifies as not reasonably accessible because of undue burden or cost. On motion to compel discovery or to quash, the person from whom discovery is sought must show that the information sought is not reasonably accessible because of undue burden or cost. If that showing is made, the court may nonetheless order discovery from such sources if the requesting party shows good cause, considering the limitations of Rule 26(b)(2)(C). The court may specify conditions for the discovery.

(2) (A) When information subject to a subpoena is withheld on a claim that it is privileged or subject to protection as trial-preparation materials, the claim shall be made expressly and shall be supported by a description of the nature of the documents, communications, or things not produced that is sufficient to enable the demanding party to contest the claim.

(B) If information is produced in response to a subpoena that is subject to a claim of privilege or of protection as trial-preparation material, the person making the claim may notify any party that received the information of the claim and the basis for it. After being notified, a party must promptly return, sequester, or destroy the specified information and any copies it has and may not use or disclose the information until the claim is resolved. A receiving party may promptly present the information to the court under seal for a determination of the claim. If the receiving party disclosed the information before being notified, it must take reasonable steps to retrieve it. The person who produced the information must preserve the information until the claim is resolved.

(e) CONTEMPT. Failure of any person without adequate excuse to obey a subpoena served upon that person may be deemed a contempt of the court from which the subpoena issued. An adequate cause for failure to obey exists when a subpoena purports to require a nonparty to attend or produce at a place not within the limits provided by clause (ii) of subparagraph (c)(3)(A).

Exhibit A

Produce the contents of [REDACTED] personnel file, including any and all documents kept in the normal course of business by the Grove City Police Department, from the first date of employment to the present.

This includes any and all material generated during his employment with your company and includes, but is not limited to, any employment applications, background questionnaires, health questionnaires, medical records, psychiatric/psychological records, evaluations and tests, alcohol/drug abuse records, pay records, performance evaluations or any other written materials pertaining to [REDACTED]

[REDACTED]

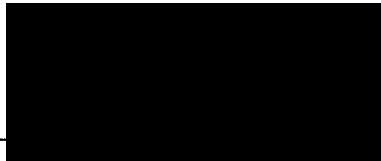
GROVE CITY POLICE DEPARTMENT

Equipment Receipt

I certify that I have received the equipment indicated below. I will maintain the equipment in good working order and surrender all items upon request of competent authority.

Description	Serial	Qty	Officer Initials	Returned Date
Sig Sauer P-229 .40		1		
Restricted High Cap Mags	Stamped	3		
Trigger Lock		1		
Akers Holster Don Home		1		
Akers Magazine Pouch D.H.		1		
Weapon Case		1		
Owners Manual		1		

Officer's Signature



Date: 22 FEB 2006

Issued By:

14 A. Kolonec

Date: 22 Feb 06

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes ☐ No Initial [REDACTED]

2] Do you understand this policy? ☒ Yes ☐ No Initial [REDACTED]

3] Do you have any questions about this policy? Yes ☒ No Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes ☐ No Initial [REDACTED]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☒ No Initial [REDACTED]

Associate Name [REDACTED]

Associate Signature [REDACTED]

Evaluator Name J. Roach

Evaluator Signature [Signature]

Date 01-19-25 Time 1819

Date 1/19/2025 Time 1819

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes No Initial [REDACTED]

2] Do you understand this policy? ☒ Yes No Initial [REDACTED]

3] Do you have any questions about this policy? Yes ☒ No Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes No Initial [REDACTED]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☒ No Initial [REDACTED]

Associate Name [REDACTED]

Evaluator Name Jeremy R. Rector

Associate Signature [REDACTED]

Evaluator Signature [Signature]

Date 12-30-23 Time 2213

Date 12-30-2023 Time 2217



GROVE CITY DIVISION OF POLICE



Employee Identification

Employee Name:

[REDACTED]

I have received one new HID card #

[REDACTED]

I have received one new wallet card

Signature

[REDACTED]

Current HID card returned ☒ Yes ☐ No Card #

[REDACTED]

Current wallet card returned ☒ Yes ☐ No

(If No, reason why card was not returned)

Supervisor Signature

SGT. T. [REDACTED] 5/44

Verified by:

Laurie Rutan

Signature:

Laurie M Rutan

**Grove City Division of Police
Annual Discrimination and Harassment Audit**

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted] (Must answer yes to continue audit)

2] Do you understand this policy? Yes No Initial [redacted] (Must answer yes to continue audit)

3] Do you have any questions about this policy? Yes No Initial [redacted] (Must answer no to continue audit)

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted] (Must answer yes to continue audit)

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted] (Must answer no to finish audit)

Associate Name [redacted]

Supervisor Name MUMFEL

Associate Signature [redacted]

Supervisor Signature SGT. M. [signature]

Date 01-31-23 Time 2322

Date 1/31/23 Time 2322

Instructions to the interviewing supervisor

If there are any questions answered that prohibit the completion of the audit, the interviewing supervisor will direct the employee to immediately report the concerns to a supervisor in their chain of command or to human resources.

**Grove City Division of Police
Annual Discrimination and Harassment Audit**

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted] (Must answer yes to continue audit)

2] Do you understand this policy? Yes No Initial [redacted] (Must answer yes to continue audit)

3] Do you have any questions about this policy? Yes No Initial [redacted] (Must answer no to continue audit)

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted] (Must answer yes to continue audit)

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted] (Must answer no to finish audit)

Associate Name [redacted]

Supervisor Name Michael Waters

Associate Signature [redacted]

Supervisor Signature [Signature] 5/140

Date 01-01-2022 Time 2342

Date 1/1/2022 Time 2342

Instructions to the interviewing supervisor

If there are any questions answered that prohibit the completion of the audit, the interviewing supervisor will direct the employee to immediately report the concerns to a supervisor in their chain of command or to human resources.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes No Initial 

2] Do you understand this policy? ☒ Yes No Initial 

3] Do you have any questions about this policy? Yes ☒ No Initial 

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes No Initial 

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial 

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☒ No Initial 

Associate Name 

Evaluator Name Sgt. M. Waters

Associate Signature 

Evaluator Signature Sgt. M. Waters 

Date 02-12-21 Time 1900

Date 2/12/21 Time 1900

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

RECEIPT OF EMPLOYEE HANDBOOK

I have received a copy of this employee handbook. I understand that I should read and familiarize myself with the information that has been provided. I understand that this employee handbook can be changed at any time by the City of Grove City with or without notice. I also understand that this employee handbook is not a contract, express or implied, between myself and the City of Grove City, nor shall it be construed to create such a contract. I understand that I am not employed for any definite period of time, and, as an employee-at-will, either myself or the City of Grove City can terminate the employment relationship at any time for any reason not contrary to law. I understand that no representative of the City of Grove City has authority to make representations to me or enter into an agreement with me that is contrary to the foregoing except the City Administrator of the City of Grove City, or his designated representative, in an express, written agreement.

This employee handbook applies to all non-union personnel, unless noted otherwise, and also applies to all union personnel to the extent the handbook does not conflict with, or a subject is mutually addressed by, the express terms of the applicable collective bargaining agreement.

Print Employee Name

Employee Signature

Date

02-26-2021



OATH OF OFFICE

"I, [REDACTED] do solemnly swear (or affirm) that I will support the constitution of the United States and of the State of Ohio and will obey the laws thereof and that I will, in all respects, observe the provision of this charter and ordinances of this City, and will faithfully discharge the duties of POLICE OFFICER upon which I am about to enter."

[REDACTED]

03/21/ [REDACTED]
Date

Richard Blazyn
Mayor of Grove City, OH

Mike DeWine

Ohio Attorney General

NOTICE OF PEACE OFFICER APPOINTMENT

Complete all blanks. Type or Print Legibly. Enter N/A if not applicable. Complete pages one and two for a new appointment. Complete only page one for a status change. Email, Fax or Mail this document within ten days of the appointment or status change. For Correction to Record Information, enter correct information on this form and send a letter explaining the changes.

OFFICER INFORMATION	1. Name (Last)	(First)	(Middle)	2. Social Security Number
	3. Alias (Last)	(First)	(Middle)	
	4. Birth date (mm/dd/yyyy)	5. Email Address		6. Phone Number
		@grovecityohio.gov		
	7. Home Mailing Address (#/Street/PO Box)	(City)	(State)	(Zip Code) (County Name)
8. Basic Training Academy (Only complete if this is the officer's first appointment or OSP)	(Academy Name)	(Academy Number)	(Dates of Training)	
	Ohio State Highway Patrol Academy			

AGENCY INFORMATION	9. Agency Name		
	Grove City Division of Police		
	10. Agency Email Address		
	11. Agency Phone Number		
	614-277-1700		
12. Agency Mailing Address (#/Street/PO Box)	(City)	(Zip Code)	(County Name)
3360 Park Street	Grove City	43123	Franklin

APPOINTMENT INFORMATION (check the appropriate boxes)	13. ☒ New Appointment ☐ Status Change	
	14. Appointment or Status Change Date	15. Select New Status
	March 21, 2011	☒ Full-Time ☐ Part-Time ☐ Auxiliary ☐ Reserve ☐ Special ☐ Seasonal
	☒ City/Municipality Full-Time/Part-Time (737.02) ☐ City/Municipality Auxiliary/Reserve/Special (737.051)	
	☐ Sheriff (311) ☐ Deputy Sheriff (311.04) ☐ Township Police Officer (505.49) ☐ Township Constable (509.01)	
☐ Village Chief (737.15) ☐ Village Full-Time/Part-Time/Special (737.16) ☐ Village Auxiliary/Reserve (737.161)		
☐ Other Police Chief (Indicate the correct ORC) ☐ Other (Indicate the correct ORC/Charter Number)		

ATTESTATION OF LAW ENFORCEMENT AGENCY ADMINISTRATOR		I attest that the information provided on this form is true and correct and is based on my personal knowledge or inquiry.
16. Signature of Law Enforcement Agency Administrator	17. Name and Title	18. Date
<i>Steven R. Robinette</i>	Steven R. Robinette, Acting Chief of Police	March 21, 2011
NOTARY		
Sworn to and subscribed before me this <u>21st</u> day of <u>March</u> , 20 <u>11</u> in the county of <u>Franklin</u> , Ohio.		
<i>Joy A. Bedard</i> Signature of Notary		My commission expires <u>8.3.2014</u>
Affix Seal Here		



Officer Name (Last)

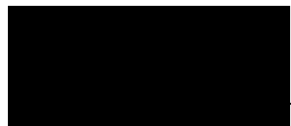
(First)

(Middle)

Social Security Number

19. OATH OF OFFICE

I do solemnly swear or affirm that I will support the Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio, and Laws and Ordinances of the political subdivision to which I am appointed and to the best of my ability will discharge the duties of this office.



3/21/11
Date

Michael J. Wasyluk
Signature of Appointing Authority

Michael Wasyluk Director of Public Safety
Name of Appointing Authority and Title (Typed OR Printed Legibly)

3/21/11
Date

OHIO PEACE OFFICER APPOINTMENT HISTORY

All appointments must be listed. Use additional pages if needed to complete the entire work history.

20. Appointed By (Agency Name and County):	21. From(mm/dd/yyyy):	To(mm/dd/yyyy):
22. Appointment Status (Check Appropriate Box)		
☐ Full-Time	☐ Part-Time	☐ Auxiliary
☐ Reserve	☐ Special	☐ Seasonal

23. Appointed By (Agency Name and County):	24. From(mm/dd/yyyy):	To(mm/dd/yyyy):
25. Appointment Status (Check Appropriate Box)		
☐ Full-Time	☐ Part-Time	☐ Auxiliary
☐ Reserve	☐ Special	☐ Seasonal

26. Appointed By (Agency Name and County):	27. From(mm/dd/yyyy):	To(mm/dd/yyyy):
28. Appointment Status (Check Appropriate Box)		
☐ Full-Time	☐ Part-Time	☐ Auxiliary
☐ Reserve	☐ Special	☐ Seasonal

29. Appointed By (Agency Name and County):	30. From(mm/dd/yyyy):	To(mm/dd/yyyy):
31. Appointment Status (Check Appropriate Box)		
☐ Full-Time	☐ Part-Time	☐ Auxiliary
☐ Reserve	☐ Special	☐ Seasonal

32. Appointed By (Agency Name and County):	33. From(mm/dd/yyyy):	To(mm/dd/yyyy):
34. Appointment Status (Check Appropriate Box)		
☐ Full-Time	☐ Part-Time	☐ Auxiliary
☐ Reserve	☐ Special	☐ Seasonal





The City of Grove City, Ohio

4035 Broadway • Grove City, Ohio 43123
(614) 277-3000

Richard L. "Ike" Stage, Mayor

Michael J. Wasylik, Deputy City Administrator/Public Safety Director

Mr. [REDACTED]

Dear [REDACTED]:

It is with great pleasure that I certify your appointment as a Police Officer with the Division of Police, effective [REDACTED]. The Oath of Office will be administered at the City of Grove City Mayor's Courtroom on [REDACTED] at 6:00 PM. You are encouraged to advise your family and friends that may want to attend the ceremony.

On behalf of Mayor Richard L. Stage, Chief Joe Wise, and all the city officials, I extend warmest congratulations and our wish for continued success in your work.

Sincerely,

Michael J. Wasylik
Director of Public Safety

MJW:jsm

cc: Richard L. Stage, Mayor
Phil Honsey, City Administrator
Grove City, City Council Members
Mike Turner, Finance Director
G. Joseph Wise, Chief of Police



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123
Phone: (614) 277-1700 • Fax: (614) 277-1706
Email: jwise@grovecityohio.gov



**G. Joseph
Wise**
Chief of Police



Michael J. Wasyluk
Director of Public Safety
Grove City Division of Police
3360 Park Street
Grove City, OH 43123

Dear Mike:

Upon the recommendation of Captain Steve Robinette, Lieutenant Jeff Lawless, Lieutenant Jeff Pearson, I recommend that [REDACTED] receive an appointment to the open position of Police Officer. [REDACTED] has completed the medical & psychological screen testing, with favorable results.

As you know the recruitment, testing and selection process is lengthy. Your consideration of this request is greatly appreciated.

Sincerely,

Handwritten signature of G. Joseph Wise.
G. Joseph Wise
Chief of Police

Handwritten initials, possibly "OK" or "SMW".

GJW:jsm

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICE
SUBDIVISION**

Inter-Office Correspondence

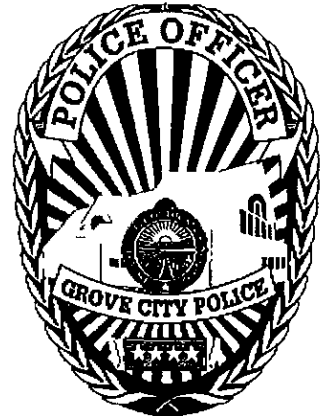
To: Chief G.J. Wise

From: Lt. J.A. Pearson *JAP*

CC:

Date: 03/17/20

Re: Recommendation for Hire for Police Officer Position



Sir,

[REDACTED] was given an offer of hire for the position of Police Officer conditional upon completion of the Medical Physical Examination, Psychological Examination and a drug screen.

[REDACTED] has successfully completed all phases of the hiring process and I recommend that he be given an unconditional offer of hire and sworn in as soon as possible.



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123

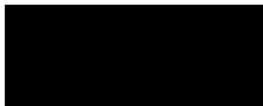
Phone: (614) 277-1700 • Fax: (614) 277-1706

Email: jwise@grovecityohio.gov



**G. Joseph
Wise**

Chief of Police



Michael J. Wasylik
Public Safety Director
Grove City Division of Police

Dear Mike:

After much thought and consideration and by joint consensus with Captain Steve Robinette, Lieutenant Jeff Lawless and Lieutenant Jeff Pearson, I hereby request that [REDACTED] (file attached) receive a conditional offer of employment to the open position of Police Officer. [REDACTED] is on the current eligibility list for Police Officers and is prepared to begin the next phase of the employment process, which includes, further testing.

As you know, the recruitment, testing and selection process is lengthy. Your consideration of this request is greatly appreciated.

Sincerely,

A handwritten signature in cursive script, appearing to read "Chief Joseph Wise".
G. Joseph Wise
Chief of Police

GJW:jsm

Handwritten in cursive: "OK Mike W." followed by a horizontal line and the date "3/7" next to a small black redaction box.

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICE
SUBDIVISION**

Inter-Office Correspondence

To: Chief G.J. Wise

From: Lt. J.A. Pearson *JAP*

CC:

Date: 0 3/07/20

Re: Recommendation for Conditional Offer for Hire Police Officer



Sir,

██████████ is number four on the current Grove City Certified Eligibility List for the position of police officer. He has successfully completed all phases of the hiring process that are administered prior to a conditional offer of hire. I recommend that he proceed to the next phase of the hiring process and be given a conditional offer of hire.

Chief.

*I concur with the recommendation
and support him moving forward in
the process.*

CAPT.



GROVE CITY DIVISION OF POLICE

BACKGROUND CHECKLIST

APPLICANT'S NAME: _____
(Last) (First) (Middle)

DATE INVESTIGATION INITIATED: _____ 10-18-10

RELEASE OF INFORMATION: _____ 9-1-10

RELEASE OF CREDIT REPORT: _____ 9-1-10

APPLICATION COMPLETED: _____ 11-1-10

APPLICATION DOCUMENTS

BIRTH CERTIFICATE 10-25-10
OL 10-25-10 SSN 10-25-10
HS DIPLOMA 10-25-10
COLLEGE DIPLOMA N/A
MARRIAGE CERTIFICATE N/A
DIVORCE PAPERS N/A
BANKRUPTCY PAPERS N/A
BANKRUPTCY DISCHARGE N/A
DD-214 N/A
OPOTC CERTIFICATES N/A
OTHER _____
OTHER _____
OTHER _____

FINGERPRINTS: 10-25-10

NCIC RECORDS CHECK: 10-18-10

LEADS RECORDS CHECK: 10-18-10

LOCAL PD RECORDS CHECK: 10-27-10

CLERK OF COURTS RECORDS CHECK: 10-18-10

CREDIT BUREAU CHECK: 10-18-10

MILITARY RECORDS CHECK: 10-19-10



GROVE CITY DIVISION OF POLICE

FORMER EMPLOYER CHECK: 11-1-10

OTHER POLICE AGENCIES EXAM RESULTS: 11-1-10

LETTERS OF RECOMMENDATION: _____

NEIGHBORHOOD INTERVIEW: 10-24-10

FAMILY INTERVIEW: 10-24-10

INTERVIEW OF FORMER SPOUSE: N/A

FACEBOOK WEBSITE: 10-25-10

MYSPACE WEBSITE: 10-25-10

OTHER: _____

OTHER: _____

OTHER: _____

OTHER: _____

Central Crossing High School

Grave City



Ohio

This Certifies That



*has completed the requirements prescribed by the Board of Education for graduation
from the High Schools of the South Western City School District
and is therefore awarded this*

Diploma

Given at Grave City, Ohio, this thirty-first day of May, 20

R. Kirk Hamilton

Superintendent

Edward H. Palmer

Principal

William M. McCarty

President, Board of Education

Karen New

Treasurer, Board of Education



RICHARD CORDRAY
OHIO ATTORNEY GENERAL

October 26, 2010

GROVE CITY POLICE DEPARTMENT
3360 PARK ST.
GROVE CITY OH 43123

NO BCI&I RECORD ON FILE
AUTHENTICATION NO. [REDACTED]

The Ohio Bureau of Criminal Identification and Investigation (BCI&I) has completed a criminal history record check on the applicant listed below. Based upon information furnished by your agency, BCI&I has **NO CRIMINAL HISTORY RECORD** on file for:

Name: [REDACTED]
Date of Birth: [REDACTED]
SSN: [REDACTED]
Date Completed: October 25, 2010
Reason Fingerprinted: Law Enforcement Employment

This "No Record" verification is valid for one year from the record check completion date. This letter may be photocopied by the prospective employer and retained by the applicant.

Peter C. Tobin, Superintendent
Ohio Bureau of Criminal
Identification and Investigation

3FV206

Ohio Bureau of Criminal Identification and Investigation

P.O. Box 365
London, OH 43140
Telephone: (740) 845-2000
Facsimile: (740) 845-2020



An Internationally Certified
Law Enforcement Agency



An ASCLD/LAB Accredited
Laboratory (since 2003)

NMTC

www.ohioattorneygeneral.gov



RICHARD CORDRAY
OHIO ATTORNEY GENERAL

October 26, 2010

GROVE CITY POLICE DEPARTMENT
3360 PARK ST.
GROVE CITY OH 43123

NO FBI RECORD ON FILE
AUTHENTICATION NO. [REDACTED]
ICN [REDACTED]

The Federal Bureau of Investigation (FBI) has completed a criminal history record check on the applicant listed below. Based upon the information furnished by your agency, the FBI has **NO CRIMINAL HISTORY RECORD** on file for:

Applicant Name: [REDACTED]
Date of Birth: [REDACTED]
SSN: [REDACTED]
Date Completed by FBI: October 25, 2010
Reason Fingerprinted: LAW

This "No Record" verification is valid for one year from the record check completion date. This letter may be photocopied by the prospective employer and retained by the applicant.

Peter C. Tobin, Superintendent
Ohio Bureau of Criminal
Identification and Investigation

3FV206

Ohio Bureau of Criminal Identification and Investigation

P.O. Box 365
London, OH 43140
Telephone: (740) 845-2000
Facsimile: (740) 845-2020



An Internationally Certified
Law Enforcement Agency



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Laboratory (since 2001)

www.ohioattorneygeneral.gov

NMTFC4

Transaction Information

Transaction No:	CS0031300AP95121	Transaction Time:	10-25-2010 09:51:21
Agency:	3FV206 - Columbus PD	Workstation Name:	Workstation - 313
Transaction Type:	BFBI	Reason Fingerprinted:	Law Enforcement
Direct Copy:	OPOTA (Ohio Peace Office Training Academy)	Ohio resident more than 5 years:	Y

Transaction User: ritas

Last Name:	[REDACTED]	First Name:	[REDACTED]	Middle Name:	[REDACTED]
Alias:	[REDACTED]	DOB:	[REDACTED]		
Driver Lic#:	[REDACTED]	SSN:	[REDACTED]		
Address 1:	[REDACTED]				
Address 2:	[REDACTED]				
City:	[REDACTED]	State:	[REDACTED]	Zip Code:	[REDACTED]
Sex:	[REDACTED]	Eye:	[REDACTED]	Hair:	[REDACTED]
Race:	[REDACTED]	Height:	[REDACTED]	Weight:	[REDACTED]
Reason Fingerprinted:	LAW				

Direct Mailing Y

Receipient Name: GROVE CITY POLICE DEPARTMENT

Receipient Address 1: 3360 PARK ST.

Address 2:

City: GROVE CITY

State: OH Zip Code: 43123

Phone:

Fax:



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123

www.grovecityohio.gov



October 18, 2010

Columbus Division of Police
120 Marconi Blvd.
Columbus, Ohio 43215

Dear Columbus Division of Police,

The Grove City Division of Police is respectfully requesting that your agency fingerprint [REDACTED] S.S.N. [REDACTED].

This person is an applicant with our agency and we will need the BCI and FBI prints. Please send the results to:

Grove City Division of Police
Attn: Sergeant Gary Schrecengost # S8
3360 Park Street
Grove City, Ohio 43123

If further information is required please do not hesitate to contact me at 614-277-1738 or gschrecengost@grovecityohio.gov

Respectfully,
Sergeant Gary Schrecengost # S8
Grove City Division of Police

Police
Administration
(614) 277-1700

General Information
& Non-Emergency
(614) 277-1710

Investigative
Bureau
(614) 277-1750

Records
Clerk
(614) 277-1714



GROVE CITY DIVISION OF POLICE

Applicant Review Process

APPLICANT: [REDACTED]

SSN: [REDACTED]

PHYSICAL FITNESS ASSESSMENT

P.T. Instructor: C. Pfeiffer Date scheduled: September 11, 2010

Physical fitness report attached? ☒ YES ☐ NO ☒ Passed ☐ Failed ☐ No Showed

Reviewer's Signature: Sgt. G.A. V. [Signature] #5/8 Review Date: 9/19/10

Lieutenant: LT [Signature] 6/4/3 Review Date: 9.20.10

Based on this review: ☐ Send removal letter to applicant: Reason:

☒ Continue in the selection process

PERSONAL HISTORY QUESTIONNAIRE (PHQ)

PHQ Issued date: 9-11-10 Deadline date: 9-17-10 Rec'd date: 9-16-10

PHQ properly completed? ☒ YES ☐ NO PHQ requested documentation attached? ☒ YES ☐ NO

Reviewer's Signature: Sgt. G.A. V. [Signature] #5/8 Review Date: 9/19/10

Lieutenant: LT [Signature] 6/4/3 Review Date: 9.20.10

Based on this review: ☐ Send removal letter to applicant: Reason:

☒ Continue in the selection process

COMPUTERIZED VOICE STRESS ANALYSIS (CVSA)

CVSA operator: DET. FORNEY Date assigned: 9/21/10

Date scheduled: 10/1/10 @ 9:30 A/M Date CVSA report completed: 10/1/10

CVSA report attached? ☒ YES ☐ NO

Reviewer's Signature: Sgt. G.A. V. [Signature] #5/8 Review Date: 10/6/10

Lieutenant: LT [Signature] 6/4/3 Review Date: 10.6.10

Based on this review: ☐ Send removal letter to applicant: Reason:

☒ Continue in the selection process

BACKGROUND INVESTIGATION

Investigator: PA [Signature] 45 Date assigned: 10-18-10 Date completed: 11-3-10

Background investigation attached? ☒ YES ☐ NO

Reviewer's Signature: Sgt. G.A. V. [Signature] #5/8 Review Date: 11/3/10

Lieutenant: LT [Signature] 6/4/3 Review Date: 11.4.10

Based on this review: ☐ Send removal letter to applicant: Reason:

☒ Continue in the selection process



Franklin County Municipal Court

Lori M. Tyack

Clerk of Court



[FCMC Clerk](#) | [Sign in](#)

666 | 0

[New Search](#)

NO RESULTS FOUND!

Please review the Search Tips to improve your search if necessary.

[New Search](#)

CASE Network Records Search
Franklin County Municipal Court - 375 South High Street Columbus, Ohio 43215

[Search Site](#)[home](#)[about the agency](#)[registration info](#)[news & public affairs](#)[what's new](#)[contact](#)[careers](#)[privacy policy](#)[history/records](#)[publications](#)[fast facts](#)[what happens in a draft](#)[site map](#)

----- KEY INFORMATION -----

Selective Service Record Search ResultsSearch Criteria

Last Name [REDACTED]

Social Security Number [REDACTED]

Date of Birth: [REDACTED]

Matched RecordSelective Service Number:
[REDACTED]Date of Registration:
[REDACTED]

To obtain written proof of Selective Service registration [CLICK HERE](#) and follow the instructions on our "Registration Information" page.

[New Search ?](#)[FAQs](#)

Last Updated: 8/14/2007

©2009 Selective Service System



GROVE CITY DIVISION OF POLICE

EMPLOYER QUESTIONNAIRE

BUSINESS NAME GROSSMAN'S BARGAIN OUTLET

SUPERVISOR INTERVIEWED BRIAN FLYNN ASST. MANAGER

DATES OF EMPLOYMENT _____

JOB TITLE AREA SUPERVISOR

FULL OR PARTIME FULL TIME

IF NOT PRESENTLY EMPLOYED BY YOU, INDICATE MANNER OF LEAVING YOUR EMPLOYMENT

___ RESIGNED VOLUNTARILY (STATE REASON) _____

___ REQUESTED TO RESIGN (STATE REASON) _____

___ DISCHARGED (STATE REASON) _____

___ WAS LAID OFF

___ OTHER _____

RESIDENCE WHILE IN YOUR EMPLOYMENT

CANDIDATES EMPLOYMENT RECORD

PLEASE RATE THE FOLLOWING CATEGORIES.

QUALITY OF WORK (ACCURACY, NEATNESS, THOROUGHNESS)

___ INFERIOR WORK

___ RATHER CARELESS

___ MEETS REQUIREMENTS

___ HIGHLY ACCURATE

☒ EXCEPTIONAL



GROVE CITY DIVISION OF POLICE

QUANTITY OF WORK (VOLUME/SPEED)

- ☐ VERY SLOW
- ☐ INSUFFICIENT WORK
- ☐ MODERATE
- ☐ RAPID WORKER
- ☒ HIGHLY PRODUCTIVE

COOPERATION (WORKING WITH OTHER EMPLOYEES)

- ☐ TROUBLEMAKER
- ☐ HAS DIFFICULTY
- ☐ GENERALLY COOPERATIVE
- ☐ GETS ALONG WELL
- ☒ EXCELLENT RELATIONS

JUDGEMENT (ABILITY TO MAKE DECISIONS/PLAN WORK)

- ☐ DISORGANIZED/ILLOGICAL
- ☐ LIMITED JUDGMENT
- ☐ PLANS WELL
- ☐ LOGICAL THINKER
- ☒ CREATIVE



GROVE CITY DIVISION OF POLICE

DEPENDABILITY (RELIABILITY)

☐ NEEDS CONSTANT SUPERVISION

☐ NEEDS FREQUENT CHECKING

☐ USUALLY DEPENDABLE

☐ SELDOM NEEDS CHECKING

☒ HIGHLY RELIABLE

INITIATIVE (MOTIVATION/INTEREST IN WORK)

☐ LAZY-INDIFFERENT

☐ NEEDS PUSHING

☐ ADEQUATE

☐ CONSIDERABLE

☒ HIGHLY MOTIVATED

PERSONALITY (COURTESY, APPEARANCE, PUBLIC RELATIONS)

☐ RUDE

☐ INDIFFERENT

☐ ADEQUATE FOR JOB

☐ POLITE-COURTEOUS

☒ EXCEPTIONAL



GROVE CITY DIVISION OF POLICE

EXCESSIVELY ABSENT ____ YES ☒ NO

EXCESSIVELY LATE ____ YES ☒ NO

HONEST ☒ YES ____ NO

WAS CANDIDATE EVER DISCIPLINED ____ YES ☒ NO

IF YES, PLEASE EXPLAIN _____

ABILITY TO FOLLOW ORDERS ☒ GOOD ____ FAIR ____ POOR

COMMENTS CHARACTER IS OUTSTANDING, AN OUTSTANDING EMPLOYEE

OFFICER CONDUCTING INTERVIEW PK [Signature] 15



GROVE CITY DIVISION OF POLICE

EMPLOYER QUESTIONNAIRE

BUSINESS NAME DAIRY DONE

SUPERVISOR INTERVIEWED FRANK BINGMER

DATES OF EMPLOYMENT [REDACTED]

JOB TITLE EMPLOYEE

FULL OR PARTTIME _____

IF NOT PRESENTLY EMPLOYED BY YOU, INDICATE MANNER OF LEAVING YOUR EMPLOYMENT

☒ RESIGNED VOLUNTARILY (STATE REASON) _____

_____ REQUESTED TO RESIGN (STATE REASON) _____

_____ DISCHARGED (STATE REASON) _____

_____ WAS LAID OFF

_____ OTHER _____

RESIDENCE WHILE IN YOUR EMPLOYMENT

CANDIDATES EMPLOYMENT RECORD

PLEASE RATE THE FOLLOWING CATEGORIES.

QUALITY OF WORK (ACCURACY, NEATNESS, THOROUGHNESS)

_____ INFERIOR WORK

_____ RATHER CARELESS

_____ MEETS REQUIREMENTS

_____ HIGHLY ACCURATE

☒ EXCEPTIONAL



GROVE CITY DIVISION OF POLICE

QUANTITY OF WORK (VOLUME/SPEED)

- ☐ VERY SLOW
- ☐ INSUFFICIENT WORK
- ☐ MODERATE
- ☐ RAPID WORKER
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JUDGEMENT (ABILITY TO MAKE DECISIONS/PLAN WORK)

- ☐ DISORGANIZED/ILLOGICAL
- ☐ LIMITED JUDGMENT
- ☐ PLANS WELL
- ☐ LOGICAL THINKER
- ☒ CREATIVE



GROVE CITY DIVISION OF POLICE

DEPENDABILITY (RELIABILITY)

☐ NEEDS CONSTANT SUPERVISION

☐ NEEDS FREQUENT CHECKING

☐ USUALLY DEPENDABLE

☐ SELDOM NEEDS CHECKING

☒ HIGHLY RELIABLE

INITIATIVE (MOTIVATION/INTEREST IN WORK)

☐ LAZY-INDIFFERENT

☐ NEEDS PUSHING

☐ ADEQUATE

☐ CONSIDERABLE

☒ HIGHLY MOTIVATED

PERSONALITY (COURTESY, APPEARANCE, PUBLIC RELATIONS)

☐ RUDE

☐ INDIFFERENT

☐ ADEQUATE FOR JOB

☒ POLITE-COURTEOUS

☐ EXCEPTIONAL



GROVE CITY DIVISION OF POLICE

EXCESSIVELY ABSENT ____ YES ☒ NO

EXCESSIVELY LATE ____ YES ☒ NO

HONEST ☒ YES ____ NO

WAS CANDIDATE EVER DISCIPLINED ____ YES ☒ NO

IF YES, PLEASE EXPLAIN _____

ABILITY TO FOLLOW ORDERS ☒ GOOD ____ FAIR ____ POOR

COMMENTS FUN TO BE AROUND, JOKING, VERY GOOD KID

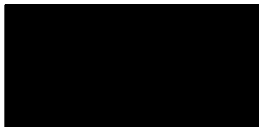
OFFICER CONDUCTING INTERVIEW PRC JAMEN HYS

ADDITIONAL QUESTIONS FOR OFFICERS WITH CORRECTIONS EXPERIENCE

If you answer "yes" to any of the following questions, please explain and provide details to include where you were employed at the time and date of the occurrence. Use additional paper or the back of this questionnaire if necessary.

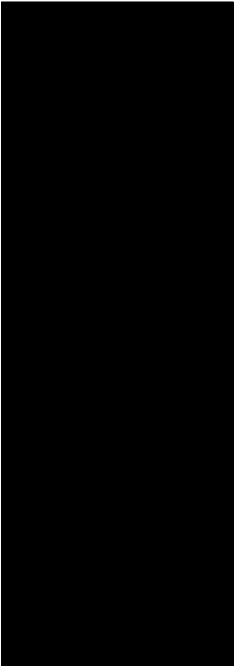
1. Have you ever introduced contraband into a correctional facility for an inmate or another officer? ☐ Yes ☐ No (if yes, explain details)
2. Since becoming a correctional officer, have you had sexual involvement with an inmate or another officer on duty? ☐ Yes ☐ No (if yes, explain details)
3. Have you ever accepted a bribe from an inmate? ☐ Yes ☐ No (if yes, explain details)
4. Have you ever had or maintained a friendship or relationship with an inmate after they were released? ☐ Yes ☐ No (if yes, explain details)
5. Have you ever kept, used, or given away an inmate's property? ☐ Yes ☐ No (if yes, explain details)

**I CERTIFY THAT THE ABOVE INFORMATION PROVIDED IS TRUE AND CORRECT. I
HAVE BEEN COMPLETELY TRUTHFUL IN MY ANSWERS TO THESE QUESTIONS.**



Current Debt and Monthly Payments

[illegible]

**** CONFIDENTIAL ****

Signed up for the police officer test in fall quarter of 2010, Eligibility list will be released in late December or January of 2011. Nothing further.

Signed up for the police officer test in fall quarter of 2010, Eligibility list will be released in late December or January of 2011. Nothing further.

Currently on Eligible list in the "70 Band" - not interviewed as of this date (10-20-10)

Signed up for the police officer test in fall quarter of 2010, Eligibility list will be released in late December or January of 2011. Nothing further.

Currently on Eligible list in the "70 Band" - not interviewed as of this date (10-20-10)

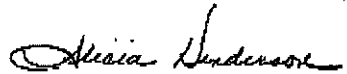
Signed up for the police officer test in fall quarter of 2010, Eligibility list will be released in late December or January of 2011. Nothing further.

Failed Civil Service Exam - 2008

Failed Civil Service Exam - 2008

Signed up for the police officer test in fall quarter of 2010, Eligibility list will be released in late December or January of 2011. Nothing further.

Please feel free to contact me at 614-645-4808 with other questions or concerns.



Alicia Henderson, OAI
Background Investigation Unit
Columbus Division of Police



CITY OF GAHANNA
DEPARTMENT OF PUBLIC SAFETY
DIVISION OF POLICE



460 ROCKY FORK BLVD, GAHANNA, OHIO 43230

Tel:(614) 342-4240 Fax:(614) 342-4300

Applicant Investigative Summary

Applicant: [REDACTED]

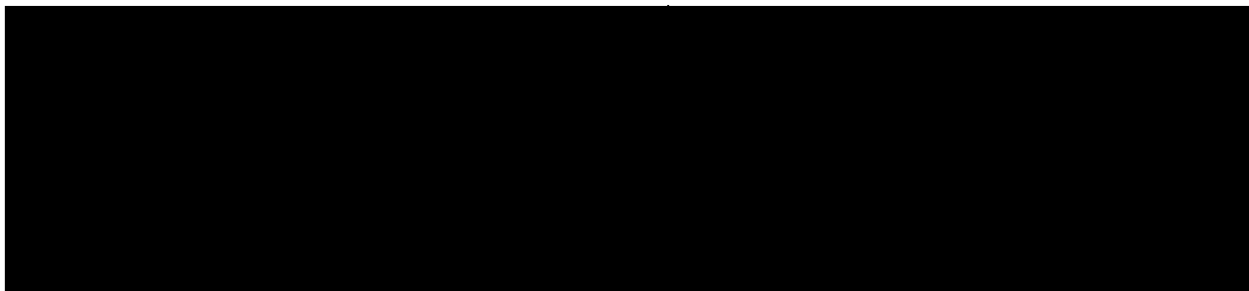
Position: Police Officer

Submission Date: January 6, 2010

Submitted By: Detective Kelie J. Anderson, #83

In response to a request by Lt. Basso, I began a background investigation on applicant [REDACTED] in connection with a conditional offer of employment as a Police Officer with the City of Gahanna. The following is a synopsis of the investigative process:

PERSONAL HISTORY



[REDACTED] is a [REDACTED] graduate of Central Crossing High School in Grove City, Ohio where he obtained his diploma. [REDACTED] has no other educational background.

During [REDACTED] youth he enjoyed playing a variety of sports including baseball and basketball. [REDACTED] also enjoyed riding four wheelers and dirt bikes as a youth. [REDACTED] current hobbies are weight lifting, playing softball and video games and riding his motorcycle.

EMPLOYMENT HISTORY

From [REDACTED] was employed by Dairy Queen as a team member.

From the [REDACTED] was employed by the Madison Garden Center as a seasonal help aide.

From [REDACTED] is unemployed with Grossman's Bargain Outlet as an area supervisor.

FINANCIAL HISTORY

[REDACTED] financial history was checked using CBCInnovis of Columbus, Ohio. His credit score is currently [REDACTED] with no derogatory marks. [REDACTED] reports that his total monthly bill payments are \$1,180.00.

DRIVING RECORD

[REDACTED] reports that he was issued a speeding citation in Franklin County in May of 2003, but has not had any traffic violations since. A check through OHLEG as well as LEADS [REDACTED]

ILLEGAL DRUG ACTIVITY

None reported.

CRIMINAL HISTORY

None reported.

IMPROPER/ILLEGAL SEXUAL ACTIVITY

None reported.

GAMBLING ACTIVITY

None reported

MILITARY SERVICE RECORD

None reported.

QUESTIONABLE ASSOCIATIONS

None reported.

INVESTIGATOR'S COMMENTS

██████████ was interviewed January 5, 2010 at the Gahanna Police Department detective bureau interview room, regarding his responses to the Personal History Questionnaire.

This was my second contact with applicant ██████████ since the background process began. From my first contact to the interview, ██████████ seemed extremely personable and always presented himself in a very professional and respectful manner. ██████████ seemed nervous when speaking but did maintain good eye contact throughout the interview. ██████████ was somewhat robotic when answering questions but gave short and concise responses. ██████████ did exhibit himself as confident and well mannered.

██████████ stated that he has always had an interest in law enforcement and stated that becoming a police officer would be very rewarding and serve as a good stable career. ██████████ stated that he is in the process of trying to find and buy a house, along with marrying his fiancée and starting a family.

██████████ said that he applied with the City of Gahanna primarily because of the opening, but states the police department seems well organized and the Gahanna area is pleasant. ██████████ stated that if hired, his aspirations as a police officer would be to do well and eventually get promoted within the department.

With having had only a few interactions with applicant ██████████, I got the feeling that ██████████ truly desires the position and could perform the duties. Even though applicant ██████████ has little employment history and a modest amount of life experiences, I feel that applicant ██████████ could quickly learn the responsibilities and most likely adapt to becoming a fine police officer.

Respectfully,

Det. Kelie Anderson, #83

Detective Kelie J. Anderson, #83
Gahanna Division of Police



WESTERVILLE DIVISION OF POLICE

Background Investigation: Summary

"Being There When Needed"

The City of Westerville is an Equal Opportunity Employer. The contents of this investigation summary comprise a complete, fair, and impartial character investigation on the below named applicant. We treat it to the extent reasonably allowed by law.

Personal Administration Section

Police Officer
Position Applied For

Date: **02/17/2010**

Applicant's Last Name

First Name

Middle Name

None

Alias - Nickname

Present Address

Telephone Number

SECTION 1. GENERAL HISTORY

[REDACTED] when they separated and each moved to their current addresses, with [REDACTED] moving with his mother. During his *Pre-Employment/CVSA Interview & Examination*, [REDACTED] explained that his father [REDACTED] of Police, but had lost his job [REDACTED]

[REDACTED] wrote on his *PHQ*, when explaining why he wanted to be a police officer in the City of Westerville: ***"I have wanted to be a police officer my whole life. I have always had an interest in police work. Unlike most people, I realize that there is more to being a police officer than just catching the bad guy. It's also about preventing crime. Westerville has a very proactive police department with many opportunities within the division and is continuing to grow. I would be proud to fulfill my dream of becoming a police officer in the City of Westerville."***

(All information for Section 1 is located on pages 2, 3, and 4 of the *Personal History Questionnaire* under the PHQ tab and recorded on the *Pre-Employment/CVSA Interview & Examination* DVD located under the CVSA tab)

SECTION 2. MARITAL HISTORY

[REDACTED] reported he was not married and had no children.

(All information for Section 2 is located on page 2 of the *Personal History Questionnaire* under the PHQ tab)

SECTION 3A. PERSONAL REFERENCES

██████████ Has known ██████████ for approximately ten years and is currently engaged to ██████████. He described ██████████ as *funny, driven, hard working, serious, honest, dependable, a man of his word, close with his family and self motivated*. He provided the following names: **Jay Trant, Ronnia Parsley, and Gary Roberts.**

Rex Eskins: Has known ██████████ for approximately seventeen years being friends with his family and watching him grow up. Eskins described ██████████ as *funny with a great sense of humor and very reliable and is a man of his word*. He provided the following names: **CPD Officers Danny Harper & Russell Morrow.**

Shane Usner: Usner reported knowing ██████████ since 1995, and were best friends until high school. He described ██████████ as *very kind, caring, with a great sense of humor*. Usner described ██████████ as maintaining close ties with his parents, despite them being divorced, as well as with both his sisters. He said ██████████ *work ethic is amongst the best he has ever seen*. Usner provided the following names: **Bobby White, Joe Usner, and Renee Keener.**

George Usner: Usner reported knowing ██████████ as a neighbor and friend for approximately fifteen years. He described ██████████ as *friendly, outgoing, caring, trustworthy, and reliable, with an outstanding work ethic*. He provided two names: **Joseph, Valerie, and Kyle Usner.**

Tami Creamer: Creamer reported knowing ██████████ the past eight years. She described him as *friendly, outgoing, helpful, caring, dependable, good role model, and always gets along with others*. She provided the following name: **Pam Wilson.**

Gary Roberts: Reported being best friends with ██████████ the past seven years. He described ██████████ personality as *nice, outgoing, generous, and dependable*. He said that ██████████ has a good relationship with his family and is always helping around the house. He provided three names: **Brandie Drake, Jodi Roberts, and Michael Wilson.**

SECTION 3B. DEVELOPED REFERENCES

Joe Usner: Has known ██████████ since the first grade. Being neighbors, ██████████ was always over at Joe's house, and is considered to be like a member of their family. Joe described ██████████ as *good hearted and kind. Extremely hard working and always willing to help others.*

Ronnica Parsley: Has known ██████████ for the past eight years. She described ██████████ as *a very positive person, who is always willing to help others*. She said he is *dependable, very organized, and good with his finances*. She provided three names: **Kelly Devine, Stacie Creamer, and Kathy Parsley.**

Jay Trant: (No Response)

Russell Morrow: (No Response)

Danny Harper: (No Response)

Renee Keener: (No Response)

Pam Wilson: (No Response)

(All information for Sections 3A & 3B is located under the Personal Reference tab)

SECTION 4. RESIDENCES

From the time of [REDACTED] lived with his parents in [REDACTED] County, Ohio. In 1995 his parents separated and [REDACTED] moved with his mother [REDACTED] where he continues to reside, paying her monthly rent. He said during his *Pre-Employment/CVSA Interview & Examination* that his mother was going to sell him her house and property at some point in the future.

(All information for Section 4 is located on page 4 of the *Personal History Questionnaire* under the PHQ tab)

SECTION 5. FINANCIAL HISTORY

Brandon reported a **monthly income of approximately \$2000.00**. Below is a breakdown of Brandon's debt as disclosed by him during his *Applicant Interview* and as reported on his credit report.

Debt	Monthly	Balance	Applicant	Credit Report
Chase Visa				
Chase Visa				
Capital One (Visa)				
Best Buy				
JB Robinson				
Kawasaki (HSBC)				
Polaris (HSBC)				
2007 Kawasaki MC (Dad)				
2006 Hummer H3 (Mom)				
Rent (Mom)				
Cell Phone (Verison)				
Car Insurance (Grange Mutual)				
Motorcycle Insurance (Progressive)				
Total monthly debt				
Total Debt Balance				

A: Credit Report indicated balance was below \$2000.

B: [REDACTED] did not report this on his *PHQ* or during his *Applicant Interview*.

C: These debts do not appear on [REDACTED] credit report because his parents paid for the items and he is paying them back.

Internal Revenue Service (No Response)

[REDACTED] reported during his *Applicant Interview* that in 2005/06 [REDACTED]

(All information for Section 5 is located on page 5 of the *Personal History Questionnaire* under the PHQ tab, on page 4 of the *Applicant Interview* under the Applicant's Interview tab, and under the Finances tab)

SECTION 6. EMPLOYMENT HISTORY

Grossman's Bargain Outlet ([REDACTED]) received high marks in all categories of his employment record. No negative notations were recorded and he is considered eligible for rehire. Store manager, Vincent Crusan, wrote [REDACTED] *is an exceptional associate and I would hate to lose him, but I know this is what he really wants.*"

Dairy Queen [REDACTED]: This employment inquiry was completed by Trish Carrel, Store Manager, who rated [REDACTED] high in all categories of his employment record. She identified him as a Crew Leader, and described him as *"One of the Best."* She also indicated he would be eligible for rehire.

(All information for Section 6 is located under the Employment Inquiries tab)

SECTION 7. MILITARY HISTORY

[REDACTED]

(All information for Section 7 is located under the Military Records tab)

SECTION 8. EDUCATIONAL HISTORY

[REDACTED] graduated from **Central Crossing High School** in Grove City, Franklin County, Ohio on May 31, [REDACTED]. While in high school, [REDACTED] participated in *basketball, baseball, band, and student council*. [REDACTED] provided a copy of his high school diploma, but did not provide any copies of his high school transcripts.

(All information for Section 8 is located under the Required Documentation tab)

SECTION 9. CRIMINAL AND TRAFFIC CONVICTIONS

On 12/28/2009, a Criminal History Check and Driving Record Check were completed on [REDACTED]. His CH was [REDACTED] and his DR showed [REDACTED]. Three Request For Police Applicant's Arrest/Contact Record forms (DT659) were sent out, with all three being returned indicating no records of arrest or contact. Additionally, BCI & I confirmed there were no Criminal History Records on file with their agency. Finally, an on-line court records check was completed for both Franklin and Pickaway County Municipal Courts, with no records being located.

(All information for Section 9 is located under the Arrest Record tab and under the LEADS & Maglocien tab)

SECTION 10. MISCELLANEOUS

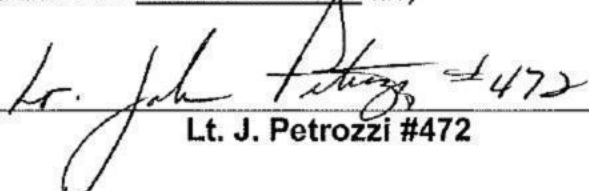
On [REDACTED] PHQ he reported making application to the listed police agencies. A fax request was sent to these agencies requesting a copy of [REDACTED] application and any corresponding paperwork they might have. The agencies and their responses are listed below:

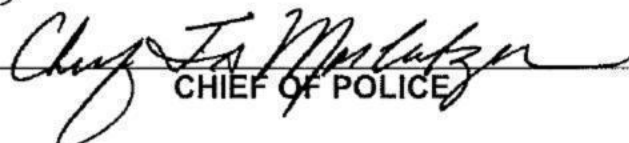
- ✓ **Columbus Division of Police:** Brenda Sobieck, Personnel Administrative Officer with the Civil Service Commission, notified me that [REDACTED] had applied twice with CPD; once in 2007 and once in 2008. In 2007 he failed the Oral Board Exam. In 2008 he passed the examination and finished in the 70th Band, which the background unit has yet to begin to investigate. This eligibility list is good for two years, and will expire sometime in 2010.
- ✓ **Gahanna Police Department:** Donna Jernigan, Civil Service with the City of Gahanna, sent [REDACTED] employment application which did not provide any new information.
- ✓ **Whitehall Police Department:** April Ricciardo, Administrative Secretary with the City of Whitehall, e-mailed me the items they had on file for [REDACTED] when he had tested with them. This paperwork included an employment application which did not reveal any new information.
- ✓ **Grove City Police Department:** Laurie Grener, Records Clerk at the Grove City Division of Police sent me a fax advising that [REDACTED] had taken and passed their written test. However, he did not place within the top 25 candidates.
- ✓ **Dublin Police Department:** I was notified by Kristin Maier, Human Resource Specialist with the City of Dublin that [REDACTED] had tested for the position of police officer in their city in September 2008. While he passed the written exam, his score did not place him within the top 50 candidates, thus eliminating him from progressing through the process. She provided his on-line resume profile which did not provide any new information.
- ✓ **Hilliard Police Department:** I spoke with Teresa Kohan, Secretary with the City of Hilliard Civil Service Commission. She confirmed [REDACTED] had tested with their city in September 2008, passing the written portion, but placing 58th on their eligibility list. That list has since expired. She faxed to me his application which did not reveal any new information.

On Monday, 02/15/2010, Detective Tiburzio and I conducted a "Surprise" home visit. The residence is owned by [REDACTED] who resides there with [REDACTED] and his fiancée, [REDACTED]. Upon our arrival, [REDACTED] was not at home, due to being at work, however, both his fiancée and mother were present. In discussion with [REDACTED] we talked about the various issues they could face as a couple in regards to [REDACTED] employment as a police officer. She said that she and [REDACTED] have been together for eight years, and in all that time they have spoken at length about their future plans and his employment as a police officer. She even commented that they don't intend to get married until he has succeeded in obtaining a job as a police officer. His mother echoed [REDACTED] support for [REDACTED] indicating he has wanted to be a police officer since he was three years of age.

The area where they reside, is rural, and the proximity of one residence to another is somewhat spaced out. Cathy reported they really only know their neighbors who live across the road. She identified this neighbor as [REDACTED] whom [REDACTED] listed as one of his Personal References. Subsequently, no neighborhood canvas was completed.

(All information for Section 10, from other agencies, is located under the Other Information tab)


Lt. J. Petrozzi #472


CHIEF OF POLICE



CVSA EXAMINATION REPORT

Examiner: Det. D. E. Dietz #457
Date: October 5, 2009
Subject: [REDACTED]
Test Type: Pre-employment (Police Officer)

[REDACTED] arrived about twenty minutes early for his scheduled 8:00 am interview. He was dressed in a black pin-striped suit, with a white shirt, tie, and black dress shoes. He was professional and cooperative. However, his most notable characteristics were his natural humbleness and honesty which were portrayed in both his posture and words throughout his interview. After some general conversation, I read to [REDACTED] and then asked him to read and sign the *Truth Verification Release form*. [REDACTED] stated he had never taken a truth verification test before, and knew of no reason why he could not take today's CVSA examination.

PRE-TEST INTERVIEW

[REDACTED] explained in the fall of 2008 he arrived home to find his parents involved in a domestic dispute. Upon his arrival, a Franklin County Sheriff's Deputy was pulling up to the residence in response to his mother having called them. He explained that his parents were separated and his father had come over to the house for some reason, and they had gotten into an argument with each other. His father had left the residence by the time he and the deputy arrived.

The best job [REDACTED] has ever held is his current employment with *Bargain Outlet* where he has been employed since [REDACTED]. He loves the nature of his work; the good wages; and his flexible work hours. [REDACTED] is currently a supervisor with the company. He said the only argument he ever had with a co-worker or supervisor was with another supervisor, Mary Wilson, who he argued with concerning her method of pricing items incorrectly. He also said Wilson was the only boss whom he felt treated him unfairly. He described her overall attitude towards him as being negative, due to what he believes was her sense of insecurity about her own job performance compared to his own. According to [REDACTED] Wilson has since been terminated from *Bargain Outlet*.

The worst job [REDACTED] ever had was at *Dairy Queen* between [REDACTED]. He said the work environment was very messy and the pay was not good. He said while working there he was given a week off by his manager after the manager observed [REDACTED] pound his fist onto a table top. [REDACTED] said he was sixteen years old and became frustrated because he was working the drive-thru by himself which included: *taking orders, making orders, and collecting the money at the window*. He also mentioned when he put in his two week notice in [REDACTED] they excused his two weeks and made that his last day of work.

[REDACTED] did not list these jobs on his application or PHQ: *Rumple Tilts kin Toy Store (Xmas 2003)* & *Madison Garden Center (Summer 2004)*. He did not list them due to both being seasonal, short term, and in conjunction with his other jobs. The toy store job was at the Tuttle Mall and after arriving for work on several occasions where no one showed up to unlock the store, he just quit. [REDACTED] reported being a general laborer at the garden center located in Madison County.

Brandon reported the following financial obligations:

DEBT	MONTHLY \$	BALANCE \$
Vehicles*		
Best Buy store card		
Chase Visa (x2)		
Capital One Visa		
Personal Loan*		
Rent		
Vehicle Insurance: <i>Grange Mutual</i> <i>Progressive</i>		

TOTAL:

*Note: [REDACTED] has three vehicles: [REDACTED]. The

GTO is a historical vehicle registered to [REDACTED] father, which his father gave to him. The Hummer is registered in his mother's name and he is paying her the monthly payments. The Kawasaki was purchased by [REDACTED] with money he borrowed from his father, which [REDACTED] is paying back to him in monthly payments. [REDACTED] also reported his last moving violation was in the spring of 2003 when he was cited for speeding by a Franklin County Sheriff's Deputy.

[REDACTED] is a couple of years older than he is. When he was in eighth grade, she was in tenth grade and had a boyfriend, [REDACTED] who would go to Kohl's and shoplift small items. Sometimes [REDACTED] was with [REDACTED] when he would do this. On one occasion, [REDACTED] shoplifted a necklace just to impress [REDACTED]. When [REDACTED] was in high school [REDACTED] cheated on his sister with another girl, Kaylee Trexler. When [REDACTED] sister found out about the incident, she and [REDACTED] along with [REDACTED] and his girlfriend [REDACTED] egged Kaylee's car.

While working at Dairy Queen, [REDACTED] and the other workers would eat the store products while they were working without permission. He also reported taking candy from a broken candy machine at his current place of employment. He said he has downloaded music from Limewire without paying for it. As for prank phone calls [REDACTED] stated he and his friends have made random calls and when the person would answer the phone, they would play recordings from "sound board" which is a computer website that has celebrity voices that make various statements.

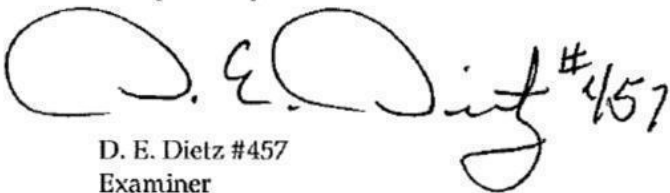
After the pre-test interview I explained the operation of the CVSA instrument to [REDACTED]. Together, we reviewed the standard pre-employment questions and after ensuring he was comfortable with the wording of the questions, we conducted the examination.

RESULTS

The first chart is never used to determine deception but rather as a "practice run" that eliminates potential situational stress. I reviewed the second chart and found no deception indicated. A cold call was conducted by Det. B. Schwartz (514) and he concurred with my findings.

Test Results: NDI (No Deception Indicated)
Cold Call: Det. B. Schwartz #514

Completed by:

 #457

D. E. Dietz #457
Examiner

SECTION 6: GENERAL INFORMATION INQUIRY

NOTICE: The following questions and answers will be verified through the use of a truth verification test. If the answer to any of the following questions is "yes," it will be necessary for you to explain, in detail, on the continuation sheet, full and comprehensive explanations are required.

1. If it became necessary in the course of your police duties to take a human life, would you have any reluctance to do so because of religious or other beliefs? <i>Only Police Officer applicants need to answer this question.</i>	☒ YES ☐ NO
2. Have you ever committed a felony for which you were never arrested or convicted?	☐ YES ☒ NO
3. Have you ever been placed on or served in a criminal diversion type of program that led to the eventual dismissal of any criminal charges or applied for and had any charges/convictions sealed?	☐ YES ☒ NO
4. Have you ever been convicted of a felony?	☐ YES ☒ NO
5. Have you ever been convicted of a misdemeanor that had been reduced from original felony charges?	☐ YES ☒ NO
6. Have you ever been convicted of a criminal offense (i.e., theft, assault and battery, wrongful influence of a minor, disorderly conduct, gambling, drug offenses, sexual offenses, offenses involving immoral or indecent conduct, fraud, trespassing, conversion of trust, offenses involving military justice, or any other criminal offense)?	☐ YES ☒ NO
7. Have you ever been convicted of any traffic offense (i.e., operating a motor vehicle while under the influence of alcohol or drugs, reckless operation, hit/skip, vehicular homicide, speeding, drag racing, willfully fleeing or eluding police, operating an unsafe vehicle, driving without a license, passing a school bus receiving or discharging passengers, or any other traffic offense, excluding parking and equipment violation)?	☒ YES ☐ NO
8. Do you now or have you ever held any other drivers license from another state(s) other than that listed on Page 2 of this questionnaire? If so, indicate what state of issue and present status (i.e., valid or non-valid).	☐ YES ☒ NO
9. As an adult, have you ever stolen anything?	☒ YES ☐ NO
10. Have you ever bought or sold any property that you believe was stolen?	☐ YES ☒ NO
11. Has your driver's license been suspended or revoked?	☐ YES ☒ NO
12. Have you ever been committed to any penal institution as a result of either a felony or misdemeanor conviction?	☐ YES ☒ NO
13. Have you ever possessed or used any illegal narcotics including Marijuana, Hashish, Mescaline, PCT, THC, Peyote, PCE, TCP, Angel Dust, Opium, Morphine, Codeine, Meperidine, Methadone, Cocaine, Heroin, LSD, or any of their derivatives such as Darvon, Lomtil, etc.? If yes, how many times in the last seven years?	☐ YES ☒ NO
14. Have you ever used any prescription drugs such as Barbiturates, Amphetamine, Valium, Librium, Sopors, Uppers, Downers, etc., without the benefit of a prescription? If yes, age of first use, age of last use.	☐ YES ☒ NO
15. Have you ever used prescribed medications for purposes other than that for which they were originally prescribed or intended? If yes, the type.	☐ YES ☒ NO

**UPPER ARLINGTON DIVISION OF POLICE
CRIMINAL INVESTIGATIONS SECTION**

3600 Tremont Road, Upper Arlington, Ohio 43221-1595

Phone 614.583.5150 Fax 614.459.1317

FACSIMILE COVER SHEETChief B. L. Quinn
614.583.5192Lieutenant E.A. Ankrom
614.583.5161Sergeant J.H. Wilhelm
614.583.5168Detective J. D. Messer
614.583.5154Detective K.G. Bowman
614.583.5156Detective H. J. Montag
614.583.5174Detective A.E. Wuertz
614.583.5170Admin. Asst. T.D. Moore
614.583.5158Records Specialist J.S. Ackison
614.583.5171TO: Grove City P.D.ATTN: Officer DarnellFAX #: (614)277-1717FROM: Sergeant Jon Wilhelm #1403DATE: 10/22/10

COMMENTS:

TOTAL NUMBER OF PAGES TO FOLLOW: 13

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"Central Ohio's Premier Community" Ohio Magazine
Web Address: <http://www.ua-ohio.net>

EMPLOYMENT APPLICATION

CITY OF UPPER ARLINGTON, OHIO
3600 TREMONT ROAD
UPPER ARLINGTON, OHIO 43221

Please print your answers. All spaces must be completed. If a question does not apply, indicate so with the symbol (N/A). If the space provided is inadequate, attach a separate sheet and continue your answer. All separate sheets must contain the date and your signature.

GENERAL INFORMATION:

Last Name	First Name	Middle Name	Suffix (Jr., III, etc.)	Social Security Number	Date
					01/27/2009
Street Address		City		State	Zip Code
E-Mail Address			Telephone Number		
Position Applying For <u>POLICE OFFICER</u>				Date Available For Employment	Approximate Annual Salary Range You Require
Check One ☒ Full Time ☐ Part Time ☐ Temporary/Seasonal				<u>ASAP</u>	\$ <u>32,000</u> to \$ <u>35,000</u>
If a position you are applying for requires a minimum age, state your birth date: <u></u>					
Under age 18: Work permit required Fire minimum: 18 years Police Minimum: 21 years					
Do you have a valid driver's license? ☒ Yes ☐ No Issuing State <u>OH</u> License # <u></u>					
Do you have a CDL? ☐ Yes ☒ No Class <u></u> Endorsements <u></u>					
How did you learn about this job opening? <u>POLICELINK.COM</u>					
Do you have a relative who works for the City of Upper Arlington? ☐ Yes ☒ No (Members of the immediate family are ineligible for employment.)					
If yes, state name, department, and relationship <u></u>					
Have you ever been convicted of a criminal offense (including expunged records)? ☐ Yes ☒ No					
If yes, please explain <u></u>					
Have you ever been convicted of one of the offenses listed below (including expunged records)? ☐ Yes ☒ No					
OMVI, Hit Skip, Fleeing, Reckless Operation, Driving Under Suspension					
If yes, please explain <u></u>					

A

Date

01/27/2009

EDUCATION AND TRAINING (include on-the-job training):

	School Location/Sponsor	Course of Study	Degree & Year Obtained
High School	CENTRAL CROSSING HIGH	BASIC	DIPLOMA [REDACTED]
Community College/Trade School			
College/University			
Continuing Education/Other			

SPECIAL QUALIFICATIONS:

What relevant experience and skills do you have that makes you especially suited for this position (e.g. computer skills, equipment operation, and familiarity)? COLUMBUS POLICE EXPLORERS

REFERENCES (Give the name of 3 people not related to you who can vouch for your work ability, experience, and character):

Name	Telephone	Business/Professional Address
GEORGE USNER	[REDACTED]	6657 CREAMER RD ORIENT, OH, 43146
REX ESKINS	[REDACTED]	7339 RENE CT, GROVE CITY, OH, 43123
TAMI CREAMER	[REDACTED]	9153 TAYLOR RD, ORIENT, OH, 43146

Please note: It is to be understood that we may contact your former and current employer and references to secure reports on your employment history and other relevant matters.

EMPLOYMENT HISTORY:

List all previous employers starting with your present or most recent position below (last 10 years is sufficient):

Employer's Name	<u>BARGAIN OUTLET</u>		
Address	<u>4117 W. BROAD ST, COLUMBUS, OH, 43228</u>		
Supervisor's Name	<u>VINNIE CRIVAN</u>	Telephone Number	<u>614-274-9892</u>
Position and Specific Duties	<u>UNLOADING TRUCKS, CUSTOMER SERVICE, MERCHANDISING, CLOSING PROCEDURES</u>		
Dates of Employment	<u>[REDACTED]</u>	Starting Rate of Pay \$	<u>8.41/HR</u> Ending Rate \$ <u>16.38/HR</u>
Reason for Leaving	<u>LOOKING TO START A CAREER</u>		

[Signature]
Applicant's Signature

01/27/2009
Date

EMPLOYMENT HISTORY (CONTINUED):

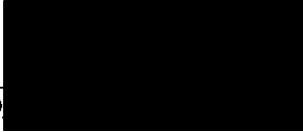
Employer's Name	<u>DAIRY QUEEN</u>		
Address	<u>1710 GEEGEVILLE Sq, COLUMBUS, OH, 43228</u>		
Supervisor's Name	<u>TRISH CARROLL</u>	Telephone Number	<u>614-870-7253</u>
Position and Specific Duties	<u>DRIVE THRU, GRILL, CLEAN AND STOCK</u>		
Dates of Employment		Starting Rate of Pay \$	<u>5.50/HR</u> Ending Rate \$ <u>7.00/HR</u>
Reason for Leaving	<u>TOOK BETTER JOB OPPORTUNITY</u>		
Employer's Name	_____		
Address	_____		
Supervisor's Name	_____	Telephone Number	_____
Position and Specific Duties	_____		
Dates of Employment	_____ to _____	Starting Rate of Pay \$	_____ Ending Rate \$ _____
Reason for Leaving	_____		

CERTIFICATION:

I understand and acknowledge that the City of Upper Arlington has a strong anti-drug policy including pre-employment drug screening. I hereby accept said policy as a term and condition of any employment with the City. I understand that the City conducts for-cause drug and alcohol testing based on a standard of reasonable suspicion with additional testing for positions that require a Commercial Driver's License. I further understand that a violation of said drug and alcohol policy, as contained in the City of Upper Arlington, Ohio Employee Handbook or collective bargaining agreement, if applicable, will be sufficient grounds for disciplinary action including termination of employment.

I understand that nothing contained in this application, or in the granting of an interview, creates an offer of employment. However, if I am offered employment, I understand that my employment may be subject to a job-related medical screening examination. I understand a continued background check for employment may be part of my probation period.

I certify that all of the information furnished in the employment application and its addenda (including continuation sheets, transcripts, certificates or any other material submitted to be considered for employment), are true and complete to the best of my knowledge. I understand that the City of Upper Arlington, Ohio may investigate the information I have furnished, and I authorized any person, firm, or organization to supply any information about me concerning any past employment, military duty, criminal charges or convictions, or personal information to the City of Upper Arlington, Ohio and I release any such person, firm, or organization from any responsibility in disclosing such information. I realize that any misrepresentation or false information included in the application materials or provided in the interview process can lead to the withdrawal of an offer of employment or to termination from employment with the City of Upper Arlington, Ohio.

Ap 01/27/2009
Date

READ CAREFULLY BEFORE SIGNING:

Reasonable accommodation in the application process will be provided to a person with a disability upon request.

At time of hire, employees must submit original documentation to prove identity and employment eligibility in compliance with the Immigration Reform and Control Act of 1986.

Applications, once submitted, become property of the City of Upper Arlington and are subject to all applicable public record laws.

POLICY:

The City of Upper Arlington will not automatically disqualify an applicant who indicated that he or she has been convicted of an offense listed in this application. However, the applicant may be required to provide additional information to determine whether the conviction is related to the job being offered. In considering this, the City will consider, among other things:

- The job and its responsibilities;
- The time, nature, and number of convictions;
- Each conviction's facts;
- Each conviction's job-relatedness;
- The length of time between a conviction and the employment decision;
- Employment history before and after the conviction;
- Rehabilitation efforts;
- Whether the particular conviction would prevent job performance in an acceptable businesslike manner;
- Age at the time of conviction; and
- The conviction's geographic location.
- The City will not consider convictions that have been annulled or expunged unless the conviction bears a direct and substantial relation to the position being sought.

READ CAREFULLY BEFORE SIGNING:

Applicant agrees that any claim or lawsuit relating to my service with the City of Upper Arlington must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or lawsuit. Applicant waives the statute of limitations to the contrary.



Applicant's Signature

01/29/2009
Date

THE CITY OF UPPER ARLINGTON IS AN EQUAL OPPORTUNITY EMPLOYER AND PERSONNEL ACTIONS WILL NOT DISCRIMINATE ON THE BASIS OF RACE, CREED, COLOR, RELIGION, NATIONAL OR ETHNIC ORIGIN, SEX, AGE, HANDICAP, VETERAN STATUS, OR SEXUAL ORIENTATION.



CITY MANAGER'S OFFICE

FAX

DATE: 10-21-10

TO: PTL Strawser

COMPANY: Grove City PD

FAX: 277-1717

PHONE:

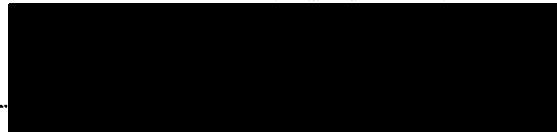
FROM: Lynn Miller

FAX: (614) 901-6401

PHONE: 614-901-6406

OF PAGES (INCLUDING COVER): 15

COMMENTS:



* more info
on file - to
view 10-22-10
@westerville.

+
Michael BARKER

Police Officer**Contact Information -- Person ID:** [REDACTED]

Name:

Address:

Email:

Notification Preference:

Home Phone:

Person ID:

Month and Day of Birth:

Alternate Phone:

Former Last Name:

Personal Information

Driver's License:

Yes, Ohio [REDACTED], Class D

Can you, after employment, submit proof of your legal right to work in the United States?

Yes

What is your highest level of education?

High School

Preferences

Preferred Salary:

\$16.00 per hour; \$32,000.00 per year

Are you willing to relocate?

No

Types of positions you will accept:

Regular

Types of work you will accept:

Full Time

Types of shifts you will accept:

Day, Evening, Night, Rotating, Weekends, On Call (as needed)

Objective

Start a career in law enforcement.

Education**High School**

Central Crossing

8/2002 - 5/2005

Grove City, Ohio

Did you graduate: Yes

Degree Received: High School Diploma

Work Experience**Supervisor**Bargain Outlet
Columbus, Ohio 43228
(614) 274-9842

Hours worked per week: 40

Monthly Salary: \$2,000.00

of Employees Supervised: 4

Name of Supervisor: Vinnie Crusan - Manager

May we contact this employer? Yes

Duties

Unloading freight, merchandising, sales and prepare deposit.

Reason for Leaving

Looking to start career in law enforcement

Crew Member

Dalry Queen
Columbus, Ohio 43228
(614) 870-7255

Hours worked per week: 20
Monthly Salary: \$500.00
of Employees Supervised: 0
Name of Supervisor: Trish Carrol - Manager
May we contact this employer? Yes

Duties

Drive thru, grill, cleaning and stocking

Reason for Leaving

Took better job opportunity

Certificates and Licenses

Skills

Office Skills

Typing:

Data Entry:

Additional Information

References

Resume

Text Resume

Attachments

Agency-wide Questions

1. Q: What date are you available for employment?
A: ASAP

2. Q: Are you currently working for the City of Westerville?
A: No

3. Q: Have you ever been employed by the City of Westerville?
A: No

4. Q: Are you related to anyone currently employed with the City of Westerville?
A: No

5. Q: If you answered yes to question #4, list name of relative(s).
A:

6. Q: Are you capable of performing the essential job functions for the position for which you are applying?

A: Yes

7. Q: If you answered no to question #6, what reasonable accommodations can be made which will enable you to perform the essential functions?

A:

8. Q: Have you ever plead guilty to a traffic violation other than a parking ticket?

A: No

9. Q: If you answered yes to question #8, please give explanation. (If you answered no, please enter n/a)

A: N/A

10. Q: Have you ever been convicted of a felony?

A: No

11. Q: If you answered yes to question #10, please give explanation. (If you answered no, please enter n/a)

A: N/A

12. Q: Military Service Record Were you ever in the Armed Forces? If you answer yes to this question, please complete questions 13 through 16.

A: No

13. Q: List dates of Military duty.

A:

14. Q: What branch of the Military did you serve?

A:

15. Q: What was your rank when discharged from the Military?

A:

16. Q: What duties including special training did you receive while serving in the Military?

A:

17. Q: Unless you are a student, your application must include complete information on at least 2 previous employers and 2 professional references. Incomplete applications will be rejected. Have you checked your application to verify that you have included detailed information in these areas?

A: No

Supplemental Questions

1. Q: This Police Entry Level written examination will be administered by invitation only on December 17 to the first 50 qualified applicants. The location is Westerville City Hall Council Chambers at 21 South State Street. Parking is limited so please allow plenty of time to walk to City Hall from remote locations. Check-in begins at 2:30 PM. Doors will be locked at 3:00PM and no one shall receive late admittance for any reason. If invited, are you able to be here at this time to take the test?

A: Yes

2. Q: If invited to the test, you must bring a \$25 cash (in exact change) or check payment made out to the City of Westerville and present a valid photo ID. Are you aware of these requirements and are you able to meet them?

A: Yes

3. Q: An outline of the entire Westerville Police Entry Level eligibility list process is provided on the City website. Have you reviewed this document and do you fully understand what is expected of you as you begin this process?

A: Yes


[My HR](#) [My Links](#) [Help & Support](#) [Logout](#)
[Class](#) [Post](#) [Admin](#) [Benefits](#) [Reports](#) [CandidateTrack](#) [Tests](#) [Requisitions](#) [List](#) [Search](#) [Recent](#)

 Welcome, Lynn Miller
 Applicant

Applicant Master Record

[Edit Master Profile](#) [Merge Master Profile](#)

First Name [REDACTED]
 Last Name [REDACTED]
 Address 1 [REDACTED]
 Address 2 [REDACTED]
 City [REDACTED]
 State [REDACTED]
 Zip Code [REDACTED]
 Country [REDACTED]
 Legal Right to Work? Yes
 Barred From Applying No
 Work Types Full Time
 Day, Evening, Night,
 Shifts Rotating, Weekends, On Call
 (as needed)
 Month and Day of Birth [REDACTED]
 Gender Male
 Previous Employee No
 Conviction No
 Veteran No

Person ID [REDACTED]
 Primary Phone [REDACTED]
 Alternate Phone [REDACTED]
 Email Address [REDACTED]
 Notification Type [REDACTED]
 Driver's License? [REDACTED]
 Driver's License State [REDACTED]
 Driver's License # [REDACTED]
 Driver's License Class [REDACTED]
 Date Entered 03/17/09
 Last Modified 03/17/09
 Modified By [REDACTED]
 Former Last Name [REDACTED]

White - Persons having
 origins in any of the peoples
 of Europe, North Africa or
 the Middle East.
 Ethnicity
 Current Employee No
 Nepotism No
 Disability No
 Source www.westerville.org
 website

Additional Fields

Question	Answer
----------	--------

Applied For:

App #	Job #	Job Title	Received	Notices	Disposition	Application
9009046		Police Officer	03/17/09 7:19 AM	View	Absyance	View Edit Change Log

Attachments: [Add New](#)

Attachment Title	Uploaded	File Name	Created By	Action
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Eligible Lists:

Exam #	Exam Title	List Name	List Type	Eligible Date	Expire Date	Status	Exam Score	Total Score	Disposition
--------	------------	-----------	-----------	---------------	-------------	--------	------------	-------------	-------------

Referrals:

Req. #	Req. Title	Job	Exam Plan	Date Referred	Disposition
--------	------------	-----	-----------	---------------	-------------

Notes: [Add New](#)

Note Title	Note	Date	Action
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Tests: [Show Most Recent](#)

Job Title	Test Type	Test Title	Test Key	Location	Date	Score
Police Officer	Oral Exam			City Hall Building	07/23/09	30.00
Police Officer	Written Exam					175.00

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**OHIO DEPARTMENT
OF PUBLIC SAFETY**
EDUCATION • SERVICE • PROTECTION

- Administration
- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio Investigative Unit
- Ohio State Highway Patrol



Ted Strickland, Governor
Thomas J. Stickrath, Director
Colonel David W. Dicken
Superintendent

Ohio State Highway Patrol
1970 West Broad Street
P.O. Box 182074
Columbus, Ohio 43218-2081
www.statepatrol.ohio.gov

October 21, 2010

Office Darnell
Grove City Division of Police
3360 Park Street
Grove City, OH 43123

RE: [REDACTED] D.O.B.: [REDACTED]

Dear Officer Darnell:

The above mentioned individual applied with the Ohio State Highway Patrol on [REDACTED]
[REDACTED] was scheduled to take our preliminary entrance exam on April 21, 2010, but failed to appear.

If you have additional questions, feel free to contact this office at (614) 466-6019.

Sincerely,

Staff Lieutenant Brenda S. Collins
Executive Officer
Office of Recruitment

BSC/src

**OHIO STATE HIGHWAY
PATROL**

RECRUITMENT SECTION



740 E. 17TH AVENUE
COLUMBUS, OH 43211
614-466-6019 OFFICE
614-995-4217 FAX

NOTHING BUT THE FAX....

TO:	PATROLMAN DARNELL
COMPANY:	GROVE CITY P.D.
FAX #	(614) 277-1717
FROM:	ES SUZY CANTRELL
DATE/TIME:	Thursday, October 21, 2010 11:23 AM
# OF PAGES (INCLUDING COVER):	3
COMMENTS:	

10/21/2010 09:56

Serial No. 578E32170

TC: 382258

Destination	Start Time	Time	Prints	Result	Note
99854217	10-21 09:55	00:01:01	004/004	OK	

Note TMR: Timer, POL: Poll, DRG: Original, FME: Frame Erase TX,
 MIX: Mixed Original, CALL: Manual Communication, CSRC: CSRC, FWD: Forward, PC: PC-FAX,
 BND: Bind, SP: Special Original, FCODE: F-Code, RTX: Re-Tx, RLY: Relay, MBX: Confidential,
 BUL: Bulletin, SIP: SIP-Fax, IPADR: IP Address Fax, I-FAX: Internet Fax

Result OK: Communication OK, S-OK: Stop Communication, PW-OFF: Power Switch OFF,
 TEL: RX from TEL, NG: Other Error, Cont: Continue, No Ans: No Answer,
 Refuse: Receipt Refused, Busy: Busy, M-Full: Memory Full,
 LOVR: Receiving length Over, POVER: Receiving page Over, FIL: File Error,
 DC: Decode Error, MDN: MDN Response Error, DSN: DSN Response Error.



GROVE CITY DIVISION OF POLICE
 (614)277-1717 FAX

FACSIMILE TRANSMITTAL SHEET			
TO:	SUZIE CAMPBELL (OSP)	FROM:	PA JARRELL 45
COMPANY:	OSP	DATE:	10-21-10
FAX NUMBER:	614-995-4217	TOTAL NO. OF PAGES INCLUDING COVER:	4
PHONE NUMBER:	614-387-6092	SENDER'S REFERENCE NUMBER:	
RE:	WAIVER FOR 2 APPLICANTS IN BACKGROUND	YOUR REFERENCE NUMBER:	
☐ URGENT ☐ FOR REVIEW ☐ PLEASE COMMENT ☐ PLEASE REPLY			
NOTES/COMMENTS:			

ATTACHED IS THE WAIVER FOR APPLICANTS IN OUR POLICE BACKGROUND PROCESS
 CHRISTIAN NIEMEYER
 JOSHUA METZ

IF YOU NEED ANYTHING ELSE PLEASE CALL 614-277-1710

THANKS

IF YOU HAVE RECEIVED THIS BY MISTAKE PLEASE FAX BACK TO THE ABOVE NUMBER

GROVE CITY DIVISION OF POLICE

**3360 Park Street
Grove City, Ohio 43123
614-277-1710**

RELEASE OF INFORMATION

To: OSP

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: [REDACTED]

Applicant's Address: [REDACTED]

SSN: [REDACTED]

DOB: 02/01/1987

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

[REDACTED]
Applicant's Signature

09/14/2010
Date

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

GROVE CITY DIVISION OF POLICE

**3360 Park Street
Grove City, Ohio 43123
614-277-1710**

RELEASE OF INFORMATION

To: UPPER ARLINGTON
3600 TREMONT RD
UPPER ARLINGTON OH 43221

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: [REDACTED]

Applicant's Address: [REDACTED]

SSN: [REDACTED] DOB: [REDACTED]

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

[REDACTED]
Applicant's Signature

09/14/2010
Date

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

TRANSMISSION VERIFICATION REPORT

TIME : 10/21/2010 14:12
NAME : GCPD PATROL
FAX : 6142771739
TEL : 6142771710
SER.# : BROG5J307502

DATE, TIME
FAX NO./NAME
DURATION
PAGE(S)

10/21 14:11
94591317
00:00:37
04
COVERPAGE
OK
STANDARD
ECM

RESULT
MODE

GROVE CITY DIVISION OF POLICE

**3360 Park Street
Grove City, Ohio 43123
614-277-1710**

RELEASE OF INFORMATION

To: CPD
120 MARCONI BLVD
COLUMBUS, OHIO 43215

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: [REDACTED]

Applicant's Address: [REDACTED]

SSN: [REDACTED]

DOB: [REDACTED]

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

[REDACTED]
Applicant's Signature

09/14/2010
Date

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

TRANSMISSION VERIFICATION REPORT

TIME : 10/20/2010 11:52
NAME : GCPD PATROL
FAX : 6142771739
TEL : 6142771710
SER. # : BRDG5J307502

DATE, TIME
FAX NO./NAME
DURATION
PAGE(S)

10/20 11:51
96454278
00:00:57
08
COVERPAGE
OK
STANDARD
ECM

RESULT
MODE

GROVE CITY DIVISION OF POLICE
3360 Park Street
Grove City, Ohio 43123
614-277-1710

RELEASE OF INFORMATION

To: WESTERVILLE POLICE
29 S. STATE ST.
WESTERVILLE OHIO 43081

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: _____

Applicant's Address: _____

SSN: _____

DOB: _____

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

Applicant's Signature _____

Date 09/14/2010

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

TRANSMISSION VERIFICATION REPORT

TIME : 10/20/2010 11:45
NAME : GCPD PATROL
FAX : 6142771739
TEL : 6142771710
SER.# : BROG5J307502

DATE, TIME	10/20 11:45
FAX NO./NAME	99016401
DURATION	00:00:28
PAGE(S)	03
	COVERPAGE
RESULT	OK
MODE	STANDARD
	ECM



GROVE CITY DIVISION OF POLICE

NEIGHBORHOOD INTERVIEW

Name: VALE USNER

Address: [REDACTED]

How long have you lived at this address: 14 YEARS

Do you socialize with the applicant? NEIGHBORLY AAPORT

Do you know any of the applicant's friends? KNOW GIRLFRIEND [REDACTED] VERY NICE GIRL

How do you perceive the applicant? Really good kid, Good NEIGHBOR ALWAYS
HELPFUL, WANTED TO BE P.O. SINCE A KID

Are there any unusual occurrences at the applicant's residence (loud parties, fights etc.)?

NO JUST EARLY ISSUES WITH FATHER

Have you ever had any problems or disputes with the applicant? NO

If yes, please describe: _____

Do you feel the applicant will make a good police officer / dispatcher? WOULD BE FAIR / TOLERANT

Would you feel comfortable if the applicant was a police officer / dispatcher in your community? YES



GROVE CITY DIVISION OF POLICE

NEIGHBORHOOD INTERVIEW

Name: _____

Address: _____

How long have you lived at this address: _____

Do you socialize with the applicant? _____

Do you know any of the applicant's friends? _____

How do you perceive the applicant? _____

Are there any unusual occurrences at the applicant's residence (loud parties, fights etc.)? _____

Have you ever had any problems or disputes with the applicant? _____

If yes, please describe: _____

Do you feel the applicant will make a good police officer / dispatcher? _____

Would you feel comfortable if the applicant was a police officer / dispatcher in your community? _____



GROVE CITY DIVISION OF POLICE

NEIGHBORHOOD INTERVIEW

Name: DEBORAH PERSINGER

Address: [REDACTED]

How long have you lived at this address: 14 YEARS

Do you socialize with the applicant? NO

Do you know any of the applicant's friends? NO

How do you perceive the applicant? N/A

Are there any unusual occurrences at the applicant's residence (loud parties, fights etc.)?

LOTS OF GUN FIRE OVER TIME (COURT CASES REIN)

Have you ever had any problems or disputes with the applicant? NO

If yes, please describe: _____

Do you feel the applicant will make a good police officer / dispatcher? N/A

Would you feel comfortable if the applicant was a police officer / dispatcher in your community? N/A



GROVE CITY DIVISION OF POLICE

NEIGHBORHOOD INTERVIEW

Name: ANGELA CRAWFORD

Address: [REDACTED]

How long have you lived at this address: SEPT 2002

Do you socialize with the applicant? NO

Do you know any of the applicant's friends? NO

How do you perceive the applicant? N/A

Are there any unusual occurrences at the applicant's residence (loud parties, fights etc.)?

NO

Have you ever had any problems or disputes with the applicant? NO

If yes, please describe: _____

Do you feel the applicant will make a good police officer / dispatcher? N/A

Would you feel comfortable if the applicant was a police officer / dispatcher in your community? N/A



GROVE CITY DIVISION OF POLICE

NEIGHBORHOOD INTERVIEW

Name: _____

Address: _____

How long have you lived at this address: _____

Do you socialize with the applicant? _____

Do you know any of the applicant's friends? _____

How do you perceive the applicant? _____

Are there any unusual occurrences at the applicant's residence (loud parties, fights etc.)? _____

Have you ever had any problems or disputes with the applicant? _____

If yes, please describe: _____

Do you feel the applicant will make a good police officer / dispatcher? _____

Would you feel comfortable if the applicant was a police officer / dispatcher in your community? _____



GROVE CITY DIVISION OF POLICE

REFERENCE INTERVIEW

[REDACTED]
Candidate

Reference name: TAMI CREAMER

Date: 10-05-10

Interview conducted: in person by mail X by phone

How long have you personally known the applicant? 9-10 YEARS

In what capacity? Mother of his children

When is the last time you saw or spoke with the applicant? TODAY

Do you consider the applicant to be honest? X Yes No

Do you consider the applicant to be reliable? X Yes No

Do you consider the applicant to be conscientious? X Yes No

How would you describe the applicant's temperament? Mild mannered

Does the applicant drink? Yes X Does not drink to my knowledge

If yes, please describe: Light Moderate Heavy
 Alone With friends At social events

Does the applicant gamble? Yes X No

If yes, how often
How much

To your knowledge has the applicant ever used any type of addictive drug or any type of hallucinogenic drugs? Yes X No

If yes, what type and how often

What irritating traits, if any, are you familiar with? Doesn't have any



GROVE CITY DIVISION OF POLICE

Do you consider the applicant loud? ☐ Yes ☒ No

If yes, how so: _____

Does he/she brag about themselves? ☐ Yes ☒ No

If yes, how so: _____

Is the applicant argumentative? ☐ Yes ☒ No

If yes, how so: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes ☐ No

Does the applicant keep to his/her self? ☐ Yes ☒ No

Does the applicant converse freely with others? ☒ Yes ☐ No

Does the applicant blend well with a group? ☒ Yes ☐ No

How would you describe the applicant's overall personality profile?

☒ Extrovert ☐ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? very good

How would you rate the applicant's self-pride in relation to his/her home, children or property? very good, helps with his house too

Does the applicant exhibit close family relationships? ☒ Yes ☐ No

Notes: _____

To your knowledge has the applicant ever had contact with the Police? ☐ Yes ☒ No

If yes, please explain. _____



GROVE CITY DIVISION OF POLICE

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

☐ Yes ☒ No

If yes, please explain. _____

To your knowledge, is the applicant currently or has the applicant ever been involved in any illegal activity? ☐ Yes ☒ No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? _____

VERY GOOD

Has the applicant ever been in a physical confrontation? ☐ Yes ☒ No

If yes, please explain. _____

Do you think this applicant would make a good Police employee? ☒ Yes ☐ No

If no, please explain _____

Please list three people that know the applicant (even casual knowledge).

- | | |
|----------|---------------|
| 1. _____ | Phone # _____ |
| 2. _____ | Phone # _____ |
| 3. _____ | Phone # _____ |

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? If yes, please explain: *no*

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or non-suitability for the position, Etc.?

WILL MAKE A VERY GOOD POLICE OFFICER

Additional information: _____

I would like to be contacted by an officer to talk in greater detail: ☐ Yes ☒ No

Telephone number: _____ Best time to call: _____

If telephone interview, person-conducting interview: _____

PH J. J. J. J. J.



GROVE CITY DIVISION OF POLICE

Do you consider the applicant loud? ☐ Yes ☒ No

If yes, how so: _____

Does he/she brag about themselves? ☐ Yes ☒ No

If yes, how so: _____

Is the applicant argumentative? ☐ Yes ☒ No

If yes, how so: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes ☐ No

Does the applicant keep to his/her self? ☐ Yes ☒ No

Does the applicant converse freely with others? ☒ Yes ☐ No

Does the applicant blend well with a group? ☒ Yes ☐ No

How would you describe the applicant's overall personality profile?

☒ Extrovert ☐ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? conscious about how he looks

How would you rate the applicant's self-pride in relation to his/her home, children or property? not of pride

Does the applicant exhibit close family relationships? ☒ Yes ☐ No

Notes: _____

To your knowledge has the applicant ever had contact with the Police? ☐ Yes ☒ No

If yes, please explain. _____



GROVE CITY DIVISION OF POLICE

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

 Yes X No

If yes, please explain. _____

To your knowledge, is the applicant currently or has the applicant ever been involved in any illegal activity? Yes X No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? VERY THOUGHTFUL, THINKS

BEFORE HE ACTS - LEVEL HEADED

Has the applicant ever been in a physical confrontation? Yes X No

If yes, please explain. _____

Do you think this applicant would make a good Police employee? X Yes No

If no, please explain _____

Please list three people that know the applicant (even casual knowledge).

- | | |
|----------|---------------|
| 1. _____ | Phone # _____ |
| 2. _____ | Phone # _____ |
| 3. _____ | Phone # _____ |

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? If yes, please explain: NO

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or non-suitability for the position, Etc.?

VERY DECENT, Caring, HONEST, FORTHRIGHT PERSON, VERY NON-JUDGMENTAL

Additional information: _____

I would like to be contacted by an officer to talk in greater detail: Yes X No

Telephone number: _____ Best time to call: _____

If telephone interview, person-conducting interview: _____

PC JAVIER YS



GROVE CITY DIVISION OF POLICE

REFERENCE INTERVIEW



Candidate

Reference name: PAM WILSON

Date: 10-26-10 1115

Interview conducted: in person by mail ^ by phone

How long have you personally known the applicant? HE WAS 13

In what capacity? WAS BOYFRIEND

When is the last time you saw or spoke with the applicant? COUPLE WEEKS

Do you consider the applicant to be honest? X Yes No

Do you consider the applicant to be reliable? X Yes No

Do you consider the applicant to be conscientious? X Yes No

How would you describe the applicant's temperament? PLEASANT PERSON
FUN TO BE AROUND

Does the applicant drink? Yes X Does not drink to my knowledge

If yes, please describe: Light Moderate Heavy
 Alone With friends At social events

Does the applicant gamble? Yes X No

If yes, how often
How much

To your knowledge has the applicant ever used any type of addictive drug or any type of hallucinogenic drugs? Yes X No

If yes, what type and how often

What irritating traits, if any, are you familiar with? DON'T IRRITATE HER



GROVE CITY DIVISION OF POLICE

Do you consider the applicant loud? ☐ Yes ☒ No

If yes, how so: _____

Does he/she brag about themselves? ☐ Yes ☒ No

If yes, how so: _____

Is the applicant argumentative? ☐ Yes ☒ No

If yes, how so: _____

Has the applicant ever over reacted to a minor problem? ☐ Yes ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes ☐ No

Does the applicant keep to his/her self? ☐ Yes ☒ No

Does the applicant converse freely with others? ☒ Yes ☐ No

Does the applicant blend well with a group? ☒ Yes ☐ No

How would you describe the applicant's overall personality profile?

☒ Extrovert ☐ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? very much pride

How would you rate the applicant's self-pride in relation to his/her home, children or property? very proud

Does the applicant exhibit close family relationships? ☒ Yes ☐ No

Notes: _____

To your knowledge has the applicant ever had contact with the Police? ☐ Yes ☒ No

If yes, please explain. _____



GROVE CITY DIVISION OF POLICE

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

☐ Yes ☒ No

If yes, please explain. _____

To your knowledge, is the applicant currently or has the applicant ever been involved in any illegal activity? ☐ Yes ☒ No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? _____

pretty good

Has the applicant ever been in a physical confrontation? ☐ Yes ☒ No

If yes, please explain. _____

Do you think this applicant would make a good Police employee? ☒ Yes ☐ No

If no, please explain _____

Please list three people that know the applicant (even casual knowledge).

- | | |
|----------|---------------|
| 1. _____ | Phone # _____ |
| 2. _____ | Phone # _____ |
| 3. _____ | Phone # _____ |

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? If yes, please explain: *no*

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or non-suitability for the position, Etc.?

A VERY LOYAL HONEST AND RESPECTFUL PERSON

Additional information: _____

I would like to be contacted by an officer to talk in greater detail: ☐ Yes ☒ No

Telephone number: _____ Best time to call: _____

If telephone interview, person-conducting interview: _____

PR J ANVIL 45



GROVE CITY DIVISION OF POLICE

REFERENCE INTERVIEW

[REDACTED]
Candidate

Reference name: Capt. Officer REX ESKINS

Date: 10-25-10

Interview conducted: in person by mail X by phone

How long have you personally known the applicant? 20 YEARS

In what capacity? Son of Ex - Partner - [REDACTED]

When is the last time you saw or spoke with the applicant? 1 Month Ago R. L. ALONG

Do you consider the applicant to be honest? X Yes No

Do you consider the applicant to be reliable? X Yes No

Do you consider the applicant to be conscientious? X Yes No

How would you describe the applicant's temperament? NEVER SAW HIM MAD

Does the applicant drink? Yes X Does not drink to my knowledge

If yes, please describe: Light Moderate Heavy
 Alone With friends At social events

Does the applicant gamble? Yes X No

If yes, how often
How much

To your knowledge has the applicant ever used any type of addictive drug or any type of hallucinogenic drugs? Yes X No

If yes, what type and how often

What irritating traits, if any, are you familiar with? DONT KNOW OF ANY



GROVE CITY DIVISION OF POLICE

Do you consider the applicant loud? ___ Yes ☒ No

If yes, how so: _____

Does he/she brag about themselves? ___ Yes ☒ No

If yes, how so: _____

Is the applicant argumentative? ___ Yes ☒ No

If yes, how so: _____

Has the applicant ever over reacted to a minor problem? ___ Yes ☒ No

Example: _____

Does the applicant make friends easily? ☒ Yes ___ No

Does the applicant keep to his/her self? ___ Yes ☒ No

Does the applicant converse freely with others? ☒ Yes ___ No

Does the applicant blend well with a group? ☒ Yes ___ No

How would you describe the applicant's overall personality profile?

☒ Extrovert ___ Introvert

Notes: _____

How would you describe the applicant's self-pride in relation to the applicant's personal appearance? SELF CONSCIOUS ABOUT IT

How would you rate the applicant's self-pride in relation to his/her home, children or property? TAKES GOOD CARE OF EVERYTHING HE HAS

Does the applicant exhibit close family relationships? ☒ Yes ___ No

Notes: _____

To your knowledge has the applicant ever had contact with the Police? ___ Yes ☒ No

If yes, please explain. NOT IN HIS WAY



GROVE CITY DIVISION OF POLICE

Do you know the applicant to be racially, sexually, religiously, socially or gender bias?

☐ Yes ☒ No

If yes, please explain. _____

To your knowledge, is the applicant currently or has the applicant ever been involved in any illegal activity? ☐ Yes ☒ No

If yes, please explain. _____

How would you rate the applicant's ability to handle stress? 600

Has the applicant ever been in a physical confrontation? ☐ Yes ☒ No

If yes, please explain. _____

Do you think this applicant would make a good Police employee? ☒ Yes ☐ No

If no, please explain _____

Please list three people that know the applicant (even casual knowledge).

- | | |
|----------|---------------|
| 1. _____ | Phone # _____ |
| 2. _____ | Phone # _____ |
| 3. _____ | Phone # _____ |

Do you know of anything in the applicant's background, which could prevent the applicant from functioning in a fair or impartial manner? If yes, please explain: NO

Is there anything you may want to add concerning observations about the applicant's overall character, friendships, suitability or non-suitability for the position, Etc.?

MR WARD MAKE A GOOD POLICE OFFICER

Additional information: NO WANT HIM TO SACK HIM UP ON A 10-3
OR 10-33 RUN

I would like to be contacted by an officer to talk in greater detail: ☐ Yes ☒ No

Telephone number: _____ Best time to call: _____

If telephone interview, person-conducting interview:

MR DANIEL YS



Grove City Division of Police

3360 Park Street • Grove City, Ohio 43123

Phone: (614) 277-1700 • Fax: (614) 277-1706

Email: jwise@grovecityohio.gov



**G. Joseph
Wise**
Chief of Police

December 17, 2010



Dear

Thank you for your interest in the Grove City Division of Police. Be advised that we have currently met our hiring needs for 2010 and do not anticipate any additional open positions. However, if there are other staffing needs, you may be considered. To maintain your eligibility, please contact Lieutenant Jeff Pearson at (614) 277-1703 if you have changes in your address or phone numbers.

We do not plan to give another Civil Service Test until the fall of 2011. At that time, you will be notified of the test date so that you may take the test. While your place on the current list will be good for one (1) year, it will be voided once a new test is given.

It was a great pleasure to meet you and all of the highly qualified candidates. I wish you well in your career endeavors.

Sincerely,

A handwritten signature in cursive script, appearing to read "G. Joseph Wise".
G. Joseph Wise
Chief of Police

GJW:jsm

cc: File

3.71

Dimensions Assessor Worksheet

Candidate Name: C

Date: 11.13.2010

Assessor: Sgt. B. Davidson / Sgt. R. Harro

Dimensions	Low			High	
Service - The desire and commitment to service above self.	1	2	3	(4)	5
Team Compatibility - The ability to work with others in a cooperative, caring and supportive manner to achieve goals of the group.	1	2	3	(4)	5
Decision Making - The ability to be a good decision maker and problem solver.	1	2	(3)	4	5
Interpersonal Relations - The ability to interact with people, effectively demonstrating good human relation skills.	1	2	3	(4)	5
Performance Driven - The desire and motivation to be successful in achieving group and individual goals.	1	2	(3)	4	5
Written Communication - The ability to communicate well in writing and the ability to convey an idea, concept, or information in a clear, concise and appropriate format.	1	2	3	(4)	5
Planning and Organizing - Has planning and organizing skills.	1	2	3	(4)	5

Dimension Rating Scale		Key Action and Behavioral Example Notations	
5	Much more than acceptable	++	Strength
4	More that acceptable	+	Acceptable
3	Acceptable	-	Weak/Want more date
2	Less than acceptable	--	Much less than acceptable
1	Much less than acceptable	0	No opportunity to demonstrate/observe
0	No opportunity to demonstrate/observe		

C

Ex. 1

9:20

1. Promoted to area supervisor - few yrs ago
Responsibility.
Downsized $\frac{1}{2}$ - stayed work ethic
2. 2 days ago
Asst. mgr. - different thoughts.
Built academy to show mgr specs.
Followed asst. mgr. happy.
3. Don't recall breaking rules
Customer return clearance items. Used discretion.
Granted credit AGAINST policy.
Advised mgr. no issue
4. Not going to college/military.
No OPOTC.
Applied CPD Auxiliary. 9 month process
to get training
5. Honesty Integrity
Important as p.o.
Offers to take things at store.
6. Explorer CPD
Mayoral event - back hall security.

11.13.2010

Sgt. R. 35

Ex. 2

Contact A. ID alt.

Listened to A.

asked remain anonymous?

Contact B. stated why there clearly.

Continued until radio down.

Contact A. Radio up.

Back to B. ID ordinance

Listened to B.

Advice to avoid A & B.

Contact A. Avoid each other.

Resolved.

Dimensions Assessor Worksheet

Candidate Name: [REDACTED]

Date: 11.13.10

Assessor: BREAN DAVIDSON

Dimensions	Low			High	
Service - The desire and commitment to service above self.	1	2	3	(4)	5
Team Compatibility - The ability to work with others in a cooperative, caring and supportive manner to achieve goals of the group.	1	2	3	(4)	5
Decision Making - The ability to be a good decision maker and problem solver.	1	2	(3)	4	(5)
Interpersonal Relations - The ability to interact with people, effectively demonstrating good human relation skills.	1	2	3	(4)	5
Performance Driven - The desire and motivation to be successful in achieving group and individual goals.	1	2	(3)	(4)	5
Written Communication - The ability to communicate well in writing and the ability to convey an idea, concept, or information in a clear, concise and appropriate format.	1	2	3	(4)	5
Planning and Organizing - Has planning and organizing skills.	1	2	3	(4)	5

Dimension Rating Scale		Key Action and Behavioral Example Notations	
5	Much more than acceptable	++	Strength
4	More that acceptable	+	Acceptable
3	Acceptable	-	Weak/Want more date
2	Less than acceptable	--	Much less than acceptable
1	Much less than acceptable	0	No opportunity to demonstrate/observe
0	No opportunity to demonstrate/observe		

EX. 2.

WENT TO COMPLAINTANT

DID NOT GIVE SUGGESTIONS TO "A"

WENT TO "B" SUSPECT

ASKED HIM TO TURN IT DOWN

HAD HIM COMPLY

HIS TURNED IT BACK UP

WENT BACK TO SUSPECT / ADVISED HE WOULD
GET HIM

GAVE SUGGESTION TO AVOID EACH OTHER

DIDN'T ASK IF HE HAD SHUF

ADVISED HIM NOT TO TALK

PRODUCED CONFLICT

"C"

9:20 AM 11-13-10

1. GOT PROMOTION TO SUPERVISOR:
 - MORE RESPONS.
 - GOOD WORK OTHERS.
2. 2 DAYS AGO:
 - NOTICED A SAFETY ISSUE & BUILT SOMETHING TO SUPPORT THE WINDOWS. BASED ON MANAGER SUGGESTION / AS. MAN. WANTED IT DONE DIFF. SO HE DISAGREES. BUT DID IT.
3. LOT A CUSTOMER AS ASST. HAS / TO RETURN ITOM.
IN VIOLATION OF POLICY. TOLD AS. MG. NEXT DAY.
4. WEAKNESS.
 - DON'T GO TO COLLEGE / MILITARY. / NO G.P.O.T.C.
 - TRYING NOW TO OBTAIN TRAINING ON HIS OWN.
5. STRENGTHS.
 - HONEST / INTEL.
 - DOESN'T LIE OR STEAL.
6. VOC.
 - EXPLORER FOR C.P.D.
 - WORKING EVENT FOR COX. MANGER / SECURITY.

Written Report Dimension Rating Form

Candidate ID: C

Date: 11-13-10

Assessor: SGT D.M. OLMSTEAD 5-12

Dimensions	Possible	Score
Grammar		
Grammar	3	3
Sentence Structure	3	3
Spelling	3	3
Punctuation	3	3
Handwriting/Legibility <i>20 WORDS CORRECTED WITH WHITEOUT</i>	3	2
(1=Poor, 2=Average, 3=Good)		
Form Completion and Instructions		
Form Completeness (1 point per box)	24 37	36
Correct Information (1 point per box)	24 37	37
Signature	3	3
Narrative Content		
Chronological Order	3	
Who	3	3
What <i>"MISSING" "TOOK" NO "THEFT OR STOLEN"</i>	3	2
Where	3	3
When	3	3
Why or How	3	3
Elements of the Crime (Theft)		
1 Knowingly	4	3
2 Obtained Control <i>NO "THEFT" OR "STOLEN"</i>	4	3
3 With purpose to deprive the owner	4	3
4 Without consent of owner	4	3
Total	100 126	116 92%

CITY OF GROVE CITY DIVISION OF POLICE
BACKGROUND INVESTIGATION SUMMARY

Police Officer _____

DATE 11/01/2010

POSITION APPLIED FOR _____

APPLICANT'S LAST NAME

FIRST NAME

MIDDLE NAME

ALIAS - NICKNAME

PRESENT ADDRESS

TELEPHONE NUMBER

SECTION 1. GENERAL HISTORY

Continuation ()

_____ is currently engaged to his girlfriend of 9 years _____. His goal is to marry her and raise a family together once he is financially sound. _____ currently lives at home with his mother where he pays rent and shares the utility costs with her. _____ has held the same job for 6 years and is spoken of highly by his supervisor. _____ has tested at numerous agencies in his pursuit of becoming a police officer, a goal of his as long as he can remember. _____ father was with _____ but left after 20 years under less than favorable conditions. _____ started liking law enforcement from listening to his father and friends. He was a member of Columbus Police Explorers from the age of 18-21 and was constantly doing ride a longs.

THE CITY OF GROVE CITY IS AN EQUAL OPPORTUNITY EMPLOYER

SECTION 2. MARTIAL HISTORY

Continuation ()

██████████ is currently engaged to his girlfriend of 9 years. They have a stable relationship and were brought closer due to the loss of a family member to an alcohol related accident. They are planning on getting married and raising a family together once they are financially sound. ██████████ was present for the in home interview and currently is employed at ██████████ for the last 7 years. ██████████ is very supportive of ██████████ in his attempt to get a career in law enforcement.

SECTION 3. PERSONAL REFERENCES

Continuation ()

██████████ references all spoke very highly of him and his willingness to help others. His neighbors state that they trust him with their younger children if they need something. They all state he is very level headed individual who thinks before he acts. Mr Eskins, a ██████████ veteran, has watched him grow up and states he would love to have ██████████ as a back up officer. ██████████ Brandon's fiancée's mother, states that ██████████ stayed with them for awhile after her husband passed away and took care of the house and yard. She stated she could not think of any thing bad to say about ██████████ and believes he would bring the same attributes from his personal life to the job of Police Officer.

Continuation ()

██████████ lived at ██████████ from 1989 to 1995. Then he has resided at his current location since then.

Continuation ()

§ 87(2)(b) has several credit cards in his name, 2 of which have balances on them. He is currently paying them off. He pays a car payment for his vehicle that is in his mothers name. § 87(2)(b) currently lives at home with his mother where he is required to pay rent and help with the utilities and home up keep. § 87(2)(b) is current on his financial bills and his credit report has no negative marks.

SECTION 6. EMPLOYMENT HISTORY

Continuation ()

[REDACTED] is a 6 1/2 year employee of Grossman's Bargain outlet. His supervisor speaks very highly of [REDACTED] and states he is an exceptional employee. [REDACTED] previous employment was 3 years at Dairy Queen where his supervisor stated he was a great employee that was fun to be around. He only had one problem at Dairy Queen when he pounded the counter top as a teenager out of frustration. She stated she never had another issue with him after that.

SECTION 7. MILITARY HISTORY

Continuation ()

[REDACTED] has no military service.

SECTION 8. EDUCATIONAL HISTORY

Continuation ()

[REDACTED] is a high school graduate of Central Crossing High School.

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SECTION 9. CRIMINAL AND TRAFFIC CONVICTIONS

Continuation ()

██████████ has one speeding conviction from 2003.

SECTION 10. MISCELLANEOUS

██████████ is very dedicated to his search for a job in law enforcement. He is involved in a long term relationship and appears to be very dedicated to keeping it also. ██████████ work history is a good one showing his ability to stay in one place. ██████████ is very polite and at first is quite, he is highly spoken of by everyone I spoke to about him. ██████████ comes across as more mature than his age.

██████████ meets the requirements to proceed in the selection process for Police Officer and would make a good addition to the Grove City Police Department.

 px H. J. L. #45
INVESTIGATOR AND BADGE NUMBER

THE CITY OF GROVE CITY IS AN EQUAL OPPORTUNITY EMPLOYER



GROVE CITY DIVISION OF POLICE

BACKGROUND IN HOME INTERVIEW

Applicant: [REDACTED]

Date/Time: 10-24-10 1635 Position Applied For: Police Officer

GENERAL INFORMATION

1. Has applicant ever legally changed name? No From what?
2. Where was applicant raised? Current address since age 8 By whom? parents
3. How many brothers and sisters? [REDACTED]
4. Are parents still living? yes Where, address? see application

[Note, inform applicant for the next four questions he or she may exclude any organization, the name or character of which indicates race, color, religion, sex, national origin, handicap or age.]

5. As a **YOUTH**, was applicant active in community or school activities? yes What? Baseball, Basketball
6. As a **YOUTH**, what were applicant's hobbies or recreational activities? sports, riding atv's, playing video games, horses
7. As an **ADULT**, is applicant active in civic, fraternal, or other organizations? Columbus Police Explorers ages 18-21
8. As an **ADULT**, what are applicant's hobbies or recreational activities? softball, ride atv's, motorcycle, play video games, watch movies
9. Why is applicant pursuing a career in law enforcement? always something he wanted to do, likes to help others, always played the cop when playing cops and robbers
10. Does applicant have any specific goals in relation to his/her law enforcement career (traffic enforcement, investigation, etc.)? Do detective work, Swat, promotions through the ranks
11. Is applicant acquainted with any members of the GROVE CITY DIVISION OF POLICE? no
Who?



GROVE CITY DIVISION OF POLICE

GENERAL INFORMATION (continued)

12. Is applicant holding, or has applicant held, a commission with any law enforcement agency? no
If yes, where at? _____
13. How does applicant describe his/her family relationships? all pretty close, get along well
14. Names, ages, addresses, and phone numbers, other than already provided, of three closest friends:
[redacted] - same address and phone number as Tami - Fiancee's step dad
[redacted] - mom's boyfriend
[redacted] - Fiancee's Aunt

MARITAL HISTORY

1. Obtain copies of marriage certificate/divorce papers. Yes ☐ No ☒
2. If divorced, former spouse's name, current address, etc. n/a
3. Any children with former spouse? n/a If yes, how many? _____
4. What were grounds for divorce? n/a
5. Does applicant have court-ordered child support? n/a If so, what? _____
6. Does applicant have court-ordered obligations to ex-spouse? n/a If so, what? _____
7. Is applicant married/remarried? fiancee Spouse's name? [redacted]
8. Does applicant have children/step-children with current spouse? no How many? _____
9. Is spouse employed? yes Where, how long, type of work? [redacted] 7 year Designer
10. List the spouse's prior employment for the last 5 years? n/a
11. How stable is current marriage? 9 year relationship - 5 years engaged



GROVE CITY DIVISION OF POLICE

MARITAL HISTORY (continued)

12. In private, advise the spouse or intended spouse of advantages or disadvantages of certain aspects of Police work:
- a. Strange hours (i.e., sleeping alone, etc.)
 - b. Poor days off
 - c. Court time
 - d. Work holidays
 - e. Dangers of job
 - f. Changes in attitude/friends
 - g. Civil suits
 - h. Working with members of opposite sex
 - i. Discouragement, frustration.
13. Has applicant already talked about these things with spouse? yes - went over at in home

RESIDENCE INFORMATION

1. Verify present and past residences per application. Any additional? Born on different road
moved to [redacted] when he was 2
2. Is applicant renting, buying, or other? renting - \$200/month
3. If **RENTING**:
- a. Name of Management Company or landlord? mother
 - b. How much is monthly payment? \$200
 - c. Is **LEASE** required? no Security deposit/amount? n/a
 - d. Are rent payments current? yes Has applicant ever been behind? no
 - e. Is applicant solely responsible for rent? yes Who else? _____
4. If **BUYING**:
- a. Name of mortgagee? _____
 - b. Has applicant ever fallen behind in payments? _____
 - c. Are payments current at this time? _____ Why not? _____



GROVE CITY DIVISION OF POLICE

INVESTIGATOR INTERVIEWS

1. Interview landlord.

- a. Is rent paid on time? yes If no, how far behind is it? _____
- b. Any complaints? no _____
- c. Has applicant complained about neighbors? n/a _____
If yes, what about? _____

** Get copy of rental application for leads on references, other employers, etc.

FINANCIAL

1. Credit cards currently held:

Chase Visa

██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████

Balances:

██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████

Monthly payment:

██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████

2. [Redacted]

██████████	██████████
██████████	██████████
██████████	██████████
██████████	██████████
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██████████	██████████
██████████	██████████
██████████	██████████

3. Has applicant ever filed for bankruptcy? no When? _____

4. Is applicant current on all financial obligations? yes If not, list any/all delinquencies and balances owed.



GROVE CITY DIVISION OF POLICE

FINANCIAL (continued)

5. Does applicant owe any money to parents or other friends or relatives? no Explain. _____
6. Is there a repayment agreement for this debt? n/a _____
7. What is applicant's total monthly financial obligation (includes all rent/mortgage payments, credit cards, car payments, insurance bills, utilities)? \$ _____
8. Does applicant have second income? yes Source? fiancee helps pay credit card bills _____
9. What is applicant's net monthly income, including spouse? \$ _____
10. Is applicant's monthly pay able to support his or her lifestyle? yes _____
11. Where does the applicant bank? _____
Checking account balance? \$ _____
Savings account balance? n/a _____
12. Has applicant ever "bounced" a check? no Explain _____
13. Has applicant ever been refused credit? yes Explain was to young and lacked credit _____
14. Who insures applicant's car? Home n/a Life n/a _____
15. Has applicant ever been refused insurance due to a fraud conviction? no Explain _____
16. Is there any other debt, income, credit problem (current or past) or any other financial obligation which has not been previously covered in this questionnaire? no _____
17. Are there any pending lawsuits filed by you against another or filed against you by another? no
Explain _____



GROVE CITY DIVISION OF POLICE

MILITARY

1. Did applicant register for the draft? yes Where? online
2. Has applicant ever tried to enter any branch of the United States Armed Forces and been denied?
no If yes, why? _____
3. Was applicant a member of the Armed Forces? no
Service Number? _____
Branch of service? _____
Dates of service? _____
Active duty or reserves? _____
Involved in **ACTIVE** reserves? _____ When are the drill weekends and summer service? _____
Last Unit designation? _____
Commander's name? _____
List any medals or awards the applicant received in the service? _____
4. What is applicant's current military standing? n/a
5. Where all did the applicant serve? n/a
6. What was applicant's job in the service? n/a
7. What was applicant's rank at time of discharge? n/a
8. Why did applicant leave the service? n/a
9. Type of discharge received from the service? n/a
10. **ADDITIONAL INFORMATION:** n/a



GROVE CITY DIVISION OF POLICE

MISCELLANEOUS

1. Is there anything of a **MORAL** nature in your past which, if discovered, could bring discredit to yourself or the **DIVISION**? no

2. Can you perform the essential functions of the job with or without reasonable accommodation?
yes

3. Is there anything in the upcoming background investigation which might disqualify you from being considered for employment when found out? no

4. What is **ONE THING** which may hinder you being hired by the **DIVISION**? no college degree, no prior military service, does not hold a commission are the areas that [REDACTED] are concerned will hurt him.

COMMENTS

Any additional comments/observations (i.e., applicant's body language, how dressed, concerns, etc.):
[REDACTED] was dressed in a polo shirt and blue jeans, he stated he was not sure how to dress for the in home interview and his mother advised him just to dress normal. Present for the interview was his fiancée [REDACTED] and his mother [REDACTED]. The home was very clean and neat, sitting back off of a country road close to the woods in a rural area. [REDACTED] asked good questions and shows a deep interest in becoming a police officer. His neighbors spoke highly of him and trust him with their children. A check of [REDACTED] social web site accounts showed no concerns. Overall [REDACTED] presented himself well and dedicated to the pursuit of getting a job in law enforcement.



GROVE CITY DIVISION OF POLICE

Background Investigative Notes

Applicant

[REDACTED]

Investigator

Ptl J. Darnell 45

DAY / DATE	TIME	REMARKS
Mon 10-18-10	0800	Received Background Packet
	0945	Received Credit Report
	1415	Received NCIC and LEADS check, checked clerk of courts for muni and felony.
Tue 10-19-10	1225	Checked Selective Service Record
Wed 10-20-10	1000	[REDACTED] placed 81 at Dublin; he failed the test at FCSO.
Thu 10-21-10	0850	Left a message for Sgt Redman – Hilliard PD 876-7321 – regarding [REDACTED] application with that agency.
	0855	Left voice mail for Ofc Bob Roll – Whitehall PD 237-6333 – regarding [REDACTED] application with that agency.
	0930	Left voice mail for Suzie Cantrell – 387-6092 OSP Recruitment – requesting any information she may have on his application.
	1040	Ms. Cantrell – OSP – called back and needs waiver faxed to 995-4217. Fax was sent.
	1130	Received fax from Ms. Cantrell stating that [REDACTED] did apply on 4-21-10 but failed to appear for the test.
	1208	Talked to [REDACTED] and told him what documents I needed from him. He is scheduled for fingerprints on Monday at 0845 10-25-10, he will talk to his significant other and come up with good times for in home interview.
	1345	Left voice mail for Det Monty McCormick – Gahanna Police 342-4240 - requesting information on their test.
	1350	Upper Arlington told Ptl Strawser that [REDACTED] placed 46 on their test and was not high enough to be looked at.
	1450	Contacted Dairy Queen and interviewed the manager about his previous employment – see employer questionnaire.
	1516	Received fax from Westerville from [REDACTED] application there.
	1516	Contacted Grossmans Bargain Outlet and talked to assistant manager Brian Flynn – see employer questionnaire.
Fri 10-22-10	0845	Received fax from Upper Arlington containing [REDACTED] application there.
	1020	Set up in home interview with [REDACTED] for 10-24-10 at 1630



INVESTIGATIVE PROGRESS REPORT – CONTINUATION

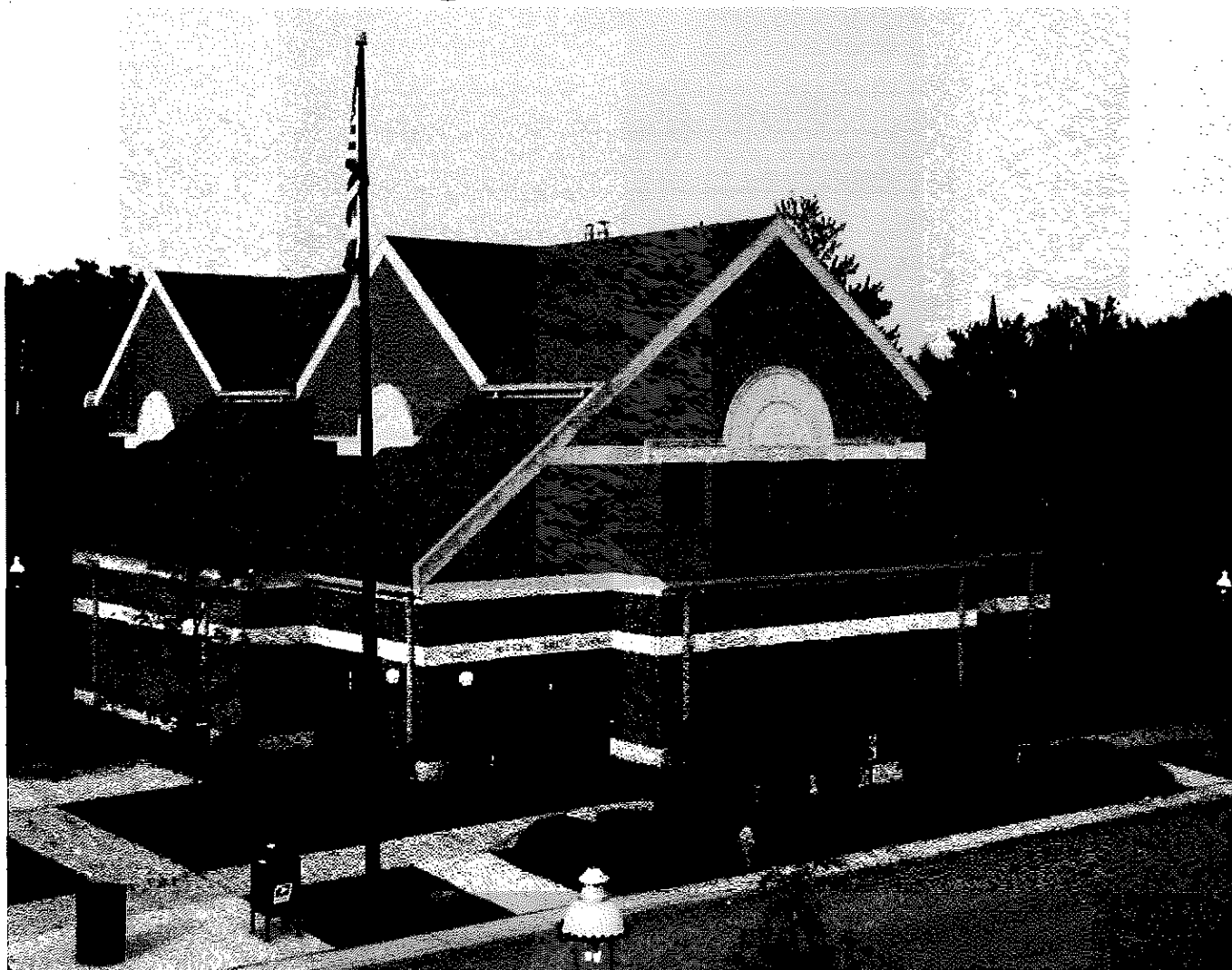
PAGE 2

DAY/DATE	TIME	REMARKS
	1100	Went to Westerville PD and reviewed [REDACTED] background packet for their agency – see copies in other Police Agencies Tab.
Sun 10-24-10	1600	Conducted Neighbor Hood Canvas – see Neighborhood Interview.
	1630	Conducted In Home Interview – See In Home Interview. [REDACTED] showed me his Facebook, My space and Twitter accounts.
Mon 10-25-10	0845	[REDACTED] showed up for his fingerprint appointment and brought in the application documents that were asked for.
	1125	Contacted Gahanna PD - they transferred me to Civil Service to a Donna. She stated [REDACTED] is ranked 8 th on their list. The list is good till the end of the year. They do have a background packet available to review. An appointment was made for 1400 this date.
	1315	Spoke to personal reference George Usner and his wife during the neighborhood canvas.
	1320	Talked to Personal Reference Rex Eskins – [REDACTED] officer - and he had good things to say about [REDACTED] – See Reference Interview.
	1400	Went to Gahanna PD and reviewed their Background Packet on [REDACTED]. Copies of Summary are under other Police Agencies tabs. Their investigator refers to [REDACTED] as Applicant Abell several times through the report – it is a typing error.
Tue 10-26-10	0915	Called [REDACTED] and gave him the tentative dates for the hiring process.
	1045	Tried reference Tami Creamer – no answer.
	1105	Contacted Reference Scott James – See Background Reference Interview.
	1115	Contacted Reference Pam Wilson – See Background Reference Interview.
Wed 10-27-10	0900	Tried reference Tami Creamer – left voice mail
Thu 10-28-10	0940	Received voice mail from Tami Creamer – tried calling back - no answer.
	1010	Local PD check is blank.
Sun 10-31-10	1445	Tried Reference Tami Creamer – no answer.
Mon 11-1-10	1430	Spoke to reference Tami Creamer – See Reference Interview.

Grove City Division of Police

09-16-10 14:29 IN

Personal History Questionnaire Grove City Police Department



Grove City Safety Complex dedicated September 16, 1989

"We value....Equity, Honesty, Integrity, Accountability, and Excellence"

**G. Joseph Wise
Chief of Police**

**The City of Grove City is a
Equal Opportunity Employer**

**Richard L. Stage
Mayor of Grove City**

**3360 Park Street
Grove City, Ohio 43123**

GROVE CITY DIVISION OF POLICE
PERSONAL HISTORY QUESTIONNAIRE

ATTENTION

CAREFULLY READ THE INSTRUCTIONS. *Inability to follow instructions may result in elimination from the selection process. Although truthfulness and honesty regarding past behavior are conditions for employment, specific facts revealed regarding past crimes will be considered and may cause removal from the civil service eligibility list. Participation in the selection process is done under your own free will, and you are free to remove yourself from consideration and the application process at any time you wish. Anything revealed and documented during the employment application or employment selection process may become a public record and subject to production upon proper request pursuant to applicable law.*

INSTRUCTIONS

This Personal History Questionnaire is intended for the use of the Grove City Division of Police. You must be truthful and complete all answers requested on this form. All information contained herein may be subject to verification (i.e., source documentation, truth verification examination, and screening procedures). Information contained herein will be considered to be confidential and will not be disclosed to any unauthorized person(s), but is subject to public record requirements. **Failure to include all required documentation or failure to completely answer all questions of this Personal History Questionnaire may disqualify you from the selection process.**

Your answers to questions contained in this questionnaire must be printed, in your own hand, legibly in black ink only. Each individual question must be answered, there can be no blanks. If a question does not apply to your particular circumstance, insert "DNA" in that blank. When answering questions that require dates, insert the full date; partial month/year responses are unacceptable without proper explanation. You must provide complete address information when requested; partial address responses are unacceptable without proper explanation. If you need more space, a "Continuation Sheet" has been provided at the end of this questionnaire. Sign and date your questionnaire and continuation sheets. If you have any questions contact (614) 277-1710 and speak with a Background Investigator

WARNING

Applicants are cautioned to answer every question truthfully and without evasion. The Ohio Revised Code provides penalties for making a false statement of a material fact or for practicing any fraud or deception in obtaining or attempting to obtain municipal employment. Such penalties include rejection for appointment or discharge after appointment and/or prosecution under Ohio Revised Code Section 2921.13.

The City of Grove City is an Equal Opportunity Employer
The Grove City Division of Police is an Equal Opportunity Employer

Section I**Personal and Marital Record****Applicant**

Legal Name (First)	Full Middle Name	Last Name		
By what other names have you been known (maiden name, former married name(s), aliases, nicknames etc.)?				
Residence Address (Number, Street)	Apt. or Lot #	City	State	Zip Code
Residence Phone Number	Cellular Phone Number	E-mail Address	Pager Number	
Social Security Number	Driver's License Number	State of Issue	Type	Expiration Date
		OH	DL	
Are you a U.S. Citizen?				☒ Yes ☐ No
Are you at least 18 years of age?				☒ Yes ☐ No
Are you legally authorized to work in the United States? (Proof will be required upon employment)				☒ Yes ☐ No

Spouse

Spouse's Name (First)	Full Middle Name	Last Name	Maiden Name (if applicable)
DNA	DNA	DNA	DNA
Spouse's Social Security Number	Name of Spouse's Employer	Address of Spouse's Employer	
DNA	DNA	DNA	

Parents

Natural Father First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)

Children

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One) Son Daughter	Relationship to You (Circle One) Natural Step Foster		Relationship to Spouse (Circle One) Natural Step Foster
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One) Son Daughter	Relationship to You (Circle One) Natural Step Foster		Relationship to Spouse (Circle One) Natural Step Foster

Children (Continued)

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One) Son Daughter	Relationship to You (Circle One) Natural Step Foster	Relationship to Spouse (Circle One) Natural Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One) Son Daughter	Relationship to You (Circle One) Natural Step Foster	Relationship to Spouse (Circle One) Natural Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One) Son Daughter	Relationship to You (Circle One) Natural Step Foster	Relationship to Spouse (Circle One) Natural Step Foster	

Other Relatives

List your relatives in the following order: 1-brother, 2-sister, 3-step mother 4-step father, 5-step brother, 6-step sister, 7-father in law, 8-mother in law, 9-sister in law, 10-brother in law, 11-ex-spouse

First Name	Middle Name	Last Name	Address (if different from yours)
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA

Other Relatives (Continued)

List your relatives in the following order: 1-brother, 2-sister, 3-step mother, 4-step father, 5-step brother, 6-step sister, 7-father in law, 8-mother in law, 9-sister in law, 10-brother in law, 11-ex-spouses

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA

Section II

Previous Residences and References

Residences

Indicate all residential addresses chronologically for past 20 years account for all time spans with the most recent address first. Include all military addresses, listing the nearest city in proximity to the base if you resided on base. If renting or leasing include the agent or management company to whom you paid rent to.

From(month/year)	To (month/year)	Address	With whom did you live?	Relationship
01/1995	PRESENT			FATHER
				MOTHER
				SISTER
				SISTER
				FIANCE
05/1989	01/1995			FATHER
				MOTHER
				SISTER
				SISTER

References

References: Indicate the names, addresses and phone numbers of three adults not related to you and not former employers who have known you for a period of preferably more than five years

1 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
GEORGE USNER	6657 CREAMER RD, ORIENT, OH 43146	
Years Known	Occupation	Business Address number street city state zip code
15	COLUMBIA GAS	200 CIVIC CENTER DR, COLUMBUS, OH 43215
		(614) 460-4791
2 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
REX ESKINS		
Years Known	Occupation	Business Address number street city state zip code
20	COLUMBUS POLICE	120 MARCONI BLVD, COLUMBUS, OH 43215
		(614) 645-4760
3 Name (First, Middle, Last)	Home Address number street city state zip code	Home Phone Number
TAMI CREAMER	9153 TAYLOR RD, ORIENT, OH 43146	
Years Known	Occupation	Business Address number street city state zip code
9	HOME MAKER	DNA
		() DNA

Section III

Financial Record

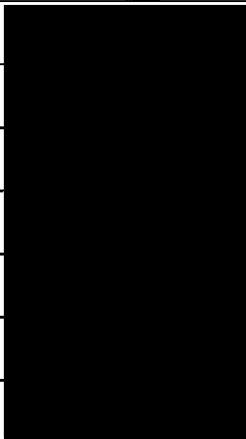
Financial Record

1. If you answer "Yes" on questions 4-6 below, explain fully on the continuation sheet, citing the section, question number and page number; be complete on all explanations requested.			
2. Are you now supporting all dependents that you are required to support?			Yes ☒ No ☐
3. Are you paying alimony or child support?	Yes ☐ No ☒	4. Amount per Month?	\$ DNA
4. Are you now delinquent, past due, in receipt of late notice, or collections notification in any financial obligation?			Yes ☐ No ☒
5. Do you, your spouse or ex-spouses have any immediate civil action pending against you?			Yes ☐ No ☒
6. If employed by the police department, do you anticipate any income other than your police salary?			Yes ☐ No ☒

Section IV

Work History

Law enforcement and Government Employment Applications

Have you ever applied for a position with any law enforcement or other government agency?		Yes ☒ No ☐
Name of Department or Agency	Date Applied	Accepted
COLUMBUS POLICE		Yes ☒ No ☐
WESTERVILLE POLICE		Yes ☒ No ☐
FRANKLIN COUNTY SHERIFFS DEPT		Yes ☒ No ☐
GAHANNA POLICE		Yes ☒ No ☐
DUBLIN POLICE		Yes ☒ No ☐
HILLIARD POLICE		Yes ☒ No ☐
UPPER ARLINGTON POLICE		Yes ☒ No ☐

Employment

Begin with your most recent job and list your complete work history in chronological order. Include in sequence all part time jobs, periods of unemployment and military service. When listing periods of unemployment, indicate dates in space provided and in the block designated name of employer write in "unemployed". In the block designated "reason for leaving" indicate from what source you received income during that period of unemployment. Address information must be complete - Street, Apt. or suite, city, state and zip code. If presently unemployed indicate so in first block

From Date	Name of Employer	Job Title	Reason for Leaving
04/01/2004	GROSSMANS BARGAIN OUTLET	AREA SUPERVISOR	LOOKING TO START LAW ENFORCEMENT CAREER
To Date	Address of Employer	Description of Duties	
PRESENT	4117 W. BROAD ST, COLUMBUS, OH 43228	SALES, STOCKING, CLOSING OF STORE, LOADING CUSTOMER VEHICLES	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
7 YEARS	VINNIE CRUSAN	DNA	(614) 274-9842
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
32,000	DON MORRIS	DNA	(614) 274-9842

Employment (Continued)

From Date	Name of Employer	Job Title	Reason for Leaving
03/2001	DAIRY QUEEN	CREW MEMBER	BETTER JOB OPPORTUNITY
To Date	Address of Employer	Description of Duties	
04/01/2004	1710 GEORGESVILLE SQ, COLUMBUS, OH 43228	DRIVE THRU, GRILL, CLEAN, STOCK	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
3	TRISH CAROL	DNA	(614) 870-7255
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
7.00/Hour	KRISTY JUDD	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer	Description of Duties	
DNA	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer	Description of Duties	
DNA	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer	Description of Duties	
DNA	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer	Description of Duties	
DNA	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA

Employment (Continued)				
From Date	Name of Employer		Job Title	Reason for Leaving
DNA	DNA		DNA	DNA
To Date	Address of Employer		Description of Duties	
DNA	DNA		DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor		Tele. of Business
DNA	DNA	DNA		() DNA
Salary	Full Name of Co-worker	Address of Co-worker		Tele. of Co-worker
DNA	DNA	DNA		() DNA
From Date	Name of Employer		Job Title	Reason for Leaving
DNA	DNA		DNA	DNA
To Date	Address of Employer		Description of Duties	
DNA	DNA		DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor		Tele. of Business
DNA	DNA	DNA		() DNA
Salary	Full Name of Co-worker	Address of Co-worker		Tele. of Co-worker
DNA	DNA	DNA		() DNA
From Date	Name of Employer		Job Title	Reason for Leaving
DNA	DNA		DNA	DNA
To Date	Address of Employer		Description of Duties	
DNA	DNA		DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor		Tele. of Business
DNA	DNA	DNA		() DNA
Salary	Full Name of Co-worker	Address of Co-worker		Tele. of Co-worker
DNA	DNA	DNA		() DNA
From Date	Name of Employer		Job Title	Reason for Leaving
DNA	DNA		DNA	DNA
To Date	Address of Employer		Description of Duties	
DNA	DNA		DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor		Tele. of Business
DNA	DNA	DNA		() DNA
Salary	Full Name of Co-worker	Address of Co-worker		Tele. of Co-worker
DNA	DNA	DNA		() DNA
From Date	Name of Employer		Job Title	Reason for Leaving
DNA	DNA		DNA	DNA
To Date	Address of Employer		Description of Duties	
DNA	DNA		DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor		Tele. of Business
DNA	DNA	DNA		() DNA
Salary	Full Name of Co-worker	Address of Co-worker		Tele. of Co-worker
DNA	DNA	DNA		() DNA
May we contact your present employer?				☒ Yes ☐ No
If no please explain on continuation sheet				

Section V

Military and Educational Record

Military Record

Are you registered with Selective Service?	Draft Board Address (street, city, state zip code)	Selective Service Board #
YES	DNA	
Branch of Service (Army, Navy, etc.)	Unit (Infantry, Engineers, Etc.)	Military Serial Number
DNA	DNA	DNA
Total Years of Service	Highest rank or rate held	Have you ever been dishonorably discharged?
DNA	DNA	DNA

Education

Have you ever taken a General Educational Development (GED) Test?																Yes	☒ No
Circle highest grade completed	1	2	3	4	5	6	7	8	9	10	11	☒ 12	13	14	15	16	Other
List each elementary, grammar, junior high, intermediate, high school, business, trade school, college or university that you have attended, start with the most recent school attended.																	
Name of School	School Address											Graduate		Degree type or credits earned			
CENTRAL CROSSING HIGH	4500 BIG RUN, GROVE CITY, OH 43123											Yes	☒ No	DIPLOMA			
GROVE CITY HIGH	4665 HOOVER RD, GROVE CITY, OH 43123													9 TH GRADE			
PARK STREET MIDDLE	3191 PARK ST, GROVE CITY, OH 43123													8 TH GRADE			
HARRISBURG ELEMENTARY	1062 SCHOOL ST, HARRISBURG, OH 43120													5 TH GRADE			
DARBYDALE ELEMENTARY	7000 RT 665, DARBYDALE, OH 43123													2 ND GRADE			

Miscellaneous

You may list
ability to perform
race, color,

Organization

COLUMBUS

DID HE NOT ATTEND
THE CEREMONY, OR IS
THERE MORE TO IT?

NEED EXPLANATION.

MISTAKENLY CIRCLED NO

2 5/8

Organizations that you feel may have a relevant bearing on your
organization the name or character of which indicates the
age, or ancestry of its members.

Street city state zip code	Relevant activities
1 BLVD, COLUMBUS, OH 43215	RIDE ALONGS

Section VI	General Information Inquiry	
Notice: The following questions and answers may be used and verified through the use of a polygraph or voice stress analysis. If the answer to any of the following is "yes" it is necessary for you to explain, in detail, on the continuation sheet provided. Full and comprehensive explanations are required.		
1. If it became necessary in the course of your police duties to take a human life, would you have any reluctance to do so? (Police Officer applicants only need answer this question)	Yes	No ✓
2. Do you have any hatreds or prejudices toward others because of their race, sex, national origin, religion or color that would be detrimental to your ability to function as a public safety employee?	Yes	No ✓
3. Do you have any anger management issues?	Yes	No ✓
4. Do you have any problems because of gambling or alcohol use?	Yes	No ✓
5. Have you ever been discharged, fired or terminated from any job for any reason other than the business closing, lay offs or reduction in force?	Yes	No ✓
6. Have you ever been discharged or asked to resign in lieu of discipline from any criminal justice occupation?	Yes	No ✓
7. Have you ever physically, emotionally or sexually abused a spouse, ex-spouse, child, step-child, parent, sibling, any other relative or person with whom you live, lived or had a personal relationship?	Yes	No ✓
8. Have you ever failed to comply with a court order or legal contract to provide child support, alimony or other financial responsibility?	Yes	No ✓
9. Have you ever violated any protective or temporary restraining order as determined by a court of law?	Yes	No ✓
10. Have you ever been placed on or served in a criminal diversion type program that led to the eventual dismissal of any criminal charge?	Yes	No ✓
11. Have you ever committed a felony for which you were never arrested or convicted?	Yes	No ✓
12. Have you ever been arrested or convicted of a felony?	Yes	No ✓
13. Have you ever been convicted of a misdemeanor that had been reduced from an original felony charge(s)?	Yes	No ✓
14. Have you ever been arrested or convicted of any criminal offense? i.e. theft, assault, wrongful influence of a minor, disorderly conduct, drug offense, sex offenses, fraud, trespassing or any other criminal offense?	Yes	No ✓
15. Have you ever been arrested or convicted of any traffic offense i.e. operating a motor vehicle while under the influence or alcohol or drugs, reckless operation, hit skip, vehicular homicide, speeding, drag racing, willfully fleeing or eluding police, driving without a license, or any other traffic offense? (Other than parking violations)	Yes ✓	No
16. As an adult have you ever stolen anything i.e. theft of services, illegal downloads, or any other theft offenses?	Yes ✓	No
17. Have you ever bought or sold any property that you knew was stolen?	Yes	No ✓
18. Have you ever been involved in a traffic crash?	Yes	No ✓
19. Has your driver's license ever been suspended or revoked?	Yes	No ✓
20. Have you ever been committed to any penal institution as a result of either a felony or misdemeanor conviction?	Yes	No ✓

Section VI	General Information Inquiry	
(continued)		
21. Have you ever used any hallucinogens such as marijuana, hashish, mescaline, P.C.P., T.H.C., Peyote, P.C.E., T.C.P. Angel Dust or any of their derivatives?	Yes	No ↓
22. Have you ever used any narcotics such as opium, morphine, codeine, meperidine, methadone, or any of their derivatives such as Darvon, Lomotil, etc. other than for prescribed medical purposes?	Yes	No ↓
23. Have you ever used cocaine, heroin, or L.S.D.?	Yes	No ↓
24. Have you ever used any prescription drugs such as barbiturates, amphetamines, valium, Librium, sopors, speed, uppers/downers etc. without the benefit of a prescription?	Yes	No ↓
25. Have you ever used any prescribed medications for purposes other than that for which they were originally prescribed or intended?	Yes	No ↓
26. Have you ever used what are described as designer drugs i.e. ecstasy, substances that are chemically altered in make up but which give the effect as illicit drugs?	Yes	No ↓
27. Have you ever sold, been party to the sale, or in any other way been financially rewarded due to the sale of any controlled substance?	Yes	No ↓
28. Have you ever been involved in the manufacturing, distilling, cultivation, or harvest of illegal or illicit drugs or alcohol?	Yes	No ↓
29. Have you ever been involved in glue, solvent, paint, refrigerant, or other vapor or chemical sniffing or inhaling for the purpose of obtaining a high or state of intoxication?	Yes	No ↓
30. Have you ever engaged in any illegal sexual activity?	Yes	No ↓
31. Have you ever exposed your genitalia in public?	Yes	No ↓
32. Do you have any tattoos?	Yes	No ↓
33. Is there any further information, other than what is covered, you feel we should know about you?	Yes	No ↓

Section VII**Continuation Sheet**

Note in using this section to explain or further add to answers, make reference to particular Section Numbers, Question Numbers, and Page Numbers, in the column provided below before proceeding to answer. Your answers must be clear in meaning, explain all facets of the particular question.

Note: In signing the certificates you are attesting to the validity of all answers noted within this questionnaire and continuation. Should you require additional space attach an 8½" by 11" sheet of plain paper.

Section Number	Page	Question Number	Continuation
IV	7		ALSO APPLIED FOR WHITEHALL POLICE AND OHIO HIGHWAY
			PATROL, BOTH APPLICATIONS ACCEPTED.
IV	7		WORKED TWO SEASONAL JOBS IN HIGH SCHOOL,
			MADISON GARDEN CENTER AND RUMPELSTILSKIN,
			TIMES AND ADDRESSES ARE UNKNOWN, ONLY WORKED
			EACH JOB FOR NO MORE THAN TWO MONTHS
VI	11	15	SPEEDING TICKET AT THE AGE OF 16
VI	11	16	DOWNLOADED MUSIC WITHOUT PAYING, ONLY A FEW
			SONGS, STOPPED DOING AN IT WHEN I REALIZED
			IT WAS ILLEGAL

All Applicants must sign the following certificate

I certify that the statements contained in this questionnaire are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further realize that any falsehoods may result in prosecution under Ohio Revised Code Section 2921.13

Signature of Applicant: _____

Date: 09/14/2010

Continuation Sheets

[illegible]

I certify that the statements contained in this continuation sheet are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further realize that any falsehoods may subject me to prosecution under Ohio Revised Code Section 2921.13

Signature of Applicant: _____ **Date:** _____

DISCLOSURE REGARDING CONSUMER REPORTS

Please be advised that one or more consumer reports may be obtained by the City of Grove City Division of Police and/or its parent, affiliate, or subsidiary companies (collectively, "City of Grove City Division of Police") for employment purposes prior to any offer of employment and prior to other employment decisions including decisions regarding promotion, reassignment or retention as an employee.

These consumer reports may also include investigative consumer reports, including information obtained through interviews and concerning your character, general reputation, personal characteristics, and mode of living. If City of Grove City Division of Police obtains an investigative consumer report, you may request in writing a written summary of your rights under the Fair Credit Reporting Act and a complete and accurate disclosure of the nature and the scope of the investigation requested in the investigative consumer report.

CONSENT

(PLEASE READ CAREFULLY BEFORE SIGNING)

I hereby authorize the City of Grove City Division of Police to obtain consumer reports, including investigative consumer reports, concerning me for employment purposes at all times during the pendency of my employment application and, if I am hired, throughout the duration of my employment period. If I am hired, this authorization shall remain on file and shall serve as ongoing authorization for the City of Grove City Division of Police to procure consumer reports, including investigative consumer reports, for lawful purposes at any time during my employment period.

I hereby authorize any present or former employers, consumer reporting agencies, educational institutions, criminal justice agencies, departments of motor vehicles, public agencies, financial institutions, or any other person or agency having knowledge of me to relate information or opinions about me, including data received from other sources, in order that I may be evaluated for employment purposes. I hereby release these persons, agencies, and City of Grove City Division of Police from any and all liability for damages of whatever kind or nature, whether known or unknown, which may at any time accrue to me on account of information obtained pursuant to this authorization. A copy of this authorization shall be valid as an original.

Pri

Signature

Date

09/14/2010

Social Security Number

Driver's License Number

State

OH

**PRE-EMPLOYMENT TESTING
CONSENT AND RELEASE AGREEMENT**

I hereby knowingly and voluntarily consent to The City of Grove City's, the laboratory's, and/or the collection facility's (and their respective agents') request for my body fluid sample for analysis. I further authorize the laboratory or collection facility (and their agents) to release to the City any information regarding the results of any such analysis of my body fluid sample.

In exchange for considering for employment with the City, I also release the City, including any and all of its related or affiliated entities, its employees and representatives, from any and all claims, suits, administrative charges, causes of action, liability, damages, and/or attorney fees relating to or arising from: a) the submission of my body fluid sample for analysis; b) my refusal to submit a sample; c) the release of any information to the City which pertains to the collection, testing, or test results of my sample; and/or d) the rejection of my application and/or termination of my employment (or removal from the job) based on a positive test result, a violation of City policy and/or my refusal to submit to testing.

I understand that, a positive test for illegal drugs, alcohol or controlled substances based on the testing, or other violations of the City's policy, will disqualify me from being placed on the payroll of the City. I understand negative and positive results will be reported to the City.

If I am hired I also understand that this consent and release agreement will remain valid, binding, and useable throughout my employment with the City, including whenever the City may require that I submit to a drug and /or alcohol test as a condition of employment.

I have read and understand the above conditions for the pre-employment testing consent and release agreement.

AP _____

SOCIAL SECURITY NUMBER

NATURE

09 / 14 / 2010

MONTH DAY YEAR

WITNESSED BY:

CITY REPRESENTATIVE SIGNATURE

MONTH DAY YEAR

GROVE CITY DIVISION OF POLICE

**3360 Park Street
Grove City, Ohio 43123
614-277-1710**

RELEASE OF INFORMATION

To: _____

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: _____

Applicant's Address: _____

SSN: _____

DOB: _____

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

Applicant's Signature

09/14/2010

Date

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

CBC EMPLOYMENT SCREENING SERVICES

Toledo Office/Operation Center
5555 Airport Highway, Suite 205 ♦ Toledo, OH 43615
419/861-7555 ♦ FAX 419/861-7565 ♦ 1/800/772-0130 ♦ FAX 1/800/772-0440

REPORT REQUEST**Grove City Police Department**

DATE: 10/18/10 TIME: 9:30 ESS SPECIALIST: Team4 / Karlene Iott
CUSTOMER #: 85ES81636 PERSON ORDERING REPORT: Emily Graham # 383734

APPLICANT INFORMATION: (Please print all information)

LAST NAME: [REDACTED] FIRST: [REDACTED] MIDDLE: [REDACTED] *MAIDEN: _____

CURRENT ADDRESS: [REDACTED]

PREVIOUS ADDRESS: [REDACTED]
STREET ADDRESS CITY STATE ZIP

SOCIAL SECURITY NO.: [REDACTED] *MALE: ☒ *FEMALE: _____

DRIVER'S LICENSE NO.: [REDACTED] STATE: OH

*DATE OF BIRTH: [REDACTED]

APPLICANT AUTHORIZATION

Without reservation, I authorize this employer or any party or agency contacted by this employer to procure my consumer report and/or to obtain or furnish information concerning my credit, criminal, motor vehicle, and other history. I understand that inquiries may be made to various federal and state agencies, employers, references, acquaintances and others seeking information as to my personal characteristics, credit worthiness, employment status, general reputation, and mode of living.

FCRA DISCLOSURE

This is to inform you that as part of processing your application, a consumer report may be obtained for employment purposes.

SIGNATURE: [REDACTED] DATE: 09/14/2010

*This information is for employment purposes only. Employment Screening Services solely for purposes of ensuring accurate retrieval of records.

FOR EMPLOYER USE ONLY

Reports Requested: (Place checkmark next to report(s) requested and fill in appropriate information)

- ☐ Social Security Search
- ☐ Credit Report
- ☐ Motor Vehicle Report: State: _____
License No.: _____
- ☐ Report (other): _____
- Available:
(Please fax a copy of the application if ordering)
- ☐ Education Verification
- ☐ Previous employer verification
- ☐ Professional License Verification
- ☐ Personal Reference Check

- ☐ Criminal Report, County: _____
State: _____
County: _____
City: _____
- ☐ Felony
- ☐ Felony and misdemeanor
- Do you want the maiden name searched? ☐ Yes ☐ No
(Maiden name search will incur additional charges)

☐ State Criminal Report (list State): _____

CUSTOMER CERTIFICATION

I, _____, as an authorized representative of the above-mentioned Customer, do hereby certify that, in accordance with the ESS Customer Services Agreement, prior to ordering any report for employment purposes, the applicant, 1) authorized the procurement of the report(s), 2) received the FTC "Summary of Your Rights Under the Fair Credit Reporting Act, 3) received the FCRA Disclosure herein, and that 4) in the event any adverse action is to be taken which is based in whole or in part on the report(s), before taking such action, the applicant will be provided with a copy of the report(s) including a written summary of a consumer's rights under the FCRA, and 5) information from the report(s) will not be used in violation of any applicable federal or state equal opportunity law or regulation.

Signature of Customer: _____ Date: _____



PUBLIC EMPLOYMENT

In accordance with section 2909.34 of the Ohio Revised Code

DECLARATION REGARDING MATERIAL ASSISTANCE/NONASSISTANCE TO A TERRORIST ORGANIZATION

This form serves as a declaration by an applicant for public employment of material assistance/nonassistance to an organization on the U.S. Department of State Terrorist Exclusion List ("TEL"). Please see the Ohio Homeland Security Division Web site for a copy of the TEL.

Any answer of "yes" to any question, or the failure to answer "no" to any question on this declaration shall serve as a disclosure that material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List has been provided. Failure to disclose the provision of material assistance to such an organization or knowingly making false statements regarding material assistance to such an organization is a felony of the fifth degree.

For the purposes of this declaration, "material support or resources" means currency, payment instruments, other financial securities, funds, transfer of funds, and financial services that are in excess of one hundred dollars, as well as communications, lodging, training, safe houses, false documentation or identification, communications equipment, facilities, weapons, lethal substances, explosives, personnel, transportation, and other physical assets, except medicine or religious materials.

LAST NAME	FIRST NAME	MIDDLE INITIAL
[REDACTED]	[REDACTED]	[REDACTED]
HOMELAND SECURITY	[REDACTED]	[REDACTED]
CITY	[REDACTED]	[REDACTED]
HOMELAND SECURITY	[REDACTED]	[REDACTED]

DECLARATION

In accordance with section 2909.32 (A)(2)(b) of the Ohio Revised Code

For each question, indicate either "yes," or "no" in the space provided. Responses must be truthful to the best of your knowledge.

1. Are you a member of an organization on the U.S. Department of State Terrorist Exclusion List? ☐ Yes ☒ No
2. Have you used any position of prominence you have with any country to persuade others to support an organization on the U.S. Department of State Terrorist Exclusion List? ☐ Yes ☒ No
3. Have you knowingly solicited funds or other things of value for an organization on the U.S. Department of State Terrorist Exclusion List? ☐ Yes ☒ No
4. Have you solicited any individual for membership in an organization on the U.S. Department of State Terrorist Exclusion List? ☐ Yes ☒ No
5. Have you committed an act that you know, or reasonably should have known, affords "material support or resources" to an organization on the U.S. Department of State Terrorist Exclusion List? ☐ Yes ☒ No
6. Have you hired or compensated a person you knew to be a member of an organization on the U.S. Department of State Terrorist Exclusion List, or a person you knew to be engaged in planning, assisting, or carrying out an act of terrorism? ☐ Yes ☒ No

If an applicant's employment is denied due to a positive indication on this form, the applicant may request the Ohio Department of Public Safety to review the denial. Please see the Ohio Homeland Security Web site for information on how to file a request for review.

CERTIFICATION

I hereby certify that the answers I have made to all of the questions on this declaration are true to the best of my knowledge. I understand that if this declaration 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 declaration. I understand that failure to disclose the provision of material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List, or knowingly making false statements regarding material assistance to such an organization is a felony of the fifth degree. I understand that any answer of "yes" to any question, or the failure to answer "no" to any question on this declaration shall serve as a disclosure that material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List has been provided by myself or my organization. If I am signing this on behalf of a company, business or organization, I hereby acknowledge that I have the authority to make this certification on behalf of the company, business or organization referenced above.

X
APPLICANT

09/14/2010
DATE

Terrorist Exclusion List

As of March 16, 2009

U.S. Department of State List of Designated Foreign Terrorist Organizations

1. Abu Nidal Organization (ANO) (International, Palestinian)
2. Abu Sayyaf Group (ASG) (Philippines)
3. Al-Aqsa Martyrs Brigade (Palestinian)
4. Al-Shabaab (Somali)
5. Ansar al-Islam (Iraqi Kurdistan)
6. Armed Islamic Group (GIA) (Algeria)
7. Asbat al-Ansar (Lebanon)
8. Aum Shinrikyo (Japan)
9. Basque Fatherland and Liberty (ETA) (Spain, France)
10. Communist Party of the Philippines/New People's Army (CPP/NPA) (Philippines)
11. Continuity Irish Republican Army (Northern Ireland)
12. Gama'a al-Islamiyya (Egypt)
13. HAMAS (Islamic Resistance Movement) (Palestinian)
14. Harakat ul-Jihad-i-Islami/Bangladesh (HUJI-B) (Bangladesh)
15. Harakat ul-Mujahidin (HUM) (Kashmir, India)
16. Hizballah (Party of God) (Lebanon)
17. Islamic Jihad Group (Syria)
18. Islamic Movement of Uzbekistan (IMU) (Uzbekistan)
19. Jaish-e-Mohammed (Army of Mohammed) (JEM) (Kashmir, India)
20. Jemaah Islamiya organization (JI) (Southeast Asia)
21. al-Jihad (Egyptian Islamic Jihad) (Egypt)
22. Kahane Chai (Kach) (Israel)
23. Kongra-Gel (KGK, formerly Kurdistan Workers' Party, PKK, KADEK, Kongra-Gel) (Turkey, Iran, Iraq, Syria)
24. Lashkar-e Tayyiba (Army of the Righteous) (LT) (Kashmir)
25. Lashkar i Jhangvi
26. Liberation Tigers of Tamil Eelam (LTTE) (Sri Lanka)
27. Libyan Islamic Fighting Group (LIFG) (Libya)
28. Moroccan Islamic Combatant Group (GICM) (Morocco)
29. Mujahedin-e Khalq Organization (MEK) (Iran)
30. National Liberation Army (ELN) (Colombia)
31. Palestine Liberation Front (PLF) (Palestinian)
32. Palestinian Islamic Jihad (PIJ) (Palestinian)
33. Popular Front for the Liberation of Palestine (PFLP) (Palestinian)
34. PFLP-General Command (PFLP-GC) (Palestinian)
35. Tanzim Qa'idat al-Jihad fi Bilad al-Rafidayn (QJBR) (al-Qaida in Iraq) (formerly Jama'at al-Tawhid wa'al-Jihad, JTJ, al-Zarqawi Network) (Iraq)
36. al-Qa'ida (Global)
37. al-Qa'ida in the Islamic Maghreb (formerly GSPC) (The Maghreb)
38. Real IRA (Northern Ireland)
39. Revolutionary Armed Forces of Colombia (FARC) (Colombia)
40. Revolutionary Nuclei (formerly ELA) (Greece)
41. Revolutionary Organization 17 November (Greece)
42. Revolutionary People's Liberation Party/Front (DHKP/C) (Turkey)
43. Shining Path (Sendero Luminoso, SL) (Peru)
44. United Self-Defense Forces of Colombia (AUC) (Colombia)

OHIO DEPARTMENT OF PUBLIC SAFETY
Division of Homeland Security

U.S. Department of State Terrorist Exclusion List

1. Afghan Support Committee (a.k.a. Ahya ul Turas; a.k.a. Jamiat Ayat-ur-Rhas al Islamia; a.k.a. Jamiat Ihya ul Turath al Islamia; a.k.a. Lajnat el Masa Eldatul Afghanistan)
2. Al Taqwa Trade, Property and Industry Company Ltd. (f.k.a. Al Taqwa Trade, Property and Industry; f.k.a. Al Taqwa Trade, Property and Industry Establishment; f.k.a. Himmat Establishment; a.k.a. Waldenberg, AG)
3. Al-Hamati Sweets Bakeries
4. Al-Ittihad al-Islami (AIAI)
5. Al-Manar
6. Al-Ma'unah
7. Al-Nur Honey Center
8. Al-Rashid Trust
9. Al-Shifa Honey Press for Industry and Commerce
10. Al-Wafa al-Igatha al-Islamia (a.k.a. Wafa Humanitarian Organization; a.k.a. Al Wafa; a.k.a. Al Wafa Organization)
11. Alex Boncayao Brigade (ABB)
12. Anarchist Faction for Overthrow
13. Army for the Liberation of Rwanda (ALIR) (a.k.a. Interahamwe, Former Armed Forces (EX-FAR))
14. Asbat al-Ansar
15. Babbar Khalsa International
16. Bank Al Taqwa Ltd. (a.k.a. Al Taqwa Bank; a.k.a. Bank Al Taqwa)
17. Black Star
18. Communist Party of Nepal (Maoist) (a.k.a. CPN(M); a.k.a. the United Revolutionary People's Council, a.k.a. the People's Liberation Army of Nepal)
19. Continuity Irish Republican Army (CIRA) (a.k.a. Continuity Army Council)
20. Darkazanli Company
21. Dhamat Houmet Daawa Salafia (a.k.a. Group Protectors of Salafist Preaching; a.k.a. Houmat Ed Daawa Es Salafiya; a.k.a. Katibat El Ahoual; a.k.a. Protectors of the Salafist Predication; a.k.a. El-Ahoual Battalion; a.k.a. Katibat El Ahouel; a.k.a. Houmate Ed-Daawa Es-Salafia; a.k.a. the Horror Squadron; a.k.a. Djamaat Houmat Eddawa Essalafia; a.k.a. Djamaatt Houmat Ed Daawa Es Salafiya; a.k.a. Salafist Call Protectors; a.k.a. Djamaat Houmat Ed Daawa Es Salafiya; a.k.a. Houmate el Da'awaa es-Salafiyya; a.k.a. Protectors of the Salafist Call; a.k.a. Houmat ed-Daaoua es-Salafia; a.k.a. Group of Supporters of the Salafiste Trend; a.k.a. Group of Supporters of the Salafist Trend)
22. Eastern Turkistan Islamic Movement (a.k.a. Eastern Turkistan Islamic Party; a.k.a. ETIM; a.k.a. ETIP)
23. First of October Antifascist Resistance Group (GRAPO) (a.k.a. Grupo de Resistencia Anti-Fascista Premero De Octubre)
24. Harakat ul Jihad i Islami (HUJI)
25. International Sikh Youth Federation
26. Islamic Army of Aden
27. Islamic Renewal and Reform Organization
28. Jamiat al-Ta'awun al-Islamiyya
29. Jamiat ul-Mujahideen (JUM)
30. Japanese Red Army (JRA)
31. Jaysh-e-Mohammed
32. Jayshullah
33. Jerusalem Warriors
34. Lashkar-e-Tayyiba (LET) (a.k.a. Army of the Righteous)
35. Libyan Islamic Fighting Group
36. Loyalist Volunteer Force (LVF)
37. Makhtab al-Khidmat
38. Moroccan Islamic Combatant Group (a.k.a. GICM; a.k.a. Groupe Islamique Combattant Marocain)

OHIO DEPARTMENT OF PUBLIC SAFETY

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39. Nada Management Organization (f.k.a. Al Taqwa Management Organization SA)
40. New People's Army (NPA)
41. Orange Volunteers (OV)
42. People Against Gangsterism and Drugs (PAGAD)
43. Red Brigades-Combatant Communist Party (BR-PCC)
44. Red Hand Defenders (RHD)
45. Revival of Islamic Heritage Society (Pakistan and Afghanistan offices -- Kuwait office not designated) (a.k.a. Jamia Ihya ul Turath; a.k.a. Jamiat Ihia Al- Turath Al-Islamiya; a.k.a. Revival of Islamic Society Heritage on the African Continent)
46. Revolutionary Proletarian Nucleus
47. Revolutionary United Front (RUF)
48. Salafist Group for Call and Combat (GSPC)
49. The Allied Democratic Forces (ADF)
50. The Islamic International Brigade (a.k.a. International Battalion, a.k.a. Islamic Peacekeeping International Brigade, a.k.a. Peacekeeping Battalion, a.k.a. The International Brigade, a.k.a. The Islamic Peacekeeping Army, a.k.a. The Islamic Peacekeeping Brigade)
51. The Lord's Resistance Army (LRA)
52. The Pentagon Gang
53. The Riyadus-Salikhin Reconnaissance and Sabotage Battalion of Chechen Martyrs (a.k.a. Riyadus-Salikhin Reconnaissance and Sabotage Battalion, a.k.a. Riyadh-as-Sallheen, a.k.a. the Sabotage and Military Surveillance Group of the Riyadh al-Salihin Martyrs, a.k.a. Riyadus Salikhin Reconnaissance and Sabotage Battalion of Shahids (Martyrs))
54. The Special Purpose Islamic Regiment (a.k.a. the Islamic Special Purpose Regiment, a.k.a. the al-Jihad-Fisi-Sabililah Special Islamic Regiment, a.k.a. Islamic Regiment of Special Meaning)
55. Tunisian Combat Group (a.k.a. GCT, a.k.a. Groupe Combattant Tunisien, a.k.a. Jama'a Combattante Tunisien, a.k.a. JCT; a.k.a. Tunisian Combatant Group)
56. Turkish Hizballah
57. Ulster Defense Association (a.k.a. Ulster Freedom Fighters)
58. Ummah Tameer E-Nau (UTN) (a.k.a. Foundation for Construction; a.k.a. Nation Building; a.k.a. Reconstruction Foundation; a.k.a. Reconstruction of the Islamic Community; a.k.a. Reconstruction of the Muslim Ummah; a.k.a. Ummah Tameer I-Nau; a.k.a. Ummah Tameer E-Nau; a.k.a. Ummah Tameer-I-Pau)
59. Youssef M. Nada & Co. Gesellschaft M.B.H.

U.S. Treasury Department's Designated Charities and Potential Fundraising Front Organizations for FTOs

1. Makhtab al-Khidamat / Al Kifah (formerly U.S.-based, Pakistan)
2. Al Rashid Trust (Pakistan)
3. Wafa Humanitarian Organization (Pakistan, Saudi Arabia, Kuwait, United Arab Emirates)
4. Rabita Trust (Pakistan)
5. Ummah Tameer E-Nau (Pakistan)
6. Revival of Islamic Heritage Society - Pakistan and Afghanistan Branches (Kuwait, Afghanistan, Pakistan)
7. Afghan Support Committee (Afghanistan, Pakistan)
8. Al Haramain Foundation (Indonesia, Kenya, Pakistan, Tanzania, Bosnia, Somalia, Bangladesh, Afghanistan, Albania, Ethiopia, Netherlands, Comoros Islands, and United States branches)
9. Aid Organization of the Ulema (Pakistan)
10. Global Relief Foundation (United States)

 OHIO DEPARTMENT OF PUBLIC SAFETY
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11. Benevolence International Foundation (United States):
12. Benevolence International Fund (Canada)
13. Bosanska Idealna Futura (Bosnia)
14. Stichting Benevolence International Nederland (Netherlands)
15. Lajnat al Daawa al Islamiyya (Kuwait, Pakistan, Afghanistan)
16. Al Akhtar Trust (Pakistan)
17. Taibah International (Bosnia)
18. Al Haramain & Al Masjed Al Aqsa Charity Foundation (Bosnia)
19. Al Furqan (Bosnia)
20. Islamic African Relief Agency (IARA) / Islamic Relief Agency (ISRA) (Sudan, United States and 40 other branches throughout the world)
21. The Holy Land Foundation for Relief and Development (United States)
22. Al Aqsa Foundation (United States, Europe, Pakistan, Yemen, South Africa)
23. Comité de Bienfaisance et de Secours aux Palestiniens (France)
24. Association de Secours Palestinien (Switzerland)
25. Interpal (Palestinian Relief & Development Fund) (United Kingdom)
26. Palestinian Association in Austria (Austria)
27. Sanibil Association for Relief and Development (Lebanon)
28. Elehssan Society (Palestinian territories)
29. Aleph (Aum Shinrikyo/Aum Supreme Truth)
30. Rabbi Meir David Kahane Memorial Fund (Kahane Chai and Kach)
American Friends of the United Yeshiva (Kahane Chai and Kach)
American Friends of Yeshivat Rav Meir (Kahane Chai and Kach)
Friends of the Jewish Idea Yeshiva (Kahane Chai and Kach)
31. Irish Republican Prisoners Welfare Association (Real IRA)
32. Socorro Popular Del Peru/People's Aid of Peru (Sendero Luminoso/Shining Path)



Application Number: _____

08-18-10 15:40 IN

GROVE CITY DIVISION OF POLICE EMPLOYMENT APPLICATION

NAME: _____

HOME ADDRESS: _____
(NO P.O. BOX NUMBER)

PHONE NUMBER: _____

SS#: _____

EDUCATION: HIGH SCHOOL GRAD. ☒ G.E.D. _____ COLLEGE 1 2 3 4

SEX: M ☒ F _____

THE CITY OF GROVE CITY IS AN EQUAL OPPORTUNITY EMPLOYER



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Sgt. R. Forney S/33

From: [REDACTED]

CC:

Date: 02-09-2021

Re: Damaged Uniform Pants from OCA [REDACTED]

COPY

Sir,

On February 9, 2021, my uniform pants ripped during a use of force incident involving a person resisting arrest (OCA [REDACTED])

Respectfully Submitted,

[REDACTED]

REPLACED. 4/2

[Signature]



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: A/Chief Kevin Teaford

JS 9/15

From: [REDACTED]

CC:

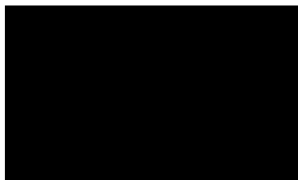
Date: 07-22-2022

Re: Car 4 Crash 2022-32518

Sir,

On July 21, 2022 at 2329 hours, I initiated a traffic stop with a 2015 Honda Accord for reckless driving. While approaching the vehicle, the driver put the vehicle in reverse and began backing towards the front of my cruiser. I ordered the driver to stop several times but he struck my cruiser's push bar with the rear of his vehicle at a low speed. There were no injuries during the incident and there were only minors scuff marks on my push bar and the rear of the Honda. The driver later stated he thought the vehicle was in park and he did not realize his vehicle was backing. The driver was issued a traffic citation for the incident and an OH-1 crash report was completed. Photographs of the scene were taken and entered into VeriPic

Respectfully Submitted,



JS

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Police
Originating Department

12/16/13
Date

Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

1/1/14
Effective Date of Action

Step 3 - \$28.72/hr TO Step 3 \$29.51/hr
Old Class and Rate New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks:

Per Article 13.1 - Top Contract

[Signature]
Department Head

[Redacted]
Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

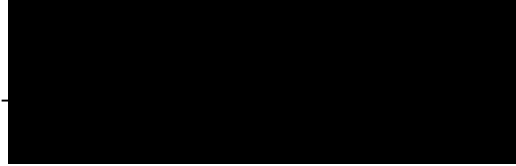
[Signature]
City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

December 2, 2013
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other P.A. ☒

December 2, 2013
Effective Date of Action

Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

[Redacted] is to receive 8 hrs of regular pay in
Remarks: Recognition of his performance during the
State Physical Fitness Assessment.

Steven M. Blum
Department Head

[Redacted]
Employee Signature (ALL Actions)

Vicki Strickland
Payroll/Personnel Department

Chris
City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

Level 2

Grove City Division of Police Physical Fitness Assessment

SPRING FALL 2013

Name: [REDACTED]

Sex: M

Heart Rate: 99

Weight: 200

Blood Pressure: 10/62

Age: 26

	Raw Score	Percent Ranking
Bench Press	255	71%
Bench Press Ratio	—	—
Leg Press	500	99%
Leg Press Ratio	—	—
1 Minute Push-Up	47	80%
1 Minute Sit-Up	56	99%
1.5 Mile Run	11:47	57%
Flexibility	20.5	80%
Percent Body Fat		
Overall Averages		81%

Superior	99% - 95%
Excellent	94% - 80%
Good	79% - 60%
Fair	59% - 40%
Poor	39% - 20%
Very Poor	19% - 1%

Location of Assessment: GCPD / GCHS - RW

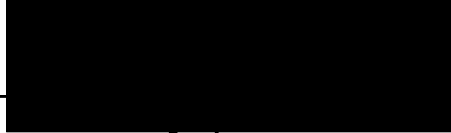
PT Specialist: Fiala #22 Date of Assessment: 10-25-13

Note: Overall average does not include body fat percent.

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Police
Originating Department

1/30/18
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

3/21/18
Effective Date of Action

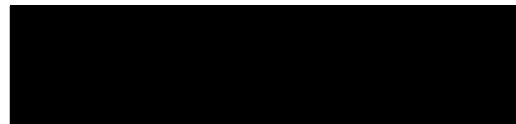
\$26.11/hr Step 2 Step 3 \$28.12/hr
Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks: Pia Article 13.1 of FOP Contract

[Signature]
Department Head



[Signature]
Payroll/Personnel Department

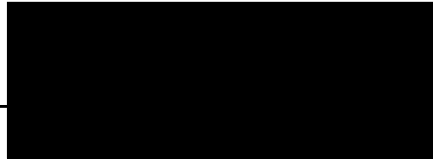
[Signature]
City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Police
Originating Department

1/30/12
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

1/1/13
Effective Date of Action

25.4/ma - Step 2 Step 2 - 26.1/ma
Old Class and Rate **TO** **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Remarks: Per Article 13.1 of LOP contract

[Signature]
Department Head

[Redacted]
Employee (Last Name)

[Signature]
Payroll/Personnel Department

[Signature]
City Administrator/Director of Finance (ALL Actions Affecting Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

November 2, 2012
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☐
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other PFA ☒

November 2, 2012
Effective Date of Action

Old Class and Rate TO New Class and Rate

From Department or Branch TO New Department or Branch

Reason for Termination:

[Redacted] is to receive 8 hrs of regular pay
in recognition of his performance during
the Fall 2012 Physical Fitness Assessment.

Steven W. Roberts
Department Head

[Redacted] s)

Usher Stuckey
Payroll/Personnel Department

[Signature]
City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police

Originating Department

December 10, 2011

Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

March 21, 2012

Effective Date of Action

Step 1, #23.53 per hr.

Old Class and Rate

TO

Step 2, #25.41 per hr.

New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks:

2012 Step Raise

Steven M. W. Smith
Department Head

[Redacted Signature]
Employee Signature (ALL Actions)

Vicki Smith
Payroll/Personnel Department

[Redacted Signature]
City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

CITY OF GROVE CITY
PERSONNEL ACTION FORM

Division of Police

Originating Department

December 10, 2011

Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

Effective Date of Action

Probationary \$21.38 per hr. Step 1 \$22.73 per hr. 12-21-2011
Old Class and Rate TO New Class and Rate
Step 1 \$22.73 per hr. Step 1 \$23.53 per hr. 1-1-2012
From Department or Branch TO New Department or Branch

Reason for Termination:

Remarks: 2012 FOP Step 1 Contract Raise

Steven M. Wolcott

Department Head



(L Actions)

Payroll/Personnel Department

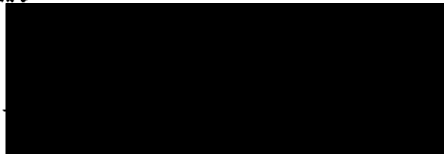
City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

October 31, 2011
Date



Action:

New Hire ☐
Rehire ☐
Reinstatement ☐
Termination ☐
Retirement ☐
Resignation ☐
Death ☐
Promotion ☐

Demotion ☐
Change Classification ☐
Change Pay Rate ☒
Change Department ☐
Change Branch ☐
Leave of Absence ☐
Other ☐

December 21, 2011
Effective Date of Action

Probationary Rate \$21.38 per hr. Multiplication \$22.23 per hr.
Old Class and Rate **TO** **New Class and Rate**

From Department or Branch **TO** **New Department or Branch**

Reason for Termination:

Remarks: As allowed by Section 13.2 of the current
City Collective Bargaining Contract.

[Signature]
Department Head

[Redacted Signature]
Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

[Signature]
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

**CITY OF GROVE CITY
PERSONNEL ACTION FORM**

Division of Police
Originating Department

March 15, 2011
Date

Action:

New Hire ☒

Rehire ☐

Reinstatement ☐

Termination ☐

Retirement ☐

Resignation ☐

Death ☐

Promotion ☐

Demotion ☐

Change Classification ☐

Change Pay Rate ☐

Change Department ☐

Change Branch ☐

Leave of Absence ☐

Other ☐

March 21, 2011
Effective Date of Action

Probationary
Police Officer #21, 4 per hr.
Old Class and Rate

TO

New Class and Rate

From Department or Branch

TO

New Department or Branch

Reason for Termination:

Remarks:

[Signature]
Department Head

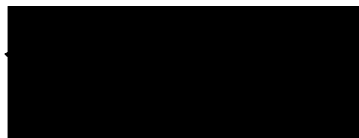
[Redacted]
Employee Signature (ALL Actions)

[Signature]
Payroll/Personnel Department

[Signature]
**City Administrator/Director of
Finance (ALL Actions Affecting
Pay Status)**

cc: White - City Administrator
Canary - Payroll/Personnel
Pink - Department
Gold - Employee

10/8



Another Great Month!
Thank You!

D.R. Tuford

Officer: [REDACTED]				
09/02/2025 01:59	[REDACTED]	33303C	M - SPEED	
09/02/2025 01:59	[REDACTED]	33302A	M - ROMV PUBLIC STREETS PROPERTY	
09/06/2025 18:60	[REDACTED]	33134	M - FAILURE TO CONTROL WEAVING COURSE	GCPD
09/06/2025 18:50	[REDACTED]	33512	M - STOPPING AFTER ACCIDENT PUBLIC STREET	GCPD
09/13/2025 02:55	[REDACTED]	33301A1A	M - OVI	GCPD
09/13/2025 02:55	[REDACTED]	33509A1	M - Expired License Plates	GCPD
09/18/2025 22:51	[REDACTED]	33301A1A	M - OVI	GCPD
09/18/2025 22:51	[REDACTED]	33303C	M - SPEED	GCPD
09/18/2025 22:51	[REDACTED]	33108	M - DRIVING IN MARKED LANES CONTINUOU S	GCPD
09/26/2025 22:02	[REDACTED]	33108	M - DRIVING IN MARKED LANES CONTINUOU S	FRANKLIN COUNTY JUVENILE COURT

9/15

Another Amazing Month [REDACTED]
 You ARE making
 A difference!
 D. R. T. [REDACTED]

Officer: [REDACTED]				
08/02/2025 23:58	[REDACTED]	33503	M - DRIVING W/TEMP PERMIT W/O LICENSED DRIVER	FRANKLIN COUNTY JUVENILE COURT
08/02/2025 23:58	[REDACTED]	33303C	M - SPEED	FRANKLIN COUNTY JUVENILE COURT
08/07/2025 02:45	[REDACTED]	33301A1H	M - OVI Per Sa .17 or greater in breath	GCPD
08/07/2025 02:45	[REDACTED]	33301A1A	M - OVI	GCPD
08/07/2025 02:45	[REDACTED]	33303C	M - SPEED	GCPD
08/07/2025 02:46	[REDACTED]	33108	M - DRIVING IN MARKED LANES CONTINUOUS	GCPD
08/09/2025 01:14	[REDACTED]	33301A2	OVI Refusal	
08/09/2025 01:14	[REDACTED]	33301A1A	M - OVI	
08/09/2025 01:14	[REDACTED]	31303	M - TRAFFIC CONTROL SIGNAL TERMS AND LIGHTS	
08/14/2025 02:02	[REDACTED]	451119A2	M - OVI Refusal	FRANKLIN COUNTY MUNICIPAL COURT
08/14/2025 02:02	[REDACTED]	451119A1A	M - OVI	
08/14/2025 02:02	[REDACTED]	451021	DUS - Fail to Reinstate License	
08/14/2025 02:02	[REDACTED]	451139	M - IMPROPER TURN	
08/19/2025 16:19	[REDACTED]	33303A	M - ACDA	GCPD
08/20/2025 22:42	[REDACTED]	335071A2	UM - DUS PHYSICAL LIMITATIONS	
08/20/2025 22:42	[REDACTED]	33702	M - LIGHTED LIGHTS	
08/20/2025 23:46	[REDACTED]	33301A1A	M - OVI	
08/20/2025 23:46	[REDACTED]	33108	UM - DRIVING IN MARKED LANES CONTINUOUS	
08/22/2025 02:30	[REDACTED]	451119A1A	F - OVI	
08/22/2025 02:30	[REDACTED]	451021	DUS - Fail to Reinstate License	
08/22/2025 02:30	[REDACTED]	451136	M - IMPROPER LEFT TURN	
08/22/2025 02:30	[REDACTED]	451133	M - DRIVING MARKED LANES	
08/29/2025 20:16	[REDACTED]	31301	M - OBEDIENCE TO TRAFFIC CONTROL DEVICES	GCPD

7/10

Office			
06/01/2025 01:41	451012A1	UM - Driving Under Suspension	FRANKLIN COUNTY MUNICIPAL COURT
06/01/2025 01:41	451118A2	M - OVI Refusal	FRANKLIN COUNTY MUNICIPAL COURT
06/01/2025 01:41	451118A1A	M - OVI	FRANKLIN COUNTY MUNICIPAL COURT
06/01/2025 01:41	4503.11	Fail to register vehicle	FRANKLIN COUNTY MUNICIPAL COURT
06/04/2025 21:42	33134	M - FAILURE TO CONTROL WEAVING COURSE	GCPD
06/08/2025 02:26	451118A1H	M - OVI Per Se, 17 or greater in breath	
06/08/2025 02:26	451118A1A	M - OVI	
06/08/2025 02:26	4503.11	Fail to register vehicle	
06/08/2025 10:44	33303C	M - SPEED	
06/07/2025 04:10	33503	M - DRIVING W/TEMP PERMIT W/O LICENSED DRIVER	
06/07/2025 04:10	33702	M - LIGHTED LIGHTS	
06/07/2025 00:47	335074A	UM - DUS FRA	GCPD
06/11/2025 10:04	33303A	M - ACDA	GCPD
06/13/2025 02:41	33301A1A	M - OVI	GCPD
06/13/2025 02:41	33108	M - DRIVING IN MARKED LANES CONTINUOUS	GCPD
06/13/2025 02:41	33508A1	M - Expired License Plates	GCPD
06/14/2025 02:28	451118A2	M - OVI Refusal	FRANKLIN COUNTY MUNICIPAL COURT
06/14/2025 02:28	451118A1A	M - OVI	FRANKLIN COUNTY MUNICIPAL COURT
06/14/2025 02:28	451120	M - FAILURE TO CONTROL	FRANKLIN COUNTY MUNICIPAL COURT
06/17/2025 19:00	335072A1	UM - Operating Motor Vehicle w/o valid license	GCPD
06/17/2025 19:00	33119	M - OPERATION OF VEHICLE AT STOP SIGNS	GCPD
06/22/2025 02:31	33301A1A	M - OVI	GCPD
06/24/2025 23:28	31301	M - OBEDIENCE TO TRAFFIC CONTROL DEVICES	GCPD
06/25/2025 19:07	33108	M - DRIVING IN MARKED LANES CONTINUOUS	GCPD
06/29/2025 10:04	335073	M - Driving Under OVI Suspension_335073	

Thank You
Always for
Your Leadership
w Traffic
Safety

D.R.
Torres

Officer:

07/06/2025 02:44	33301A1A	M - OVI	GCPD
07/06/2025 02:44	31303	M - TRAFFIC CONTROL SIGNAL TERMS AND LIGHTS	GCPD
07/04/2025 22:46	451119A2	M - OVI Refusal	FRANKLIN COUNTY MUNICIPAL COURT
07/04/2025 22:46	451119A1A	M - OVI	FRANKLIN COUNTY MUNICIPAL COURT
07/04/2025 22:46	451120	M - FAILURE TO CONTROL	FRANKLIN COUNTY MUNICIPAL COURT
07/25/2025 20:27	451119A1A	M - OVI	FRANKLIN COUNTY MUNICIPAL COURT
07/24/2025 23:29	33303C	M - SPEED	GCPD
07/24/2025 23:29	33301A2	OVI Refusal	
07/24/2025 23:29	33301A1A	M - OVI	
07/24/2025 23:29	33114	M - SIGNALS BEFORE CHANGING COURSE TURNING STOP	
07/31/2025 23:07	33301A1H	M - OVI Per Se_.17 or greater in breath	GCPD
07/31/2025 23:07	33301A1A	M - OVI	GCPD
07/31/2025 23:07	33119	M - OPERATION OF VEHICLE AT STOP SIGNS	GCPD

ALWAYS A LADDER IN TRAFFIC SAFETY!

D. J. T. T. T.

Office	Date/Time	Case Number	Charge	Court
	05/08/2025 23:02	33303C	M - SPEED	GCPD
	05/09/2025 02:44	33303C	M - SPEED	GCPD
	05/08/2025 15:53	33303A	M - ACDA	FRANKLIN COUNTY JUVENILE COURT
	05/11/2025 02:20	33301A1A	M - OVI	GCPD
	05/11/2025 02:20	33134	M - FAILURE TO CONTROL WEAVING COURSE	GCPD
	05/11/2025 02:20	33108	M - DRIVING IN MARKED LANES CONTINUOUS	GCPD
	05/09/2025 15:46	33117	M - RIGHT OF WAY WHEN TURNING LEFT	GCPD
	05/10/2025 18:51	33303A	M - ACDA	GCPD
	05/10/2025 18:51	335072A1	UM - Operating Motor Vehicle w/o valid license	GCPD
	05/09/2025 17:33	451119A1A	M - OVI	FRANKLIN COUNTY MUNICIPAL COURT
	05/09/2025 17:33	451012A1	UM - Driving Under Suspension	FRANKLIN COUNTY MUNICIPAL COURT
	05/14/2025 01:33	33301A1A	M - OVI	GCPD
	05/14/2025 01:33	31301	M - OBEDIENCE TO TRAFFIC CONTROL DEVICES	GCPD
	05/21/2025 19:28	451119A1D	M - OVI Per Se - 0.08-1.00 in breath	FRANKLIN COUNTY MUNICIPAL COURT
	05/21/2025 19:28	451119A1A	M - OVI	FRANKLIN COUNTY MUNICIPAL COURT
	05/22/2025 22:14	33301A1A	M - OVI	GCPD
	05/22/2025 22:14	335072A1	MM - Expired Operator License	GCPD
	05/22/2025 22:14	31301	M - OBEDIENCE TO TRAFFIC CONTROL DEVICES	GCPD
	05/30/2025 23:19	33301A1A	M - OVI	GCPD
	05/30/2025 23:19	33108	M - FOLLOWING TO CLOSELY	GCPD
	05/30/2025 23:19	33114	M - SIGNALS BEFORE CHANGING COURSE TURNING STOP	GCPD
	05/29/2025 01:15	33301A1A	M - OVI	GCPD
	05/29/2025 01:15	33727	M - SEAT BELT RESTRAINT	GCPD
	05/29/2025 01:15	33108	M - DRIVING IN MARKED LANES CONTINUOUS	GCPD
	05/24/2025 22:24	33302A	M - ROMV PUBLIC STREETS PROPERTY	GCPD
	05/25/2025 01:01	451119A2	M - OVI Refusal	FRANKLIN COUNTY MUNICIPAL COURT
	05/25/2025 01:01	451119A1A	M - OVI	FRANKLIN COUNTY MUNICIPAL COURT
	05/25/2025 01:01	451120	M - FAILURE TO CONTROL	FRANKLIN COUNTY MUNICIPAL COURT
	05/25/2025 01:01	451121	M - SPEEDING	FRANKLIN COUNTY MUNICIPAL COURT
	05/27/2025 23:31	33727	M - SEAT BELT RESTRAINT	GCPD

6/5

Another Great Month!

Thank You!

D. A. Terrell

Lieutenant K. M. Holmstrom L/54

From: Waddle, Missy <mwaddle@grovecityohio.gov>
Sent: Saturday, May 24, 2025 8:07 PM
To: Holmstrom, Kevin <khholmstrom@grovecityohio.gov>
Subject: Officer compliment

Sir,

I just wanted to pass along a positive compliment for our officers. A Charles Gregory came into the lobby and wanted to thank the officers that were on his call almost a year ago today. He said he was arrested, but since then he has been clean and sober and is able to have visitation with his daughter again. He seemed genuinely thankful for the officers that day. The incident is [REDACTED] and it was a 47a. The male was very kind and appreciative. I gave him the names of three of the officers (B167, B60, [REDACTED]) on the call (there were six (B142, B40, B173) all together), but two were not here and the other was busy on a call. I wanted to pass this along because sometimes we don't see the difference we make right away, but it's there.

Thank you and have a great day!

Communications Technician Missy Waddle R23

4/1/2025 10:38 PM	OPEN CONTAINER PROHIBITED MPH in a MPH zone
4/4/2025 12:00 AM	PETTY THEFT
4/5/2025 2:30 AM	IMPROPERLY HANDLING FIREARMS IN A MOTORVEHICLE
4/6/2025 2:30 AM	OPEN CONTAINER PROHIBITED
4/12/2025 2:39 AM	DISORDERLY CONDUCT/INTOX
4/29/2025 8:19 PM	PETTY THEFT
4/1/2025 9:37 PM	DRIVING IN VIOLATION OF LICENSE RESTRICTION MPH in a MPH zone
4/1/2025 9:37 PM	SPEED 53 MPH in a 35 MPH zone
4/1/2025 10:20 PM	SPEED 39 MPH in a 35 MPH zone
4/1/2025 10:38 PM	OVI MPH in a MPH zone
4/5/2025 2:30 AM	DRIVING UNDER SUSPENSION-LICENSE FORFEITURE
4/5/2025 2:30 AM	DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
4/8/2025 8:59 PM	OVI
4/8/2025 8:59 PM	SPEED
4/12/2025 12:30 AM	OVI MPH in a MPH zone
4/12/2025 12:30 AM	SPEED 53 MPH in a 35 MPH zone
4/16/2025 8:35 PM	FAILURE TO REINSTATE LICENSE
4/18/2025 2:41 AM	OVI
4/18/2025 2:41 AM	OPERATION WITHOUT REASONABLE CONTROL
4/18/2025 8:09 PM	SPEED

S/14/25

THANK YOU FOR YOUR CONTINUED LEADERSHIP IN
TRAFFIC SAFETY. THE ENFORCEMENT OF THOSE VIOLATIONS
THAT HEAVILY IMPACT THE SAFETY OF OUR RESIDENTS
IS MAKING A HUGE DIFFERENCE.

D.R. TUNNEY

3/1/2025 12:49 AM	DISORDERLY CONDUCT
3/15/2025 10:14 PM	OPEN CONTAINER PROHIBITED
3/1/2025 2:38 AM	OVI PER SE .17 OR OVER BREATH
3/1/2025 2:38 AM	OVI
3/1/2025 2:38 AM	OPERATION OF VEHICLE AT STOP SIGNS
3/1/2025 2:38 AM	DISPLAY OF LICENSE PLATES
3/2/2025 8:17 PM	OVI PER SE .08 < .169 BREATH
3/2/2025 8:17 PM	OVI
3/15/2025 10:14 PM	OVI
3/15/2025 10:14 PM	OVI PER SE .17 OR OVER BREATH
3/15/2025 10:14 PM	TURNING AT INTERSECTIONS RIGHT TURN
3/15/2025 10:14 PM	DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
3/16/2025 3:24 AM	FOLLOWING TOO CLOSELY
3/20/2025 9:31 PM	SEAT BELT DRIVER MPH in a MPH zone
3/22/2025 2:34 AM	OVI MPH in a MPH zone
3/22/2025 2:34 AM	FAIL TO REGISTER MPH in a MPH zone
3/22/2025 2:34 AM	LIGHTED LIGHTS: MEASUREMENT OF DISTANCES AND HEIGHTS MPH in a MPH zone
3/23/2025 2:53 PM	OVI MPH in a MPH zone
3/23/2025 2:53 PM	FAILURE TO CONTROL WEAVING COURSE MPH in a MPH zone

OVI WORK
10 incredible!

4/8

Thank you for being A Leader in traffic safety!

Karl J. Telford

3/11/25

2/2/2025 1:49 OPEN CONTAINER PROHIBITED
1/16/2024 0:50 DISORDERLY CONDUCT/INTOX MPH in a MPH zone
1/18/2025 23:40 SALES TO AND USE BY UNDERAGE PERSONS
1/18/2025 23:40 SALE/USE BY UNDERAGE/SECURE AC
1/18/2025 23:40 SALES TO AND USE BY UNDERAGE PERSONS
2/22/2025 0:00 SALES TO AND USE BY UNDERAGE PERSONS MPH in a MPH zone
1/4/2025 2:31 OPERATING MOTOR VEHICLE WITHOUT VALID LICENSE MPH in a MPH zone
1/4/2025 2:31 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC. MPH in a MPH zone
1/9/2025 19:06 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
1/10/2025 1:24 OVI
1/10/2025 1:24 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
1/11/2025 2:40 OVI
1/11/2025 2:40 OVI PER SE .17 OR OVER BREATH
1/11/2025 2:40 OPERATION OF VEHICLE AT STOP SIGNS
11/9/2024 2:27 OVI PER SE MARI METAB w333.01A1a >= 15 ng/mL URINE >= 5 ng/mL BLOOD, SERUM, PLASMA
1/12/2025 1:12 OVI
1/12/2025 1:12 OVI PER SE .17 OR OVER BREATH
1/12/2025 1:12 TRAFFIC CONTROL SIGNAL TERMS AND LIGHTS
1/19/2025 2:20 OVI MPH in a MPH zone
1/20/2025 0:07 OVI MPH in a MPH zone
1/20/2025 0:07 OVI PER SE .08 < .169 BREATH MPH in a MPH zone
1/20/2025 0:07 TRAFFIC CONTROL SIGNAL TERMS AND LIGHTS MPH in a MPH zone
1/20/2025 0:07 SIGNALS BEFORE CHANGING COURSE, TURNING OR STOPPING MPH in a MPH zone
1/23/2025 2:04 OVI
1/23/2025 2:04 RECKLESS OPERATION ON STREETS, PUBLIC OR PRIVATE PROPERTY
1/24/2025 23:30 OVI
1/24/2025 23:30 OVI PER SE .17 OR OVER BREATH
1/24/2025 23:30 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
2/2/2025 1:49 OVI
2/2/2025 1:49 DRIVING UNDER FINANCIAL RESPONSIBILITY LAW SUSPENSION OR CANCELLATION
2/2/2025 1:49 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
2/5/2025 21:18 OPERATION OF VEHICLE AT STOP SIGNS
2/7/2025 0:25 OVI
2/7/2025 0:25 OVI PER SE .08 < .169 BREATH
2/7/2025 0:25 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
2/9/2025 2:18 OVI
2/9/2025 2:18 OVI PER SE .08 < .169 BREATH
2/9/2025 2:18 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC.
2/19/2025 2:52 OVI MPH in a MPH zone
2/19/2025 2:52 OVI PER SE .17 OR OVER BREATH MPH in a MPH zone
2/19/2025 2:52 FAILURE TO CONTROL WEAVING COURSE MPH in a MPH zone
2/19/2025 21:32 OPERATION OF VEHICLE AT STOP SIGNS MPH in a MPH zone
2/22/2025 2:36 OVI MPH in a MPH zone
2/22/2025 2:36 SPEED 45 MPH in a 35 MPH zone
1/10/2025 1:24 SPEED

Thank You for ALL
You ARE doing to
Keep our Streets
SAFE.

D.R. Tuttle



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *E 750*

From: Sergeant Brittany Hennessy S66

CC:

Date: 02/01/2025

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence, Duty.

Brief description of what took place:

On 01/25/25, [REDACTED] was flagged down while at Shell Gas Station on North Broadway about a male passed out in a vehicle at Sheetz on Centerpoint Drive. At the same time, dispatch was receiving a call about the same individual and passing it to Franklin County due to it being in their jurisdiction. [REDACTED] decided to go on the call, thinking he would be the closest unit and could render life saving aid if needed. [REDACTED] arrived and located the male unconscious and unresponsive. [REDACTED] administered Narcan to the male prior to any other department arriving. [REDACTED] responding to this call could have been the determining factor on if that male lived or died.

This is an outstanding reflection of Excellence and Duty
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *Sgt. B. Hennessy S66*

lt. 4644/454



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *ES 50*

From: Sgt. J. Roach S143

CC: Lt. K. Holmstrom L54 *LT. HALL L54*

Date: 01/23/2025

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence and duty.

Brief description of what took place:

On 01/18/2025, [REDACTED] observed three suspicious females in the parking lot of The Derby. [REDACTED] ran the vehicles information and determined the owner was under the age of twenty-one. [REDACTED] thorough investigation later determined that all three females were inside of the bar consuming alcohol while under age. The investigation led to all three females being charged and also identified that the bartender was also not properly identifying their patrons. [REDACTED] actions align with the core values of excellence and duty.

This is an outstanding reflection of Excellence and Duty
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

[Handwritten Signature] S143



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Chief E. Scott *E 50*

From: Sergeant C. Pfeiffer S61

CC: Lt. K. Holmstrom *LT. H 2 1/54*

Date: 01/21/2025

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Duty.

Brief description of what took place:

On January 20, 2025, officers attempted to serve arrest warrants on a subject for domestic violence, assault, and strangulation at 3669 Midland St. The subject refused to exit the residence and allegedly made threats of suicide or "suicide by cop". [REDACTED] took a perimeter post during negotiations with the subject for approximately 5 hours in below freezing temperatures (3 degrees, -16 degrees windchill). The subject eventually surrendered and was taken into custody without further incident.

This is an outstanding reflection of Duty
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. C. Pfeiffer S61



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *ES 50*

From: Sgt. J. Roach S143

CC: Lt. Jason Stern *JR 11/5/24*

Date: 11/09/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Duty and Excellence.

Brief description of what took place:

On 11/07/2024, [REDACTED] observed two suspicious males walking around Kassidy Drive. [REDACTED] believed the males may have just committed a burglary in a home currently under construction. [REDACTED] utilized his bike patrol and was able to sneak up on the suspects and detain them. The investigation determined the suspects had broken into the new build home and stole wiring. [REDACTED] dedication and work ethics align with the agency's core values of Duty and Excellence.

This is an outstanding reflection of Duty and Excellence
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *[Signature]* S143



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *ES60*

From: Sgt. C. Pfeiffer S61

CC: Lt. J. Stern

Date: 9/18/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Duty and Excellence.

Brief description of what took place:

On September 11, 2024, officers received a FLOCK hit for a stolen vehicle at Stringtown Rd. and I71. [REDACTED] canvassed the area and located the vehicle parked and occupied at Motel 6. [REDACTED] coordinated a takedown of the vehicle with responding officers as it attempted to leave the lot. The driver immediately advised officers he was in possession of a firearm but was apprehended without further incident. The firearm was also reported stolen in 2016.

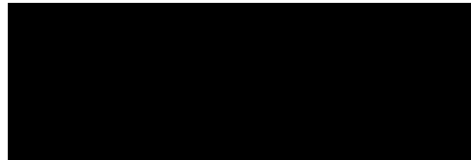
This is an outstanding reflection of Duty and Excellence
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. C. Pfeiffer S61



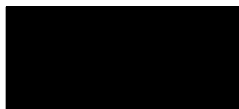
The City of Grove City, Ohio
4035 Broadway
Grove City, Ohio 43123



MAYOR RICHARD L. (IKE) STAGE

Kevin Teaford, Safety Director

7/22/2024



Thank you for your commitment to traffic
SAFETY during the 2nd QTR of 2024. YOUR
DUI, Speed, & SeatBelt Enforcement has made
OUR STREETS SAFER! Your Leadership is
Noticed & Appreciated.

D. Richard Teaford



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *E 550*

From: Sergeant Brittany Hennessy S66

CC:

Date: 06/06/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 05/29/2024 at 1951 hours, [REDACTED] and Sigman were dispatched on a hit skip of a mailbox at 1798 Stargrass Ave. The caller did not have video of the incident and no information to go on. [REDACTED] and Sigman contacted neighbors and were able to obtain video showing a suspect vehicle make and color. [REDACTED] and Sigman began searching the area looking for the vehicle and located the suspect vehicle on Coneflower Drive. They were able to provide the victim with insurance information and charged the suspect with hitskip. These officers could have just taken the report and been done with the call, but they went the extra mile and solved the case demonstrating excellence. The victim expressed sincere gratitude and stated they demonstrated extreme professionalism and dedication.

This is an outstanding reflection of Excellence
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. B. Hennessy S66



4/19/29

MAYOR RICHARD L. (IKE) STAGE

Kevin Tenford, Safety Director

I Recently had the opportunity to Review Traffic
Citation data & was Pleased to Recognize Your Leadership
in Removing Impaired Drivers from our Streets.
Thank You for Your Strong Commitment to our
Traffic Safety Mission!

D.R. Tenford



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *E250*

From: Sgt. J. Roach

CC: Lt. J. Stern L59

Date: 04/13/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

[REDACTED] worked several hours on updating the agency's OVI manual that is used by his fellow officers. [REDACTED] also assisted his fellow third shift officers in practicing field sobriety tests to insure the agency's OVI arrests are held to a higher standard. [REDACTED] dedication to OVI arrests and his efforts to prepare a thorough updated manual to assist his fellow officers when handling OVI's, and his assistance in helping them practice field sobriety tests, aligns with the agency's core value of teamwork and shows that no individual or componet is greater than the whole.

This is an outstanding reflection of Teamwork
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

Sgt. J. Roach S143



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *E650*

From: Sergeant Brittany Hennessy S66

CC:

Date: 03/16/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

On 03/07/2024, [REDACTED] attempted to make a traffic stop on a vehicle that failed to comply and fled. The vehicle traveled the wrong way on SR665 and entered Interstate 71 the wrong way into oncoming traffic. [REDACTED] alerted to units which way the vehicle was fleeing and requested an officer go to Broadway/Home Rd. Ofc. Hutchinson had already reviewed the flock cameras and was at that intersection. [REDACTED] Nelson, Meyer, Perez-Jackson, and Pertz were all assisting in checking the area for this male. Ofc. Pertz and Meyer both responded to separate 48A calls involving the male and attempted to get a photo or video of the suspect. Ofc. Perez-Jackson located the vehicle at Giant Eagle and he and [REDACTED] assisted with blocking the vehicle in. [REDACTED] and Nelson went into the store and arrested the male.

This is an outstanding reflection of Teamwork
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

Sgt. B. Hennessy S66



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *ESD*

From: Sergeant Brittany Hennessy

CC: Lt. J. Stern

Date: 04/05/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of teamwork.

Brief description of what took place:

On 04/03/2024, Officer Hall received a Flock hit about a suspect that fled from officers 1-2 weeks before in the Grove City area. Officer Hall searched the area and was able to locate the vehicle. Officer Hall aired to other officers the location and where to set up their cruisers in order to do a traffic stop and box the vehicle in to prevent him from fleeing again. Officers [REDACTED] Meyer, Moore, and Nelson approached towards the front of the suspect's vehicle, while Officer Hall remained behind the suspect vehicle. The officers were able to successfully box in the vehicle and detain three suspects without incident that were all arrested for felony charges.

This is an outstanding reflection of [REDACTED]
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

Sgt. Blumy SL6



City of Grove City
Division of Police
Recommendation for Commendation



☒ AWARD

☐ CITATION

☐ DEVICE

OFFICER/EMPLOYEE



ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: Nominating for the 2023 Outstanding Leadership Award
see attached IOC



Call for Service Number

Perri Caldwell

1/11/2024

Person Recommending Commendation

Date

Supporting Documents Attached:

☒ Yes

☐ No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of
recognition, and meet the criteria for Outstanding Leadership

Award/Citation/Device

Award/Citation/Device Approved:

☒ Yes

☐ No

Chief of Police

Date

[Signature]

2-14-24



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To:
From: Perri Caldwell
CC:
Date: January 11, 2024
Re: 2023 Outstanding Leadership award

I would like to nominate [REDACTED] for the Outstanding Leadership Award for 2023. Over the last year [REDACTED] has worked as OIC many times and was able to provide assistance as well as guidance to less experienced officers. Even during situations where [REDACTED] is not an OIC, he is always prepared to take charge during high priority calls. He is quick yet thoughtful in delegating units where they are needed as they are arriving on a scene - whether that be for establishing a perimeter or collaborating a plan for a barricade.

One example of [REDACTED] distinguished leadership was on February 11th, 2023 when [REDACTED] was OIC. During second shift, we got a call about a wanted person being in our city by a family member who wanted him to be arrested. As soon as [REDACTED] was informed of this call, he took charge and decided what officers would be best to make contact with the caller. [REDACTED] was especially swift and tactical in changing the approach when it became apparent that CPD Swat was also in the area looking for the same suspect. Further, [REDACTED] remained calm and composed when CPD had shot the suspect in the middle of a main shopping center. He was able to make all necessary notifications while still maintaining crowd control during this major incident.



City of Grove City Division of Police

Recommendation for Commendation



☒ AWARD

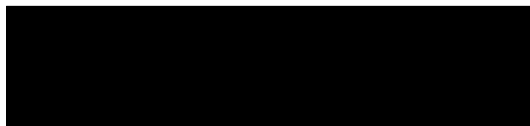
☐ CITATION

☐ DEVICE

OFFICER/EMPLOYEE: [REDACTED] ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: During third shift hours on 7/1/23 [REDACTED] responded to multiple critical events and did so with professionalism, courage, and composure. Critical incidents include: Columbus street racers at the Aladin Shrine Center twice, 2nd alarm apartment building fire at the Groves on 665, and an unconscious person in a vehicle (OVI). [REDACTED] immediately began evacuating residents from their apartments and clearly communicated his location and evacuated apartment numbers to be relayed to Jackson Twp Fire. He was responsible for conducting the felony stop on the vehicle at the Aladin Shrine Center who was seen brandishing firearms. [REDACTED] was also the OIC during the CPD SWAT shooting at Home Depot on 2/11/23 and quickly directed officers and took charge of the scene and the traffic [REDACTED] remained composed during the incident and demonstrated exceptional leadership.



Call for Service Number

Kierra Kulczycki R27

1/12/14

Person Recommending Commendation

Date

Supporting Documents Attached:

☒ Yes

☐ No

Distinguished Service Award
For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for _____

Award/Citation/Device

Award/Citation/Device Approved:

☒ Yes

☐ No

[Signature] 2-14-24
Chief of Police Date



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *E150*

From: Sgt. Andrew Cole S/40

CC: Lt. Jason Stern L/58

J. P. S. #4/51

Date: 1-24-2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Duty.

Brief description of what took place:

On 1-24-2024 [REDACTED] conducted a SW in the area of Parlin Dr. During the SW, [REDACTED] located a reported stolen vehicle and recovered it. While investigating the stolen vehicle, [REDACTED] located another vehicle that appeared to have been stolen based on damage to the vehicle. With the assistance of Officer Ragland, the owner of the second vehicle was contacted and confirmed her vehicle was stolen without her knowledge. The second vehicle was later recovered and returned to the owner.

This is an outstanding reflection of Duty
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *Sgt. Andrew Cole S/40*



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott

From: Sergeant Joshua Smith

CC: Lieutenant Jason Stern

Date: 9/26/2023

Re: Core Values Award

JP Smith
9/29

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Teamwork and Excellence.

Brief description of what took place:

Officers were investigating a hit/skip crash that took place on Broadway in front of City Hall. The crash had garnered significant attention from city officials so there was a priority placed on solving the crash. I passed on the information about the suspect vehicle during a roll call where [REDACTED] was present. Several hours later, [REDACTED] sent me a photo of the suspect vehicle from a Flock hit in Reynoldsburg. The vehicle was immediately recognizable based on the wheels and specific items that were in the bed of the truck. When I spoke to [REDACTED] about his work, he stated he sifted through approximately 1800 Flock hits before he found the vehicle.

This is an outstanding reflection of [REDACTED]
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

[Signature]
9/28



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Fambro

From: Sgt. J. Roach S/143

CC: Lt. J. Stern L/59

Date: March 16th, 2023

Re: Core Values Award

Sir,

I wish to recognize _____ for demonstrating the
Grove City Division of Police Core Value of Excellence and Duty.

Brief description of what took place:

On 03/16/2023, _____ stopped a vehicle for a speed violation. _____ asked the driver if everything was okay and she said she was having a bad day. The driver continued to say she was fine, but _____ realized something did not seem right. _____ later discovered the driver had several cuts on her arms and legs from her attempts of hurting herself. The driver voluntarily went to the hospital for treatment. _____ ability to recognize that something in the situation needed more attention, and his compassion and care with the driver aligns with our core value of excellence and duty.

This is an outstanding reflection of _____
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature _____

S/143



AWARDS of EXCELLENCE

Luncheon Ceremony

at

Villa Milano Banquet & Conference Center

1630 Schrock Road

Columbus, OH 43229

Thursday, December 8, [REDACTED]

11:30 a.m. to 1:30 p.m.

Name: Sgt. MIKE WATERS

Dept/Agency Name: Grove City PD

R.S.V.P.

X I will be attending the Awards of Excellence Luncheon

X I will be bringing 3 (number) of additional guests

We encourage you to invite your Chiefs, department heads, community leaders, spouses, and special guests to share in the honor of recognizing these outstanding men and women! There is a cost of \$30 per person for additional guests & attendees – the cost is necessary in order to help us cover the cost of additional meals. (There is no cost to the award recipient or to the person who nominated the chosen recipient). Our aim is to make this the biggest event yet to honor those who are deserving of it! Payment of additional guests may be made by cash, check or credit card. We wish to make this as easy as possible - if you have already RSVP'd for any additional guests, you (or they) may simply bring payment on the day of the event, (or just mail the payment in before December 8). RSVPs must be received not later than November 25.

 I will be unable to attend the Awards of Excellence Luncheon

5 Total number of attendees with this RSVP * AWARD RECIPIENT, PERSON WHO NOMINATED,
+ 3 GUESTS

Please Email form to: Doug.scoles@madd.org

Or if mailing the form, please mail the form to be received not later than November 25 to:

MADD Ohio

MADD, 102 W. Main Street P.O. Box 935, New Albany, OH 43054.

(For any questions or additional information, please call the MADD Office at 614-885-6233).

To help spread the word, please feel free to make copies of this RSVP form for other officers in your department who would like to attend and share in this event! Please RSVP as soon as possible –

But not later than NOVEMBER 25, [REDACTED]

HELP RECOGNIZE THESE OUTSTANDING LAW ENFORCEMENT OFFICERS!



City of Grove City
Division of Police
CORE VALUES AWARD



To: Interim Chief Kevin Teaford

From: Sergeant Michael Waters S/140

CC:

Date: 07/04/2022

Re: Core Values Award

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

22-29819 - A male threatened to kill his wife and was also threatening suicide upon seeing police officers if they arrived at his residence. [REDACTED] arrived and through communication, tactics and teamwork, [REDACTED] and other officers were able to take the male into custody without incident.

This is an outstanding reflection of Teamwork
commitment to the Grove City Division of Police Core Values.

GREAT WORK [REDACTED]

Respectfully,

Signature Sgt. M. [Signature] S/140



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Interim Chief Kevin Teafor

From: Sergeant Michael Waters S/140

CC:

Date: 3/31/2022

Re: Core Values Award

COPY

Great Work! Thanks for
your leadership

Sir,

I wish to recognize [redacted] for demonstrating the
Grove City Division of Police Core Value of Excellence

Brief description of what took place:

Starting on March 25th at 2350 hours [redacted] was able to detect, investigate and
arrest three impaired drivers in two hours and fifty seven minutes. [redacted] pursuit
of excellence showed through on this night by his relentless effort in getting impaired
drivers off the road so that all can travel more safely on our roadways.

This is an outstanding reflection of Excellence
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. M. Waters S/140



City of Grove City
Division of Police
Recommendation for Commendation

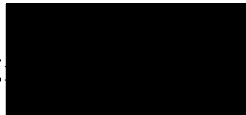


☒ AWARD

☐ CITATION

☐ DEVICE

OFFICER/EMPLOYEE

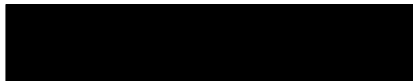


ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: has shown throughout the year to be an exceptional officer through his continued consistency every shift, proactive policing, FTO, and OIC leadership. In the year

 had over 130 OVI's, over 80 officer initiated calls resulting in an arrest, and coached several new officers. He has shown to be an incredible resource to the community and demonstrates community policing daily. On 3/3/20 apprehended the suspect of the robbery at Waffle House on Marlane Dr, where the suspect told the clerk he had a weapon. He was also part of the SRT callout during the search for the suspect from the homicide at Motel 6, 1900 Stringtown Rd; where the male was located in a Columbus YMCA by the SRT team.



Call for Service Number

Kierra Kulczycki

Person Recommending Commendation

1/31/

Date

Supporting Documents Attached:

☒ Yes

☐ No

*Distinguished Service
Community Service Citation*

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Distinguished Service.

Award/Citation/Device

Award/Citation/Device Approved:

☒ Yes

☐ No

Chief of Police

3-9-
Date

26.103 Rev. 2016

Thank you for leading the way in so many aspects of our work. I've been often told by those you work with that you are an incredible officer who takes pride in your work. I am personally thankful for your traffic enforcement efforts!
Kerri Telford



January 10, 20[REDACTED]

[REDACTED]
Grove City Division of Police
3360 Park St.
Grove City, OH 43123

Dear [REDACTED]

Congratulations on winning the [REDACTED] "Top Cop" award from the central Ohio chapter of Mothers Against Drunk Driving!

I am glad that your dedication and talent has been rewarded and wish you continued success in the future. Our community is lucky to have someone like you who is dedicated to public service.

Please never hesitate to call me at (614) 525-5700 or mstinziano@franklincountyohio.gov whenever I may be of help or service.

Sincerely,


Michael Stinziano
Franklin County Auditor

*Thank you for all you
do for our community*

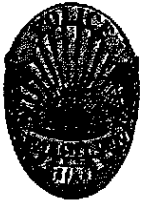


FRANKLIN COUNTY AUDITOR MICHAEL STINZIANO

373 South High Street | 21st Floor | Columbus, Ohio 43215

T (614) 525.HOME | C (614) 219.9224 | auditorstinziano@franklincountyohio.gov | franklincountyauditor.com

PRINTED IN HOUSE



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief R. Butsko #26

From: Sgt. J. Gallo S/62

CC: Lt. E. Scott L/50

Date: 05/07/2019

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 05/01/2019 [REDACTED] and Officer Patel located a suspicious person leaving the lot of 1895 Stringtown Rd. [REDACTED] and Patel found probable cause and initiated a traffic stop on the vehicle. During the encounter, the suspect gave [REDACTED] consent to search his person. [REDACTED] noticed a debit card (belonging to the suspects mother), \$400.00, and an ATM receipt from 1895 Stringtown Rd. (time stamped approximately 5 minutes before the stop). The suspect advised his mother gives him permission to use the card. [REDACTED] contacted the mother. She advised her son must have stolen the card and she wanted to file charges. [REDACTED] and Patel placed the suspect under arrest for identity fraud. During an interview the suspect admitted to stealing the card and using it to gain over \$1,000.

This is an outstanding reflection of Excellence
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. J. Gallo S/62

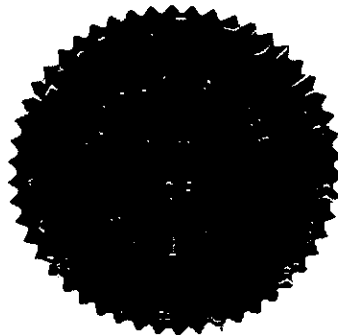


2018 MERITORIOUS CONDUCT

Is Presented To



For his heroic actions on November 12, 2018, to disarm an at-risk juvenile
with knives.



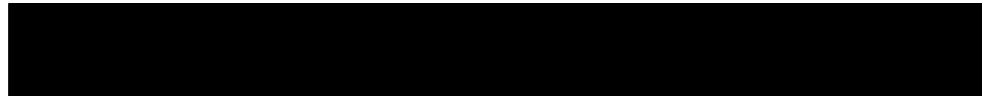
A handwritten signature in black ink, appearing to read 'R. Butsko'.

Richard A. Butsko, Jr., Chief of Police



2018
DISTINGUISHED SERVICE
CERTIFICATE

This certificate is awarded to



*For demonstrating exceptional performance by going above and beyond,
leading the agency in OVI enforcement in 2018.*

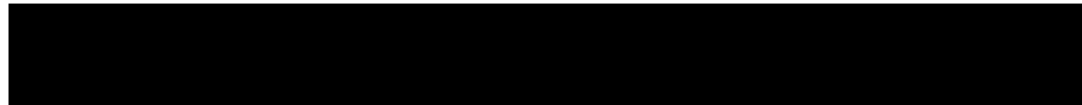
A handwritten signature in black ink, appearing to read 'R. Butsko', written over a horizontal line.

Richard A. Butsko, Jr., Chief of Police



CERTIFICATE OF PHYSICAL FITNESS

Presented To:



for
Successful completion of and excellent performance during the
2018 Physical Fitness Assessment—Level 3

A handwritten signature in black ink, appearing to read 'R. Butsko', written over a horizontal line.

Richard A. Butsko, Jr., Chief of Police

City of Grove City
Division of Police
CORE VALUES AWARD

To: Chief R. Butsko

From: Sgt. M. Weaver

CC: Lt. E. Scott

Date: 12/15/18

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 12/04/18 [REDACTED] arrested the driver from his traffic stop for outstanding warrants. The arrestee told [REDACTED] she was going to pass out and became unresponsive. [REDACTED] immediately recognized the medical incident and called for a medic. He uncuffed the arrestee and continually monitored her until medics arrived. [REDACTED] showed a sense of urgency and competence in dealing with a detainee medical issue.

This is an outstanding reflection of [REDACTED]
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. M. Weaver 5/46



November 14, 2018

Chief Rick Butsko
3360 Park Street
Grove City, Ohio 43123

Dear Chief Butsko:

Congratulations! Based off of the information that you provided to us concerning the many outstanding results and achievements accomplished by [REDACTED] it is our privilege to announce that [REDACTED] has been selected among many nominees as recipients of this year's MADD's "Award of Excellence". The Award of Excellence will be presented in category to selected officers, judges, prosecutors, and prominent citizens in Ohio who have made a significant impact in their respective communities to stop impaired driving.

Because the person who you nominated was selected as a recipient of this prestigious award, you are also cordially invited to attend the Awards Luncheon as our guest. The Awards Luncheon Ceremony will be held at LaNavona, 154 N. HAMILTON RD Gahanna Ohio on Tuesday, December 18th, from 11:30 a.m. to 1:30 p.m.

Please R.S.V.P. no later than **December 8th 2018** to let us know if you will be attending, by emailing the enclosed form to Rachel.Babich@madd.org, (Or you may simply RSVP by calling the MADD office at (614) 885-6233).

I want to welcome and encouraged you to invite any additional personal guests, spouses, department heads, co-workers or community leaders who would like to come and share their sediments to [REDACTED] by being a part of this prestigious event. We want to make this a big event – one that reflects the level of service and achievement that [REDACTED] has demonstrated in his service. (There is a cost of \$30 per person for all ~~additional~~ guests that is necessary to help us cover the cost of additional meals). There is no cost to [REDACTED] and you, the person who nominated him). Again, please R.S.V.P. not later than by December 8th. We hope to see you at the event!

Sincerely,
Rachel Babich
Rachel Babich
Program Director of Ohio
MADD Ohio



**2018 AWARDS of EXCELLENCE
LUNCHEON CEREMONY**



_____ Please use my credit/debit card: (please circle one) AMEX M/C VISA DISCOVER

Credit/Debit Card #: _____ CVV Code _____ Exp. Date: _____

Billing Information and address as it appears on credit card statement

Name

Address

City

State

Zip

Email Address:

Signature

Total amount to be charged: _____

Thank you for your support!

Please email to Rachel.Babich@madd.org

or fax or mail to:

(FAX) 877-857-3308

Mailing Address:

MADD Ohio 5900 Roche Drive, Suite 250 Columbus Ohio, 43229

For more information, call the MADD Office at 614.885.6233



2018 AWARD OF EXCELLENCE ★ ★ NOMINATION FORM

Event Date: December 18, 2018

11:30 a.m. – 1:30 p.m.

La Navona 154 N. North Hamilton Road Gahanna, Ohio 43230

Name of Nominee: _____

Agency Name: Grove City Division of Police

Name of Person Nominating: Sgt. G. Barber S/11

Agency (if different from above) Same

Nominator's Contact Information: Phone: 614-277-1732 Email: gbarber@grovecityohio.gov

Professional relationship to Nominee:

☒ Supervisor

☐ Work colleague

☐ Other (explain) _____

Award Category: LAW ENFORCEMENT

(Please circle the appropriate category)

YOUR REMARKS ARE IMPORTANT! Please describe the nominee's achievements, and reasons why you nominated this person in the box below. Please be as specific as possible in describing this person's achievements and how he/she has contributed in helping to stop impaired driving.

The selection committee will use this information to select the Award of Excellence recipients.

REMARKS ARE REQUIRED – PLEASE DESCRIBE ACHIEVEMENTS, REASONS FOR NOMINATION

Please use the back of this form or an additional sheet of paper as needed

Over the course of the past 12 months, _____ has lead the Grove City Division of Police in overall OVI arrests. During that time, _____ has made more OVI arrests (68) than any other officer has in the agency, nearly doubling the number of arrests made by any other officer. These arrests have been instrumental in the Grove City Division of Police increasing its overall OVI arrest numbers by more than 70% over the past two years.

_____ excellence in OVI enforcement goes well beyond the traffic stop. _____ strives to prepare strong cases and secure convictions.

_____ is truly committed to OVI enforcement and the reduction of alcohol related crashes.

PLEASE RETURN BY mail, fax or email NOT LATER THAN November 1st, 2018 to:

MADD Ohio Attn: Awards of Excellence

Email: Rachel.Babich@madd.org

5900 Roche Drive #250

Columbus, OH 43229

Fax: (614) 885-0105. (Questions: Please call Rachel Babich at (614.885.6233 ext. 3951)



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Chief R. Butsko #26

From: Sgt. J. Gallo S/62

CC: Lt. Lawless #L3

Date: 09/29/2018

Re: Core Values Award

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 08/24/2018 [REDACTED] and Officer J. Smith observed a suspicious vehicle traveling on Stringtown Rd. When the officers turned on the vehicle, the vehicle attempted to allude them. The officers observed occupants walking away from the vehicle in a hotel parking lot. The officers stopped the individuals and began an investigation. The investigation lead to several suit cases containing thousands of dollars worth of gold, jewelry, and collectors coins being recovered, along with three arrests. Two individuals were arrested for possession of methamphetamine in a bulk amount while another was arrested on a felony warrant. The recovered items were later found to be stolen out of a burglary that occurred in Fairfield County.

This is an outstanding reflection of Excellence
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. J. Gallo S/62



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Chief Jeff Pearson

From: Sergeant Jason Stern

CC: Lieutenant Rick Butsko

Date: June 9, 2018

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the
Grove City Division of Police Core Value of Duty.

Brief description of what took place:

[REDACTED] volunteered to cover a four hour segment of special duty at Monterey Care Center after they went into lock-down due to threats. [REDACTED] worked OIC all [REDACTED] [REDACTED] ed around to work [REDACTED] special, then his [REDACTED] [REDACTED] also worked the Memorial Day parade the next morning on bike patrol.

This is an outstanding reflection of [REDACTED]
commitment to the Grove City Division of Police Core Values.

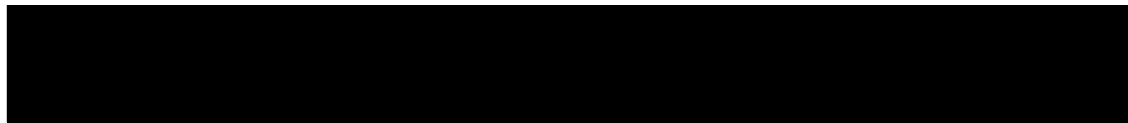
Respectfully,

Signature _____

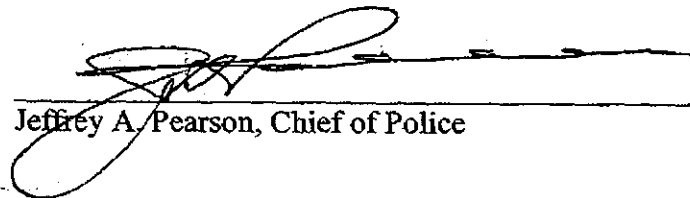


CERTIFICATE OF FIREARMS EXPERT

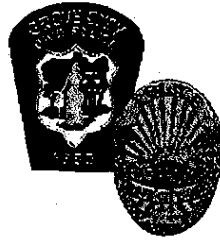
Awarded to



*For outstanding firearms achievement in 2017 and is hereby considered to be a
FIREARMS EXPERT.*

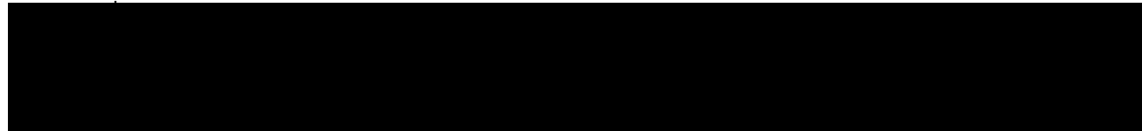


Jeffrey A. Pearson, Chief of Police

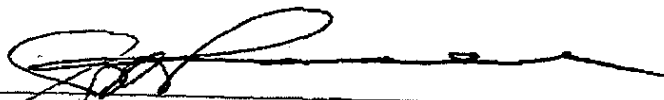


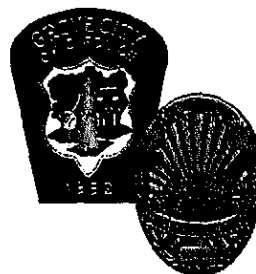
CERTIFICATE OF PHYSICAL FITNESS

Presented To:



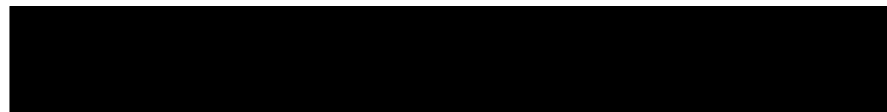
for
Successful completion of and excellent performance during the
2017 Physical Fitness Assessment—Level 3


Jeffrey A. Pearson, Chief of Police



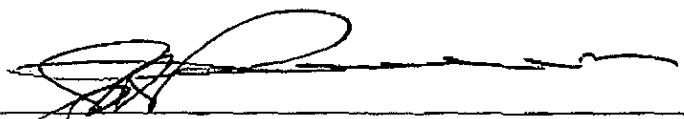
2017
DISTINGUISHED SERVICE
CERTIFICATE

This certificate is awarded to

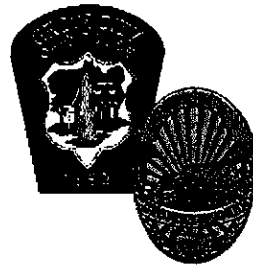


For demonstrating exceptional performance by going above and beyond expectations by leading the division in OVI enforcement and receiving the MADD Award of Excellence for making a significant impact on impaired driving in our community.



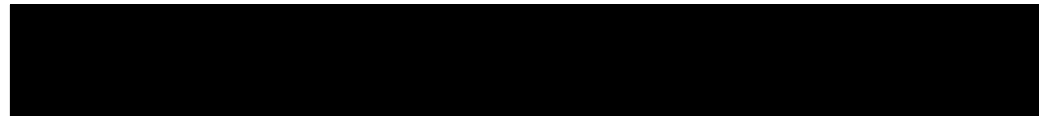


Jeffrey A. Pearson, Chief of Police

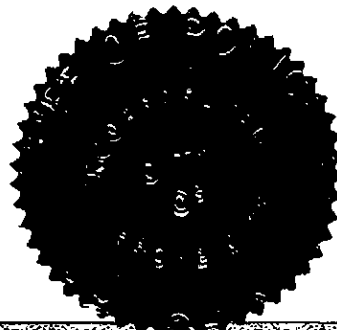


2017 FIELD TRAINING OFFICER AWARD

This certificate is awarded to

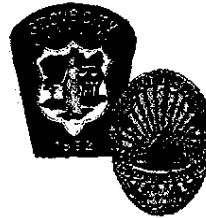


In recognition of his outstanding service as a Field Training Officer





Jeffrey A. Pearson, Chief of Police

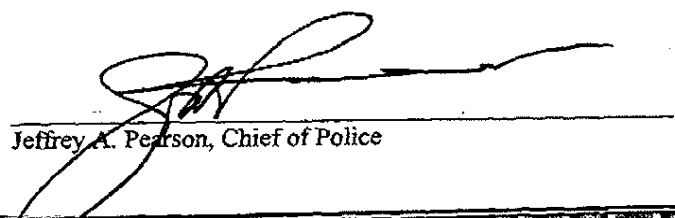


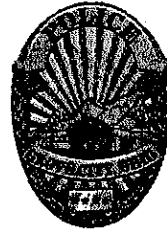
CERTIFICATE OF PERFECT ATTENDANCE

AWARDED TO



**FOR
NO USE OF SICK LEAVE THROUGHOUT 2017**


Jeffrey A. Pearson, Chief of Police



CERTIFICATE OF PHYSICAL FITNESS

Presented To:



for

Successful completion of and excellent performance during the
2015 Physical Fitness Assessment—Level 3

A handwritten signature in black ink, which appears to read "Jeffrey A. Pearson", is written over a horizontal line.

Jeffrey A. Pearson, Chief of Police



2017 AWARD OF EXCELLENCE ☆ ☆ NOMINATION FORM

Event Date: November 16, 2017

11:30 a.m. – 1:30 p.m.

Tartan Fields Golf Club

Name of Nominee: _____

Agency Name: Grove City Division of Police

Name of Person Nominating: Sgt. C.W. Emmelhainz

Agency (if different from above) _____

Nominator's Contact Information: Phone: 614-277-1738 Email: cemmelhainz@grovecityohio.gov

Professional relationship to Nominee:

- ☒ Supervisor
☐ Work colleague
☐ Other (explain) _____

Award Category: LAW ENFORCEMENT / JUDGE / PROSECUTOR

(Please circle the appropriate category)

YOUR REMARKS ARE IMPORTANT! Please describe the nominee's achievements, and reasons why you nominated this person in the box below. Please be as specific as possible in describing this person's achievements and how he/she has contributed in helping to stop impaired driving.

The selection committee will use this information to select the Award of Excellence recipients.

REMARKS ARE REQUIRED - PLEASE DESCRIBE ACHIEVEMENTS, REASONS FOR NOMINATION

Please use the back of this form or an additional sheet of paper as needed

_____ has been one of our most active officers with OVI apprehension. So far in 2017, he has arrested 43 individuals for OVI. This represents 19% of our agencies 228 OVIs. _____ has also been active with our F.T.O. program in teaching future officers the importance of OVI detection. During a 3.5 week field training phase with a new recruit, _____ helped the recruit apprehend 8 OVI offenders.

PLEASE RETURN BY mail, fax or email NOT LATER THAN October 2, 2017 to:

MADD Ohio Attn: Awards of Excellence
5900 Roche Drive #250
Columbus, OH 43229

Email: Rachel.Babich@madd.org

Fax: (614) 885-0105. (Questions: Please call Rachel Babich at (614.885.6233 ext. 3951)



September 6, 2017

Chief Jeff Pearson
Grove City Police Department
3360 Park Street
Grove City, OH 43123

Dear Chief Pearson:

MADD will be conducting its annual Awards of Excellence Law Enforcement Recognition Luncheon Event on Thursday, November 16, 2017 at Tartan Fields Golf Club in Dublin. This exclusive event is held to recognize and honor the very best law enforcement officers and other prominent individuals in Central Ohio who have distinguished themselves above the rest. MADD will be honoring and presenting awards to a select number of distinguished individuals in the Law Enforcement and Judicial fields who, in the performance of his/her normal daily duties have made a significant impact to help stop impaired driving in the Central Ohio community.

I have included a nomination form with this letter for your consideration to nominate an officer from the Grove City Police Department who has made a significant contribution in making our roads and community a safer place (or please pass this on to the appropriate supervisor for his/her recommendation). Noteworthy achievements may include number of OVI arrests, DRE experience, commitment to protecting the community and devotion to duty or any other achievements related to one of your officer's efforts to keep our roads safe. In order to be considered, please complete and return the enclosed nomination form not later than October 2, 2017. The MADD Award of Excellence has grown to become more prestigious and exclusive than ever before and our selection committee must have time in order to closely consider all submitted nominations.

Please return the enclosed nomination form not later than October 2, 2017 to:

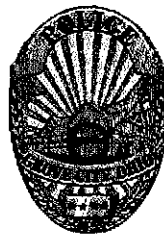
Email: Rachel.Babich@madd.org or fax to (614) 885-0105.

Or mail: **MADD Ohio, 5900 Roche Drive, Suite 250, Columbus, OH 43229**

Thank you for your support! This is an opportunity to publically recognize one of your officers who has distinguished him/herself above the rest, and set the example in the performance of their duties to stop impaired driving and make our communities safer!

Sincerely,

Rachel Babich
Program Manager
MADD Ohio



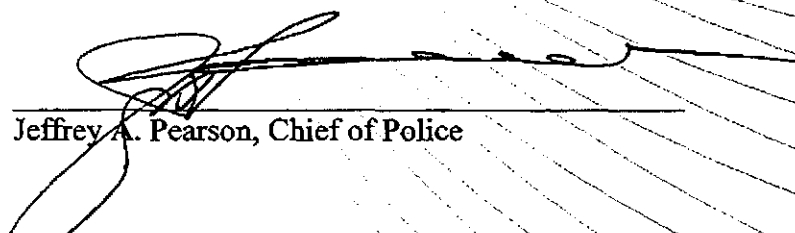
CERTIFICATE OF PHYSICAL FITNESS

Presented To:



for

Successful completion of and excellent performance during the
2016 Physical Fitness Assessment—Level 2


Jeffrey A. Pearson, Chief of Police



City of Grove City
Division of Police
Recommendation for Commendation

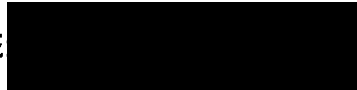


☒ AWARD

☐ CITATION

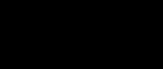
☐ DEVICE

OFFICER/EMPLOYEE



ASSIGNMENT: B67

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: Dispatcher Thomas would like to recognize  for his outstanding performance
and excellence with the award of Office of the Year. Please review the attached document for specific
instances where I believe  has gone above and beyond his duties of as Officer and
exuded his passion and pride for the City of Grove City.

Call for Service Number

Person Recommending Commendation

Date

Supporting Documents Attached:

☒ Yes

☐ No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Officer of the Year

Award/Citation/Device

Award/Citation/Device Approved:

☒ Yes

☐ No

Chief of Police

Date

5/2/16

To Whom It May Concern,

I am privileged to work with a variety of officers, even only 2 years in this position as a dispatcher for the Grove City Police. Each officer provides unique strengths to their shift and they work together to provide excellent service to each member of Grove City by ensuring safety and health to all. While each officer excels in their own particular fields, I believe it should be noted and recognized when an individual goes above and beyond the call of duty and proves his passion and commitment to our city on a daily basis. Over the past several months I have been able to work closely with [REDACTED] and have noted on several occasions instances where I believe he has not only set a bar for the standard of care all officers should bring to the community, but exudes his passion for being an officer in his home town. With his passion for teamwork, professional attitude, respect for job and duty and excellence in many fields I believe that [REDACTED] is a perfect candidate for Officer Of The Year.

On multiple occasions [REDACTED] has made self-initiated calls for service that resulted in arrests, many ending up as Felony charges. Although there are many arrests each day, I believe that his ability to research and investigate results in a productive interaction for our agency. [REDACTED] has a great sense for suspicious activity and has a sound investigatory technique that includes the teamwork of the units on the street with him and the assistance of the dispatch room. When running a license plate, he checks the history of the person in FCMC Clerks to check prior arrest and citation history as well as other subjects related to the vehicle. Once suspicious activity is read about or witnessed he is quick to alert CIC and backup units on what he is observing and initiates a traffic stop or interaction with the suspects.

With each interaction, I believe that [REDACTED] maintains a professional and courteous interaction with all citizens and Grove City employees alike. His demeanor and attitude on the radio never changes towards fellow officers and he is able to remain pleasant and respectful to dispatchers on a consistent basis. Although he takes great pride in his accomplishments and accolades, he is the first to offer praise towards those that helped him with his achievement. I believe it takes great pride and excellence to be able to give credit where it is due and often assist others with arrests and investigations.

Along with [REDACTED] skills and abilities on patrol, I have also have read about him excelling in other fields of the Grove City Police such as Top Gun and being awarded a position on SRT. Over the past 6 months I have kept a log of incidences where I believe he has gone above and beyond his scope of duty and has put himself in a position to be nominated for the award of Officer Of The Year. Please take my recommendation into consideration to award [REDACTED] for his outstanding work ethic and pride in duty for the city of Grove City.



**City of Grove City
Division of Police**
Recommendation for Commendation



☒ AWARD

☒ CITATION

☐ DEVICE

OFFICER/EMPLOYEE: [REDACTED] ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: I am recommending [REDACTED] for this year's Officer of the Year citation.
See attached memo.

Call for Service Number

Sergeant Greg Barber
Person Recommending Commendation

2/19/16
Date

Supporting Documents Attached:

☒ Yes ☐ No

.....
For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Officer of the Year
Award/Citation/Device

Award/Citation/Device Approved:

☒ Yes ☐ No

[Signature] 5/31/16
Chief of Police Date

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICES
SUB-DIVISION**

Memo



To: Chief Jeff Pearson
From: Sgt. Greg Barber
CC: Awards Committee
Date: February 19, 2016
Re: Officer of the Year Nomination

Sir,

I am nominating [REDACTED] for this year's Police Officer of the Year. Over the past few years, [REDACTED]'s performance has exemplified what an officer at this agency should be. He has strived to accomplish the mission of this agency and has consistently displayed each of our core values.

Teamwork

Although [REDACTED] has achieved a great deal on his own, he has also exhibited a tremendous amount of teamwork. He routinely works with other patrol officers, detectives, and dispatchers, sharing information, with the common goal of accomplishing the mission of this agency as a team. As a team player, [REDACTED] is always willing to take a report or handle an unpleasant call, without complaining, when a volunteer is needed.

Respect

The core value of respect is demonstrated by treating all people with the utmost dignity, courtesy and equality. Over the past year, [REDACTED] has led the agency in arrests, led the agency in OVI arrests, was near the top of all officers in the number of traffic stops conducted, and led the agency in self-generated suspicious person contacts. This would certainly have to put him near the top of all officers in the

number of contacts he has had with the public. In doing so, [REDACTED] has not received a single complaint from the public. He has only been paid compliments for his performance. I do not believe this would be possible if it were not for the level of respect that [REDACTED] displays while performing his duties.

Duty

[REDACTED] demonstrates the core value of duty every day. He takes great pride in the profession and in the community in which he works and lives. [REDACTED] remains professional at all times. He never brings a bad mood into the workplace. If he has had a bad day, you would never know it by the way he treats those around him.

[REDACTED] always conducts his business with a sense of urgency and discipline. Maybe his sense of urgency is the reason he seems to have an uncanny ability to always be in the right place at the right time. Time and time again, [REDACTED] has found a suspect that has just fled a crime scene, or stopped a suspect before the victim could even place a call to the police. This could also be attributed to [REDACTED] simply having great instincts and common sense.

Excellence

[REDACTED] has demonstrated excellence, and he continually performs his duties at a very high level. [REDACTED] has developed excellent investigative skills. He has been very successful using public access websites and social media sites to aid in identifying suspects. He is well rounded though, giving nearly equal attention to both criminal and traffic offenses. As stated above, [REDACTED] led the agency in OVI arrest and total arrests. Many of those arrests were self-generated.

Not only is he extremely productive from an enforcement and prevention standpoint, but [REDACTED] also finishes these calls with well written reports. He seems to take an extra moment to proofread nearly everything he turns in to avoid simple mistakes. His hand-written documents are also turned in with above average neatness. As a supervisor, this makes him pretty easy to supervise.

Integrity

Integrity is difficult to show with examples of proper behavior. It is far easier to produce examples of individuals without integrity. These are the officers who end up in the headlines on the local news station. [REDACTED] displays integrity on a daily basis. [REDACTED] has used no sick time in the past year. If this does not demonstrate integrity, maybe it shows his dedication to the profession.

Maybe I am biased because I have been fortunate enough to supervise him for the past few years, but I can think of no other officer in this agency that is more deserving of the Police Officer of the Year citation than [REDACTED]

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Sgt. G. Barber", followed by the initials "S/11" written in a smaller, slanted script.

Sergeant Greg Barber S/11



City of Grove City
Division of Police
Recommendation for Commendation



☐ AWARD

☒ CITATION

☐ DEVICE

OFFICER/EMPLOYEE



ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: I would like to nominate  for the Officer of the Year Citation.

Please refer to my attached IOC for my reasons to support the nomination.

Call for Service Number

Sgt. E. Scott

 2-25-16

Person Recommending Commendation

Date

Supporting Documents Attached:

☒ Yes

☐ No

For Awards Committee Use Only

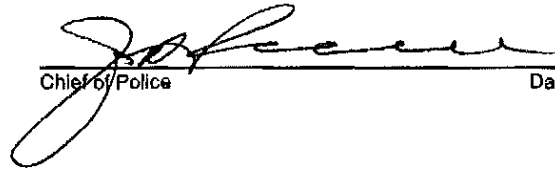
It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for

Officer of the Year
Award/Citation/Device

Award/Citation/Device Approved:

☒ Yes

☐ No


Chief of Police

5/31/16
Date

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICES
SUB-DIVISION**

Memo



To: Awards Committee
From: Sgt. E. Scott
CC:
Date: 02-25-16
Re: Officer of the Year

I would like to nominate [REDACTED] for Officer of the Year for 2015. [REDACTED] demonstrates all of our core values, and sets an example for all officers to follow.

I have observed [REDACTED] performance and have recommended him for more core value awards than any other officer. [REDACTED] has recently been assigned as a field training officer because of his excellent work performance.

There have been several examples of outstanding police work that [REDACTED] has been responsible for, and I will list a few examples.

On February 7, 2016 at 0506 hours, officers responded on a report of a robbery involving a knife. [REDACTED] located a suspect matching the general description leaving the area at 0518 hours. A matching knife was recovered from the suspect's vehicle, and we are waiting for DNA to confirm that he is the correct suspect. (Suspect was involved in another robbery a week later, and was shot with his own weapon. Suspect has committed multiple robberies in the Columbus area.)

In December 2015, [REDACTED] had a suspect with a possible stolen validation sticker. He could not verify the theft, and released the possible suspect. Instead of passing the investigation off, he took the time to review his cruiser video, and reported on the woman's conversation that she had in his cruiser with the most likely suspect.

In November 2015, [REDACTED] stopped a suspicious person, and during his conversation he noticed a credit card in the driver's door. He thought it was an odd location so he investigated further. The credit card had been stolen from a victim of a violent home invasion in Whitehall. He demonstrated our core value of excellence and his attention to detail led to the development of suspect information for the Whitehall Police Department.

In October 2015, I complemented CIC Dispatcher Kelly Thomas after learning patrol had checked a registration on the lot of a hotel, and the owner had a verified APA warrant. The original charges were Aggravated Robbery, Aggravated Burglary and a gun charge. The owner was not registered to any rooms. Kelly Thomas researched Facebook, and found the suspect's girlfriend's name. She was registered at the hotel, and she had an outstanding warrant too. Both were arrested. Kelly Thomas approached me, and wanted me to know that [REDACTED] had been motivating her and developing her into assisting with investigations. This is a good example of his ability to develop others, and work as a team to accomplish our mission.

In August 2015, a search warrant was conducted at 4179 Arbutus Avenue in regards to the B&E's at Donerick's and Front Row. Jason Shumski was identified as the suspect in those cases. [REDACTED] was responsible for developing him as a possible suspect. On the night of one of the B&E's at Front Row, [REDACTED] monitored Donerick's Pub, and stopped Shumski leaving the area. He shared him as a possible suspect with investigators, and that led to solving a few of our B&Es. During the search warrant, we collected the shirt, shoes, and shorts from the residence that Shumski was wearing in the surveillance photos from Donerick's Pub.

In August 2015, I was conducting a review of an application of our RIPP Restraint. [REDACTED] had a belligerent prisoner in the back of his cruiser, but did not allow the prisoner to impact his level of professionalism. At one point, the prisoner began to bang his head, and [REDACTED] very quickly responded to the danger of self-harm. [REDACTED] performed exactly as he should while remaining calm and composed. I acknowledged him for his performance, and recommended that his video be used as an example for others to follow.

[REDACTED] recently checked a vehicle, and recognized the address that matched an address he saw on the warrant sheet. The person driving the car stopped at a gas station, [REDACTED] reviewed the warrant sheet, and found the man had a warrant for his arrest. The wanted person was not the registered owner, and the man was amazed that [REDACTED] caught him.

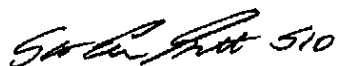
[REDACTED] compiled information recently, and shared the intelligence with the special operations bureau and detective bureau. [REDACTED] told me he was going to share the information, and I didn't realize until he completed the project that he did this work on his own time. [REDACTED] early felt compelled to get the information distributed as soon as possible. This is another example of his outstanding

commitment. The intelligence set into motion an operation that resulted in the arrest of the suspect involved in numerous thefts and auto thefts.

██████████ performs well in all categories as a patrol officer. He is calm under pressure, and has an ability to keep situations from escalating unnecessarily. When he has been called upon to use force, he uses appropriate force while remaining professional. He does not need direct supervision, and can be trusted to make good sound decisions. He is an example for others to follow and he remains very humble about his performance. He is very deserving of the Officer of the Year Citation.

Thank you for your consideration.

Respectfully,

A handwritten signature in cursive script, appearing to read "Sgt. E. Scott S10".

Sgt. E. Scott S10

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief J. Pearson

From: Sgt. K. M. Holmstrom S/9

CC: Lt. B. Davidson L/3

Date: December 30th, 2015

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 12/24/2015 [REDACTED] was observed by several citizens and Officer Parker in the area of Parkway Centre Drive North comforting small children as their mother was being arrested for theft and outstanding warrants. This display of empathy was brought to the attention of Sgt. Olmstead's and myself by residents and visitors of our community whom our thankful for the outstanding service in which the Grove City Division of Police provide and was displayed by [REDACTED]

This is an outstanding reflection of Off. [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

Sergeant K. M. Holmstrom S/9

A handwritten signature in black ink, appearing to read "Sgt. K. M. Holmstrom S/9", is written over a horizontal line.

Holmstrom, Kevin

From: Parker, Eric
Sent: Saturday, December 26, 2015 06:32
To: Holmstrom, Kevin
Subject: 12/24/2015 155088

Sir,

On 12/24/2015 [REDACTED] and I were dispatched to Kohl's on a 30 that had just occurred. I was first on scene, and conducted a 10-70 on the suspect vehicle. [REDACTED] quickly arrived on scene as my backup officer. The suspect was accompanied by her three children, ages 9, 3, and 1. The suspect immediately admitted to me that she had committed a theft. In addition, dispatch advised that she had multiple verified warrants. While I was completing the paperwork, [REDACTED] watched over the children. Not only did [REDACTED] watch over the children, but he comforted them during what was an emotional time for them. The 1 year old boy began crying, and [REDACTED] removed the child from the car and held him. The child immediately stopped crying, and even while holding the small child, [REDACTED] continued to comfort the other children. [REDACTED] was able to take a bad situation, and make it better. While [REDACTED] was watching the children, and holding the 1 year old child, a passerby rolled their window down and gave [REDACTED] a thumbs up. It is in my opinion that [REDACTED] not only made the situation better, but he embodied the image of a caring police officer; an image that we as a department strive to achieve. Another passerby stopped and dropped off toys for the children, and [REDACTED] assisted the kids with opening the toys, and proceeded to watch over them as they played with their new toys. I believe that the entire situation was made easier by the actions of [REDACTED]

Respectfully submitted,

Ptl E. Parker #138

CAD Operations Report

GROVE CITY POLICE DEPARTMENT

Call Number [REDACTED]

Printed: 12/24/2015 09:45 PM

Call Detail Information

Jurisdiction: GCPD

Call Number	Taker	Pos	Call Owner	Status	Date - Time Received	Inj			
[REDACTED]	TDONALDSON	2		C	Thu 12/24/2015 15:46:46	0			
Complaint	Ten Code	Priority	Fire Grade	Class	Alarm	How Received			
10-30	30	3		C		RADIO			
Incident Location	Apart/Suite	Floor/Bldg	Incident City	State	ZIP				
1548 STRINGTOWN RD			GROVE CITY	OH					
Caller Name	Telephone	Alt Telephone	Tower ID						
	[REDACTED]		- -						
Caller Location	Apart/Suite	Floor/Bldg	Caller City	State	ZIP				
1548 STRINGTOWN RD			GROVE CITY	OH					
Landmark	Weapons								
KOHL'S									
IRA	Grid	Disp Zone	Fire Run Zn	EMS Run Zn	ESN	Tract			
207		D2	207			D2			
☐ Contacts	☐ Fire Plan	☒ Hazard	☐ Images	☐ Medical	☐ Traffic	☒ Previous			
☐ BOLO	☐ Warrant	☐ RMS CH	☐ RMS Alerts	☐ In Progress	☐ Report Req	☐ Subject Req			
ALI Time	Call Rec'd	Xmit	Dispatch	Enroute	OnScene	Departed	Arrived	Comp	Unit
	15:46:46	15:47:01	15:47:08	15:47:08	15:47:08	17:00:12	16:37:09	17:51:45	B138
X:	Y:	Z:	Lwr: THISTLEWOOD DR	Upr: JACKSON PK CITY LIMIT					

Narrative...

[12/24/2015 16:53:55 : MOB : b61]

Manager at Childrens Place stated that she noticed Childs in the store with a younger female. They did not make a purchase. Clothing items were returned to Childrens place but they did not wish to file charges.

[12/24/2015 16:40:57 : pos2 : TDONALDSON]

Unit : B138

CODE THREE WITH CHILDS

[12/24/2015 16:22:44 : pos2 : TDONALDSON]

OCA# [REDACTED]

[12/24/2015 15:56:07 : pos2 : TDONALDSON]

CHILDS HAS 3 POSSIBLES THROUGH CPD

CASE# [REDACTED] FOR SPEED MM

CASE# [REDACTED] FOR THEFT M1

CASE# [REDACTED] FOR DRIVING UNDER FRA SUSPENSION M1

[12/24/2015 15:48:16 : pos2 : TDONALDSON]

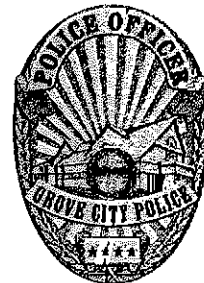
Unit : B138

10-70 WITH IT

[12/24/2015 15:48:10 : pos2 : TDONALDSON]

Unit : B61

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief J. Pearson

From: Sgt. K. M. Holmstrom S/9

CC: Lt. B. Davidson L/3

Date: December 21st, 2015

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 11/30/2015 at approximately 0311 hours [REDACTED] was alerted by an employee of Wal-Mart about a possible theft in progress. [REDACTED] approached the suspects and engaged them in conversation while verifying if a theft had occurred. During the encounter, [REDACTED] observed a credit card in the vehicle and inquired about it. The card was taken out of a violent home invasion in Whitehall. The two suspects were released to Whitehall for investigation.

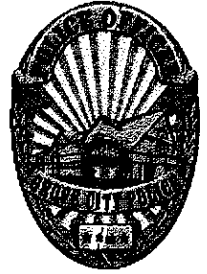
This is an outstanding reflection of Off. [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

Sergeant K. M. Holmstrom S/9

[Handwritten signature of Sgt. K. M. Holmstrom] S/9

GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD



To: Chief S. Robinette
Capt. J. Pearson
From: Sgt. K. M. Holmstrom S/9
CC: Lt. B. Davidson L/3
Date: April 22nd, 2014
Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Duty.

Brief description of what took place:

On 04/21/2014 the Grove City Division of Police were sent on a D.O.A. call at 4060 Maryanne Pl. Apt. B Grove City, Ohio 43123. The coroner sent Phil from their office to pick up the body by himself due to his partner being off for food poisoning [REDACTED] assisted Phil with placing the body into a body bag and loading it up in the vehicle. Phil called and advised that he was very appreciative of the help and usually does not get any help from other agencies when needed.

This is an outstanding reflection of Off. [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

Sergeant K. M. Holmstrom S/9

[Handwritten signature of Sgt. K. M. Holmstrom S/9]



City of Grove City
Division of Police
PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **01/01/2025 - 06/30/2025**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)**
- 3 – Exceeds Performance Standards**
- 2 – Meets Performance Standards**
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)**
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)**
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.**
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.**
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.**
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.**
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.**
- N/A - Individual did not participate in the semi-annual physical fitness assessment.**

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 **3** **2** **1** **0**
☒ ☐ ☐ ☐ ☐

Supporting Examples

[REDACTED] places himself in high crime areas and excels in locating criminal activity. Core value award for locating underage drinkers at a bar from self initiated patrol.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Investigates crimes thoroughly and often turns nothing into something. His investigative skills has also assisted other officers, including myself, in determining the correct criminal charges.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

places himself in hazardous traffic locations and enforces the law appropriately. He leads the agency in OVI apprehensions with 41.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

very thorough in his reporting and remains one of the better report writers. does not cut corners and ensures his reports/cases are held to a high standard.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

accountable to supervision and is one of the more reliable and dependable officers in the agency. He maintains his equipment and uniforms in accordance with the agency directives.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

tailors his work to meet the goals and objectives of the agency. has received several core value awards this year and even advises his supervisors of other officers deserving of them.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

is one of the most dependable officers. He performed well and remained calm during a pursuit of an OVI driver. He makes good decisions and has the full trust of supervision.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Clear and concise on the radio. Keeps me updated on things happening on the street. Typically respectful during disagreements with co-workers.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

██████ follows laws and policies. He is very helpful assisting other officers, including supervision, in sharing his knowledge of laws and ensuring GCPD is doing the right thing.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☐ ☐ ☐ ☐ ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Remains calm in high stress situations including pursuits and UOF. ██████ also remains professional during his enforcement actions even when faced with difficult subjects.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

247 hours of OT worked
8 hours of unscheduled sick time

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature]

Date: 7-11-25

Employee Signature: [Redacted]

Date: 7-11-25

Subdivision Lieutenant Signature: [Signature]

Date: 01/28/2025

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 8-12-25



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 07/01/2024 - 12/31/2024

Ratings:

- 4 - Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 - Exceeds Performance Standards
- 2 - Meets Performance Standards
- 1 - Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 - Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Remains a leader in finding criminal activity while on patrol. Led shift in criminal apprehensions and uses SW's to also find activity.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Led the shift in criminal apprehensions. [REDACTED] is always at the top in this category.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Led shift in OVI arrests. Towards the top in traffic stops while coaching in FTO. [REDACTED] continues to pursue and enforce traffic laws.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] remains one of the top report writers in the agency. His narrative templates are often used by other officers. Can handle multiple reports at once.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Correspondences are always clear, concise, and timely. [REDACTED] has excellent interview skills that other officers often rely on.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Follows rules and laws without exception [REDACTED] is always using laws, case laws, etc to guide his decision making.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Maintains composure and remains calm in critical incidents and UOF situations.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

288 hours of OT worked.
24 hours of unscheduled sick time.
0 hours of scheduled sick time.
Always volunteers to work overtime.

leader of Patrol Jan 14/59

EMPLOYEE COMMENTS:

Supervisor Signature: *[Signature]* S143

Date: 1/19/2025

Employee Signature: [Redacted]

Date: 1-19-2025

Subdivision Lieutenant Signature: *[Signature]* A4/59

Date: 2-14-25

CHIEF COMMENTS:

Chief Signature: *[Signature]*

Date: 2-14-25



City of Grove City
Division of Police
PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **01/01/2024- 06/30/2024**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)**
- 3 – Exceeds Performance Standards**
- 2 – Meets Performance Standards**
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)**
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)**
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.**
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.**
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.**
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.**
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.**
- N/A - Individual did not participate in the semi-annual physical fitness assessment.**

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 **3** **2** **1** **0**
☒ ☐ ☐ ☐ ☐

Supporting Examples

[REDACTED] remains the leader in the agency in self initiated activity and OVI arrests. [REDACTED] remains eager to place himself in high crime areas to enforce the law.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Always takes appropriate action that require police action. continues to aggressively pursue OVI arrests and looks beyond the normal traffic stop for activity.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Leader in OVI arrest and one of the top officers in traffic stops on the shift.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

is able to handle several reports at once without issue. His report writing is very thorough and his OVI templates are used by several officers in the agency.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ reports to work with a positive attitude and performs his duties with excellence in mind. ██████████ remains a dependable officer to supervision.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Received core value for teamwork when helping the shift practice their field sobriety tests and OVI documentation. ██████████ work ethic aligns with the agency's goals and objectives.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ makes sound, rational decisions. Is an FTO and OIC on the shift and several officers seek his guidance on calls. ██████████ remains an informal leader on the shift.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

keeps supervision updated on issues.
participates in roll call or shift trainings.
interview ability assists him in solving crimes while on patrol.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

follows work rules and laws without problems. uses his knowledge in criminal and case laws to make sound decisions while patrolling and being the OIC.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

has the ability to remain composed during his stress calls. also has the ability to remain calm in UOF situations or when dealing with a difficult or aggressive people. has earned the full trust of his supervision.



**City of Grove City
Division of Police
PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

0 sick time used and remains the number one officer in OT worked. Ofc. [REDACTED] often will volunteer to work on his days off to help with the shift coverage.

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature]

Date: 8-2-24

Employee Signature: [REDACTED]

Date: 8-2-24

Subdivision Lieutenant Signature: [Signature]

Date: 8-8-24

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 8-13-24



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 07/01/2023-12/31/2023

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

38 OVI's and 111 total criminal apprehensions. [REDACTED] continues to place himself in areas of crime and looks for criminal behaviors.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ reports and investigations are always thorough and complete. ██████████ leads the shift in criminal apprehensions and is always looking for more out of the normal stops and calls.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

114 traffic stops with 38 OVI's and 111 criminal apprehensions. ██████████ is always a leader on the shift in traffic enforcement.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ completed 97 reports which leads the agency. ██████████ reports are always complete and thorough. His OVI narrative's are still used as a template for several officers in the agency.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is extremely dependable and accountable and keeps supervision updated on calls. ██████████ maintains a professional approach in his law enforcement duties and maintains his uniform and equipment well.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ always looks to solve problems that align with the goals and objectives. ██████████ continued pursuit of OVI apprehensions also aligns with the agency goals and objectives.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is a dependable OIC, FTO, and informal leader on the shift. Officers frequently seek his advice while on duty on how to handle and proceed through complex situations.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is respectful to supervision and his peers. ██████████ radio traffic is clear and concise, even in stressful situations. ██████████ routinely updates his supervisors on bigger calls to keep them informed.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ strives to adhere to laws, policy and procedures. ██████████ works to improve his knowledge of laws, even creating several cheat sheets for officers to use. Officers routinely provides officers direction when dealing with OVI laws and procedures.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ remains calm during stressful situations. ██████████ is respectful to supervision and his peers at work, even in disagreement. ██████████ has earned the trust of his supervisors and is a dependable officer.



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] has worked an agency leading 278 hours of OT and only used 8 hours of sick time. [REDACTED] is always volunteering for OT/special duty assignments.

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature] SIM3

Date: 12/30/2023

Employee Signature: [REDACTED]

Date: 12-30-23

Subdivision Lieutenant Signature: [Signature] 7/69

Date: 1.17.24

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 1-18-24



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 01/01/23 - 06/30/23

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

47 OVI's with 90 criminal apprehensions. Is consistently putting himself in areas of high crime and in a position to find criminal behavior.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Always looking for more than just the obvious on calls and traffic stops. Core value award from traffic stop turned into 47A. Very thorough with reports and evidence.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

96 Traffic stops, 62 citations, and 47 OVI's all while doing career development at SOB for several weeks.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Most reports on shift (94). Reports are always thorough and completed correctly. [redacted] writing style is often used by other officers for OVI reports.



City of Grove City

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PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ is an informal leader on the shift and is very dependable. Communicates with supervision well and always keeps me informed of situations.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ work ethic and perspective aligns with the goals and objectives of this agency. Received core value for excellence and duty out of a minor traffic stop turned 47a. ██████ pursuit of OVI apps also align with our goals and objectives.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████ continues to make good decisions with the "bigger picture" in mind. Is a leader for younger officers and assists them in making sound decisions. Is a trusted OIC and FTO.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ always respectful with supervision and always responds to emails. Is constantly passing on information for other officers during roll calls. █████ interview skills assist younger officers and himself solve situations.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ follows policy and procedures, work orders, and case laws. █████ continues to challenge other officers with case laws.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ is always respectful towards supervision even in a disagreement. █████ remains professional and respectful to subjects during UOF and intense situations.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

141 hours of OT.
16 hours of sick time used.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. [Signature]

Date: 7/21/23

Employee Signature: [Redacted]

Date: 7-21-23

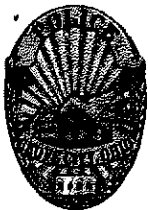
Subdivision Lieutenant Signature: [Signature]

Date: 8.22.23

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 8-28-23



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: July 1 - December 31, 2022

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

57 OVIs for the second half of the year. 113 total criminal apprehensions. Puts himself in position to be successful in preventing crime and observing criminal behavior. Can work on 23H and PPRs



City of Grove City

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PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Looks beyond the reason for a traffic stop. Accurate reporting and property control. Files appropriate charges. Example: Child Endangering at Meijer.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

103 Traffic Stops. 18 Citations
██████ MADD Top Cop recipient

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Reports are always complete and easily understood. Often can stack reports and keep them correct. His OVI report writing style is something new officers have used as a guide to help their own OVI reports.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Continues to have professionalism with the public and supervision. Keeps his vehicle and uniforms clean. Good working relationship with me as his direct supervisor.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

personal goals of the pursuit of OVI's aligns with the agencies goals as he is a leader in those apprehensions. He work was recognized as being the Top Cop for MADD

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

continues to make sound decisions based on his experience. He is a very trusted officer with supervision and fills in as an OIC. He is also an FTO



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

always responds to emails and contributes to conversation. He is respectful with supervision and co workers. Willing to help new officers become better at OVIs.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Follows laws, case law, work rules and general orders while being successful at work. He seeks guidance when needed. Rarely does he need to be redirected.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

Level III Fall

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

has earned the respect from supervision in the way he handles his business. He stood up for the agency/supervision when the right, consistent decision needed to be made (Meijer Call).



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

246.5 hours of OT
32 hours of sick used

EMPLOYEE COMMENTS:

[REDACTED] YOUR EVALUATION SPEAKS CLEARLY
OF YOUR COMMITMENT TO EXCELLENCE, WHICH
IS ALWAYS REFRESHING. YOUR PURSUIT OF
IMPAIRED DRIVERS IS IMPRESSIVE AND THE
ACCOLADES RECEIVED ARE WELL-DESERVED.
GREAT WORK, AND THANK YOU!!

Supervisor Signature:

Sgt. M. [Signature] 5/140

Date:

1/25/23

Employee Signature:

[REDACTED]

Date:

01-25-2023

Subdivision Lieutenant Signature:

Lt [Signature] #459

Date:

2.6.2023

Chief Signature:

Chief [Signature]

Date:

4.5.2023



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: Jan 1st - June 30th, 2022

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

86 OVIs for the first half of the year. Leader amongst others in preventative patrol efforts. Puts himself in position to be successful in preventing crime and observing criminal behavior.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Looks beyond the reason for a traffic stop. Accurate reporting and property control. Files appropriate charges. Example: Vehicle stuck in snow and he located guns, bulk drugs and money

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Conducts DP's often in areas needing attention. Proactive in his efforts in traffic stops/control. Continues to be a leader in OVI arrests. 140 traffic stops, 28 citations, 84 OVIs and 14 crashes taken.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Reports are very clear and concise. Always without error. He is able to handle more than one call at a time and be clear in his reports. His evidence entries are without errors.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

His professionalism is second to none with the public and supervision. He helps keep our professional image by keeping his uniforms and cruiser clean and presentable.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Personal goals of the pursuit of OVI's aligns with the agencies goals as he is a leader in those apprehensions. Been issued core values for his work, Ex: 3 OVI arrests in one shift.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

continues to make sound decisions based on his experience. He is a very trusted officer with supervision and fills in as an OIC. He is also an FTO.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

always responds to emails and contributes to conversation. He is respectful with supervision and co workers. No issue in meeting CPT deadlines and other tasks with due dates.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Follows laws, case law, work rules and general orders while being successful at work. He seeks guidance when needed.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

is even tempered with the public. Through arrests or citations, he keeps his composure even when the suspect is not composed in their own actions. Respectful with chain of command.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

207 hours of OT
8 hours of sick used

EMPLOYEE COMMENTS:

Supervisor Signature: SGT. M. [Signature] 5/140

Date: 7/16/2022

Employee Signature: [Redacted]

Date: 07-16-2022

Subdivision Lieutenant Signature: A/Lt. [Signature] 7/15

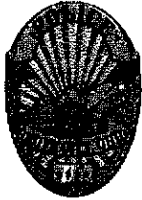
Date: 08/01/22

Chief Signature: [Signature]

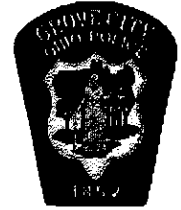
Date: 8/11/22

Great Job [Redacted] Thanks for your leadership!
It does not go unnoticed

[Signature]



City of Grove City
Division of Police
PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **July 1 - December 31, 2021**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

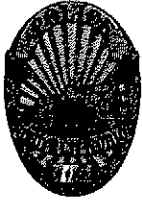
1. **Prevention of crime:** remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

51 OVIs for the second half of the year. Leader amongst others in preventative patrol efforts. Puts himself in position to be successful in preventing crime.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

A leader in good investigations that yield charges and arrests. Looks beyond the reason for a traffic stop often. Accurate reporting and property control.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Conducts DPs in areas needing attention. Proactive in his efforts in traffic stops/control. Good intuition in choosing the right vehicles when looking for OVIs. 51 OVIs with 116 traffic stops.

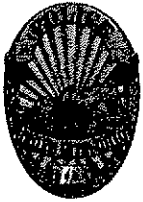
4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Reports are very clear and concise. [REDACTED] has the ability to change from one call to the next and keep the details needed for reports.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ is very professional during his contacts with the public. He takes pride in his uniform, cruiser and equipment and keeps them clean.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ does what is asked of him when the agency changes direction. His personal goal of OVI apprehension is also an agency goal that he excels at.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ makes good decisions as an OIC and uses his SRT experience while in the field to help eliminate tactical errors. █████ does not need to be redirected in his day to day duties.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

is responsive to work instructions and requests whether through email or in person. He keeps supervision involved in what he's doing when asked. Radio traffic is rarely unintelligible.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Follows laws, case law, work rules and general orders while being successful at work.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

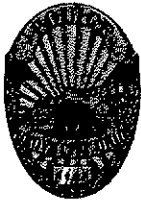
Level III

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

227.5 hours of OT
8 hours of sick used

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. M. [Signature] 5/140

Date: 1/1/2022

Employee Signature: [Redacted Signature]

Date: 1-1-22

Subdivision Lieutenant Signature: Alt. [Signature] 62

Date: 01/10/22

Chief Signature: [Signature]

Date: 1/3/22



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title:

POLICE OFFICER (PATROL)

Evaluation Period:

01/01/2021 - 06/30/2021

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

Aside from entering property, [REDACTED] is rarely at the station. Gets his crime prevention goals met. During the hours businesses are open, he is in the area being pro-active, as well as being a deterrent to potential crime.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Leader in enforcement action and apprehensions. Identifying potential criminal behaviors and investigating to see what develops because of it.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Works traffic in various areas in the city and looking for several different violations that are hazardous to the roadways.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Reports are detailed. Explains the fact patterns to incidents well.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Makes OVI detection and apprehensions a priority

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☐ ☐ ☐ ☐ ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



City of Grove City
Division of Police
PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

12 hours of vacation used.
56 hours of sick used for Covid-19.
Worked 235.5 OT hours.

EMPLOYEE COMMENTS:

Supervisor Signature: JST. M. W. [Signature] 5/140

Date: 07/23/2021

Employee Signature: [Redacted Signature]

Date: 07-23-2021

Subdivision Lieutenant Signature: LT D. M. [Signature] L12

Date: 07-30-21

Chief Signature: Chief [Signature]

Date: 8/2/21



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: **POLICE OFFICER (PATROL)**
Evaluation Period: **7/1/2020 - 12/31/2020**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

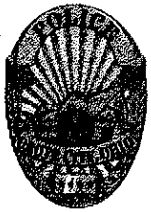
1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Consistently leading in special watches and PPR's amongst other officers. Remains visible in the shopping areas while they are open. Works on his reports in his cruiser as much as possible.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ does a great job at looking beyond the reason for a stop. Whether its an OVI or a traffic stop made from a hotel, etc. he uses his experience to get more than the initial violation.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Doesn't have to be reminded or told to work traffic areas that are a concern. Writes good citations for various violations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Reports are clear and concise. Very seldom does a correction need to be made on a report.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Comes to work early and is prepared by the start of his shift. Uniform is always well kept. Is professional with the citizens as well as co-workers and supervision.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Knows what he is doing. Has helped other officers get into better positions and make sound decisions on calls (perimeter set up, helps with charges etc)



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Follows the standing orders. Continues to be an agency leader in OVI apprehensions. Knows how to develop contacts that lead to arrests with 48/48a's

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

Level III Fitness

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

8 hours of unscheduled sick leave. A leader in shift overtime worked.

EMPLOYEE COMMENTS:

Supervisor Signature: SGT. M. [Signature] 5/146

Date: 1/31/2021

Employee Signature: [Redacted Signature]

Date: 01-31-2021

Subdivision Lieutenant Signature: [Signature]

Date: 2-01-2021

Chief Signature: [Signature]

Date: 2/10/21



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: _____

Position Title:

POLICE OFFICER (PATROL)

Evaluation Period:

01/01/2020-06/30/2020

Ratings:

- 4 - Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 - Exceeds Performance Standards
- 2 - Meets Performance Standards
- 1 - Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 - Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

_____ is above average on, 23SW, 23H, and 23FP's and meets all other crime prevention category. He has a total of 38 self initiated 48/48a's.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

██████████ lead the agency in criminal apprehensions this period with 89. 63 of those were self initiated. He looks beyond the initial contact. Often properly uses consensual encounters to detect criminal activity.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Leads the agency with 34 OVI arrests during reporting period. 105 traffic stops is seventh in the entire agency. His 44 directed patrols are greater than all the shift averages in which he works.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Shift leader in narrative and report writing quality. Has completed his follow ups on time or kept the sergeant up to date. Reports need little correcting.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Takes pride in the division and his performance.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Objective 1.4, Increase bike patrol hours: [REDACTED] has rode the bike 25.25 hours. Objective 2.4: [REDACTED] 34 OVI's helps keep impaired driving crashes below 5% of all crashes.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Consistently makes sound decisions. Serves as OIC and trusted FTO. Has brought concerns to Patrol Sergeant after he has tried to address them.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

stays on top of communication by keeping his supervisors in the loop using email and IOC's when he can't speak with his sergeant.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Has an above average understanding of OVI law and the details that go along with them.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

24 hours of sick time used during reporting period. 24 hours of shift coverage OT. 17 hours of protest overtime worked.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. J. [Signature] 5/62

Employee Signature: [Redacted]

Subdivision Lieutenant Signature: [Signature]

Chief Signature: [Signature]

Date: 07/14/2020

Date: 07/14/2020

Date: 7/22/20

Date: 8/4/20



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: POLICE OFFICER (PATROL)
Evaluation Period: 07/01/2019-12/31/2019

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

[REDACTED] is above average in special watches and house watches on. He is willing to jump calls which involve crimes in progress.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

led the agency in self initiated arrests this reporting period. 94 total arrests and 75 self initiated arrests made during this reporting period. Takes time to look into all angles of calls.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

39 OVI's during the reporting period leads the agency. MADD award winner. 141 traffic stops during the reporting period. Above average on stops and DP's per hour.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

reports rarely need corrected. He was counted on to coach during this evaluation. Shares his personal manuals and information sheets he has made.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

■■■■■ remains positive and is never heard spreading rumors. He is accountable and takes pride in the division and his performance.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

■■■■■ OVI efforts help the agency with Strategic Goal 2, Objective 2.5 (Drive Sober or Get Pulled Over), Objective 2.6 (Keep impaired driving crashes below 5%).

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Consistently makes sound decisions. Serves as OIC and trusted FTO. Has brought concerns to Patrol Sergeant after he has tried to address them.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

Clear and concise on the radio. Responds to emails in a timely manner.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

Has an above average understanding of OVI law and the details that go along with them.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

91% on his fall PT test

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

170 hours of shift coverage overtime and 0 sick hours used.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt J. Froh 3/02
Employee Signature: [Redacted]
Subdivision Lieutenant Signature: W. E. Smith
Chief Signature: [Signature]

Date: 01/02/2020
Date: 01/02/2020
Date: 01-24-2020
Date: 2/9/20

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial

2] Do you understand this policy? Yes No Initial

3] Do you have any questions about this policy? Yes No Initial

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial

Associate Name

Evaluator Name Justin Gallo

Associate Signature

Evaluator Signature J Gallo 5/62

Date 01/02/2020 Time 19:46

Date 01/02/2020 Time 19:46

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Intent and Guidance

At the conclusion of the annual or semi-annual associate evaluation, conclude the discussion with the associate completing this form.

If the associate has not read the policy, reschedule the meeting and recomplete the form.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: **POLICE OFFICER (PATROL)**
Evaluation Period: **01/01/2019-06/30/2019**

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

Above the minimum performance average in PPRs. Utilizes special watches as a means of to prevent crime and not just a stat. Can be counted on to patrol areas which are passed on in roll call.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

103 self initiated arrest during the reporting period is leads the agency. Makes something out of nothing often. Always looks beyond the traffic stop.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

36 OVI arrest during the reporting period leads the agency. 161 traffic stops is second in the agency during the period [REDACTED] takes initiative to work DP areas passed on by his supervisors.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] reports rarely need corrected. He is a trusted FTO and teaches our new recruits the proper way to handle reports. Shares his personal manuals that have report examples.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

████ received a core value award for excellence during the reporting period. █████ never spreads rumors and has spoken up in roll calls to change the direction of negative conversations.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

While █████ does not speak the Goals and Objectives he carries them out through his actions. He is self motivated and takes initiative to general assignments given by the supervisor.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Consistently makes sound decisions. Serves as OIC and a trusted FTO. Sees big picture for the entire shift and not just the call he is on.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Can be relied upon to share his wealth of information on OVIs.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

maintains his composure and can explain his thought process during/after critical incidents. He had one during this period. Also maintained his composure while working the flood.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

134 hours of shift coverage overtime with 0 hours of sick time.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. [Signature] 5/62
Employee Signature: [Redacted]
Subdivision Lieutenant Signature: [Signature]
Chief Signature: [Signature]

Date: 6/23/19
Date: 07-28-19
Date: 7-29-19
Date: 8/2/19



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
Position Title: **POLICE OFFICER (PATROL)**
Evaluation Period: **2018 Second Half**

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Supports the agency house watch and preventative patrol report programs. Completes these tasks consistently.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; Investigates crimes in accordance with division directives.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Led the agency in self-initiated arrests. Routinely finds suspicious vehicles / persons and through investigative means discovers fresh crimes.



City of Grove City Division of Police PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Led the agency in OVI enforcement. Received the MADD award of excellence. Made over 100 traffic stops. Leader in DP's during Parlin Drive construction.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Completes reports in a timely manner and rarely needs corrections.

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Received two core value awards. Knows the division goals and aligns patrol activities towards them.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Is a trusted OIC in the agency. Handled a critical incident call (juvenile with knife) perfectly.

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Always responsive to communication from supervisors and peers. Keeps supervisor informed on any necessary issues. Often completes his own interviews with suspects.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Understands the laws, rules and standing orders. Follows these at all times. Received no discipline this period.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Obtained Level III on PT test.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Always displays a professional demeanor. Respectful to all citizens. Does not allow belligerent suspects affect him.

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

Used 19 hours of sick leave. Worked 133 hours of shift coverage, which was a tremendous help to the agency.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. M. W. [Signature] 5/46

Date: 01-07-19

Employee Signature: [Redacted Signature]

Date: 01-07-19

Subdivision Lieutenant Signature: [Signature] 50

Date: 1-8-19

Chief Signature: [Signature]

Date: 1/29/19

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? ☒ Yes No Initial [REDACTED]

2] Do you understand this policy? ☒ Yes No Initial [REDACTED]

3] Do you have any questions about this policy? Yes ☒ No Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? ☒ Yes No Initial [REDACTED]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☒ No Initial BJ

Associate Name [REDACTED]

Evaluator Name Michael Weaver

Associate Signature [REDACTED]

Evaluator Signature Sgt. M.W. 5/16

Date 01-07-19 Time 0007

Date 01/07/19 Time 0007

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Intent and Guidance

At the conclusion of the annual or semi-annual associate evaluation, conclude the discussion with the associate completing this form.

If the associate has not read the policy, reschedule the meeting and recomplete the form.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: Jan 2018 to Jun 2018

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

_____ is active in his crime prevention tasks

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

_____ led the division in criminal apprehensions and semi-initiated apprehensions



City of Grove City Division of Police PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████████ is near the top in the division in traffic stops and OVI arrests

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████████ took the most incident reports in the division. He also takes good reports that need few corrections.

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████████ leads the division in many categories that are part of the agencies goals and objectives.



City of Grove City Division of Police PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

██████████ makes good decisions and needs little guidance on making smart choices.

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

██████████ understands laws and knows when they apply.

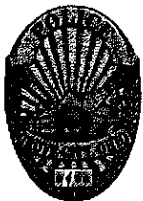
4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

██████████ was Level 3 on his last PT assessment



City of Grove City
Division of Police
PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ had 1 call off this evaluation period. He also has covered over 100 hours of shift coverage.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. C. M. Annally Sg

Date: 7/16/18

Employee Signature: ██████████

Date: 7-16-18

Subdivision Lieutenant Signature: [Signature]

Date: 8/27/18

Chief Signature: [Signature]

Date: 8/27/18



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 7/1/2017 to 12/31/2017

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

[REDACTED] is well rounded in his crime prevention

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] led the agency in apprehensions and a large percentage were self-initiated.



City of Grove City Division of Police PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] is near the top of the agency in traffic stops and OVIs

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] takes many additional assignments and works hard to help the agency achieve it's goals



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

was level 3 on his PT test



City of Grove City
Division of Police
PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] had no sick leave usage and volunteers for a large amount of overtime

EMPLOYEE COMMENTS:

Supervisor Signature: Det. [Signature]

Date: 1/2/18

Employee Signature: [REDACTED]

Date: 1-2-18

Subdivision Lieutenant Signature: [Signature]

Date: 1/25/18

Chief Signature: [Signature]

Date: 3/12/18



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 01/01/2017 to 06/30/2017

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] led the agency in criminal apprehensions for the half, 38% of them self-initiated activity



City of Grove City

Division of Police

PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] is active with his traffic stops and conducts them in our high crash locations. He also co-led the agency in OVI arrest.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

[REDACTED] takes good reports that need little or no corrections. He completes his work in a timely fashion

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

has a strong grasp of agency rules and State Laws

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

always acts professional with the public

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

used no sick leave this half and volunteered for several hours of shift coverage

EMPLOYEE COMMENTS:

Supervisor Signature: Dpt. C. M. Lumbly Jr

Date: 7/26/17

Employee Signature: [Redacted]

Date: 07-26-2017

Subdivision Lieutenant Signature: [Redacted]

Date: 8/2/17

Chief Signature: [Redacted]

Date: 8/17/2017



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Second Half of 2016**

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

has routinely exceeded the performance standard for criminal investigation and apprehension for this evaluation period. routinely leads his shift in this area.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] consistently exceeded the performance standard for traffic control during this evaluation period.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

[REDACTED] consistently submits well written accurate reports and forms [REDACTED] seems to spend an extra amount of time proofreading his narratives before turning them in.

5. **Work perspective:** exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

Part 2: Agency Goals & Objectives

1. **Agency Goals & Objectives:** cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☐	☒	☐	☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

maintains a good level of physical fitness achieving a level II incentive level on the PT test.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

used no unscheduled sick leave during this evaluation period.

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature]

Date: 1/12/17

Employee Signature: [Redacted]

Date: 1-13-17

Subdivision Lieutenant Signature: [Signature]

Date: 1/23/17

Captain Signature: [Signature]

Date: _____

Chief Signature: [Signature]

Date: 2/17/2017



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **First Half of 2016**

Ratings:

- 4 – Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 – Often Exceeds Performance Standards
- 2 – Consistently Meets Performance Standards
- 1 – Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 – Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] consistently exceeded the performance standard for criminal investigation and apprehension for this evaluation period. [REDACTED] had double the minimum requirement each month of the period.



City of Grove City Division of Police PERFORMANCE EVALUATION



3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

[REDACTED] consistently exceeded the performance standard for traffic control during this evaluation period. Officer Judd lead his shift with 20 OVI arrests.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

Part 2: Agency Goals & Objectives

1. Agency Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



Part 3: Demonstration of Other Important Performance Traits

1. **Decision Making and Judgement:** demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

2. **Communications:** demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

3. **Rules Conscious:** demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

4. **Physical Fitness:** maintains fitness at a level to perform essential functions of the position; instills public confidence.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4	3	2	1	0
☐	☒	☐	☐	☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4	3	2	1	0
☒	☐	☐	☐	☐

Supporting Examples

used no sick leave during this evaluation period.

EMPLOYEE COMMENTS:

Supervisor Signature: _____

Date: 8-14-16

Employee Signature: _____

Date: 08-14-16

Subdivision Lieutenant Signature: LT [Signature]

Date: 8-16-16

Captain Signature: _____

Date: _____

Chief Signature: _____

Date: 8/27/2016



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jul 1, 2015** **Dec 31, 2015**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ often exceeds the minimum performance standards for the prevention of crime.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

_____ often exceeds or leads the shift the minimum performance standards for criminal investigations and apprehensions.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

☐ often exceeds the minimum performance standards for traffic control.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

☐ submits well written reports.

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

maintains a high level of physical fitness.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

conducts himself in a professional manner.

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

0 days of sick leave during this evaluation period.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature] Date: 1-16-16

Employee Signature: [Redacted] Date: 01-16-2016

Subdivision Lieutenant Signature: LT. [Signature] 4/3 Date: 01-21-16

Captain Signature: _____ Date: _____

Chief Signature: [Signature] Date: 2/8/2016



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jan 1, 2015** **Jun 30, 2015**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ often exceeds the minimum performance standards for the prevention of crime.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

_____ often exceeds or leads the shift the minimum performance standards for criminal investigations and apprehensions.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

☐ often exceeds the minimum performance standards for traffic control.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

☐ submits well written reports.

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☒ ☐ ☐ ☐ ☐

Supporting Examples

maintains a high level of physical fitness.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

conducts himself in a professional manner.

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

used only one day of sick leave during this evaluation period.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: *[Signature]* SLN Date: 7/21/15

Employee Signature: [Redacted] Date: 07-21-2015

Subdivision Lieutenant Signature: *LT. [Signature]* CLS Date: 7-21-15

Captain Signature: *Cap. [Signature]* u/2 Date: 8/6/2015

Chief Signature: *Chief A. Moten* Date: 8/20/15



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jul 1, 2014** **Dec 31, 2014**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ often exceeds the minimum performance standards for the prevention of crime.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ often exceeds the minimum performance standards for criminal investigations and apprehensions.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

often exceeds the minimum performance standards for traffic control.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

maintains a good level of physical fitness.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

used only one day of sick leave during this evaluation period.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: *[Signature]* Date: 1/8/15

Employee Signature: [Redacted] Date: 01-08-2015

Subdivision Lieutenant Signature: *[Signature]* LT. L13 Date: 1-13-15

Captain Signature: *[Signature]* 4/2 Date: 2/10/2015

Chief Signature: *[Signature]* Date: 2/23/15



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jan 1, 2014** **Jun 30, 2014**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)**
- 3 — Often Exceeds Performance Standards**
- 2 — Consistently Meets Performance Standards**
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)**
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)**

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ often exceeds the minimum performance standards for the prevention of crime.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ often exceeds the minimum performance standards for criminal investigations and apprehensions.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

used only two days of sick leave during this evaluation period.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: SA [Signature] 5/11 Date: 6-26-14

Employee Signature: [Redacted Signature] Date: 06-26-2014

Subdivision Lieutenant Signature: LT [Signature] 4/3 Date: 7-3-14

Captain Signature: [Signature] Date: 7/20/14

Chief Signature: [Signature] Date: 8/8/14



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jul 1, 2013** **Dec 31, 2013**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

_____ often exceeds the minimum performance standards for the prevention of crime, criminal investigations, and criminal apprehensions.

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

[REDACTED] often exceeds the minimum performance standards for traffic control.

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

With the exception of FMLA time used in July, [REDACTED] only used one day of sick leave within this evaluation period.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature] Date: 12-27-13

Employee Signature: [Redacted] Date: 12-27-2013

Subdivision Lieutenant Signature: [Signature] Date: 12-27-13

Captain Signature: [Signature] Date: 2.4.2014

Chief Signature: [Signature] Date: 2/2/14



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 1

EVALUATION RATINGS

Employee Name: _____

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **Jan 1, 2013** **Jun 30, 2013**

Ratings:

- 4 — Consistently Exceeds Performance Standards (SUPPORTING EXAMPLE REQUIRED)
- 3 — Often Exceeds Performance Standards
- 2 — Consistently Meets Performance Standards
- 1 — Often Below Performance Standards (DEVELOPMENT PLAN REQUIRED)
- 0 — Consistently Below Performance Standards (DEVELOPMENT PLAN REQUIRED)

PART 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes agency crime prevention programs associated with position.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with agency directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with agency directives.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 2

3. Traffic Control: remains alert to hazardous highway conditions, taking remedial measures when necessary; investigates traffic crashes in accordance with agency directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

--

4. Reporting: obtains, transports, logs, and secures evidence and property according to agency directives; promptly submits required reports; records activities during tour of duty according to agency directives; attends roll call and records pertinent information.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

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5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with agency directives; maintains a professional service approach to law enforcement duties.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

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GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 3

PART 2: Agency Goals and Objectives

1. Agency Goals and Objectives: cooperates with co-workers to ensure unity of direction and attainment of agency goals and objectives; performs all other duties assigned by agency; subordinates personal preferences to the organization's goals and objectives in order to accomplish the agency mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

PART 3: Demonstration of Other Important Performance Traits

1. Decision-Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with agency policy.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

2. Communications: demonstrates the ability to communicate verbally and in writing and in an appropriate, clear, concise, accurate, and timely manner.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 4

3. Rules Conscious: demonstrates the ability to comply with agency policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

4. Physical Fitness: maintains good physical fitness; instills public confidence.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Rating/Points

4 3 2 1 0
☐ ☐ ☒ ☐ ☐

Supporting Examples

6. Attendance: attends work on a regular and predictable basis.

Rating/Points

4 3 2 1 0
☐ ☒ ☐ ☐ ☐

Supporting Examples

With the exception of four FMLA days at the end of June, Officer [REDACTED] had a perfect attendance record for the first half of 2013.



GROVE CITY DIVISION OF POLICE

PERFORMANCE EVALUATION

Page 5

EMPLOYEE COMMENTS:

Supervisor Signature: [Signature] Date: 8/8/13

Employee Signature: [Redacted] Date: 8-8-13

Subdivision Lieutenant Signature: [Signature] Date: 8-12-13

Captain Signature: [Signature] Date: 8.12.13

Chief Signature: [Signature] Date: 8/28/13

Daily Attendance Record

NAME OF EMPLOYEE	DEPARTMENT	NUMBER	YEAR
			2013

[illegible]

ABSENCE CODE

A - ACCIDENT AT WORK

AH - ACCIDENT AT HOME

D - DISCIPLINARY LAYOFF

FD - FAMILY DEATH

FI - FAMILY ILLNESS

FL - FAMILY MEDICAL LEAVE

H - HOLIDAY

I • ILLNESS

J - JURY DUTY

L - LEAVE OF ABSENCE

LO - LAYOFF

M - MILITARY OBLIGATION

P - PERSONAL REASONS

V - VACATION

X - UNKNOWN

Write the appropriate code in the box on the month and day employee is absent. Total up the codes for each month and enter it in the columns on the right. Use those to add up the yearly totals.

YEARLY
TOTALS

THIS RECORD SHOULD BE FILED AT YEAR END
IN THE EMPLOYEE'S PERMANENT RECORD FILE.

STARTING DATE 3/21/2011

TERMINATION DATE _____

C-Comp
S-Sick
T-Training

Daily Attendance Record

DEPARTMENT

Patrol

NUMBER

YEAR

2014

MONTH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	A	AH	D	FD	FI	FL	H	I	J	L	LO	M	P	V	X																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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ABSENCE CODE

A - ACCIDENT AT WORK

FL - FAMILY MEDICAL LEAVE

LO - LAYOFF

AH - ACCIDENT AT HOME

H - HOLIDAY

M - MILITARY OBLIGATION

D - DISCIPLINARY LAYOFF

I - ~~ILLNESS~~ Injury

P - PERSONAL REASONS

FD - FAMILY DEATH

J - JURY DUTY

V - VACATION

FI - FAMILY ILLNESS

L - LEAVE OF ABSENCE

X - UNKNOWN

Write the appropriate code in the box on the month and day employee is absent. Total up the codes for each month and enter it in the columns on the right. Use those to add up the yearly totals.

YEARLY TOTALS

THIS RECORD SHOULD BE FILED AT YEAR END IN THE EMPLOYEE'S PERMANENT RECORD FILE.

STARTING DATE 3/21/2011

TERMINATION DATE _____

C-Comp
S-Sick
T-Training

**GROVE CITY
DIVISION OF POLICE
FIELD SERVICES
SUB-DIVISION**

Memo



To: Sgt. C. Emmelhainz S/8

From: [REDACTED]

CC:

Date: 08-24-2017

Re: Jury Duty Summons

Sir,

I received a summons for jury duty for the Franklin County Court of Common Pleas. I have to report on Monday, September 18, 2017 at 8:00 a.m. My service is limited to one week of jury pool or if selected, the duration of one jury trial which is completed in 3-5 business days. I have attached a copy of my summons.

Respectfully Submitted,

[REDACTED]

NAME [REDACTED]

100

03/21/2011

Date Returned

1. *What is the purpose of this study?*
 2. *What are the research objectives?*
 3. *What are the research questions?*
 4. *What are the hypotheses?*
 5. *What are the variables?*
 6. *What are the independent and dependent variables?*
 7. *What are the control variables?*
 8. *What are the confounding variables?*
 9. *What are the limitations of the study?*
 10. *What are the strengths of the study?*
 11. *What are the contributions of the study?*
 12. *What are the implications of the study?*
 13. *What are the future research directions?*
 14. *What are the conclusions of the study?*
 15. *What are the recommendations of the study?*

10/01/2011

1000

09/03/2011

Daily Attendance Record

N	DEPARTMENT <u>Patrol</u>	YEAR <u>2015</u>
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MONTH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	A	AH	D	FD	FI	FL	H	I	J	L	LO	M	P	V	X																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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ABSENCE CODE

A - ACCIDENT AT WORK	FL - FAMILY MEDICAL LEAVE	LO - LAYOFF
AH - ACCIDENT AT HOME	H - HOLIDAY	M - MILITARY OBLIGATION
D - DISCIPLINARY LAYOFF	I - ILLNESS <i>Injury</i>	P - PERSONAL REASONS
FD - FAMILY DEATH	J - JURY DUTY	V - VACATION
FI - FAMILY ILLNESS	L - LEAVE OF ABSENCE	X - UNKNOWN

C-Comp
S-Sick
T-Training

Write the appropriate code in the box on the month and day employee is absent. Total up the codes for each month and enter it in the columns on the right. Use those to add up the yearly totals.

YEARLY
TOTALS

THIS RECORD SHOULD BE FILED AT YEAR END
IN THE EMPLOYEE'S PERMANENT RECORD FILE.

STARTING DATE 3/21/2011

TERMINATION DATE _____

Grove City Division of Police
Receipt of Badge and Wallet



I, _____, acknowledge receipt of one
flat Grove City Division of Police badge, number _____ and
wallet.

I further acknowledge this is the property of the Division of Police
and shall surrender both upon separation from employment with
the Division of Police.

Acknowledged this 13TH, day of FEBRUARY, 2012.

Officer's name

Martin 2/13

GROVE CITY DIVISION OF POLICE

WEAPONS AUTHORIZATION

Rank/Name

Assignment

PATROL

I hereby make application to carry the following Off-Duty/Second Weapon in compliance with General Order 1.3.9 (B).

Make <u>SMITH & WESSON</u>	Frame <u>POLYMER</u>
Model <u>BODY GUARD 380</u>	Grips <u>POLYMER</u>
S/A or Revolver <u>S/A</u>	Barrel Length <u>2.75"</u>
Caliber <u>.380</u>	Sights <u>FRONT FIXED/REAR ADJ./LASER</u>
Capacity <u>6 + 1</u>	Weapon is <u>New</u> Used
Serial Number <u>[REDACTED]</u>	

Armorer's Report (Required for Used Weapons)

Modifications NEW

Special Instructions

Armorer's Signature [Signature] Date 01/31/12

Qualification Instructor C. ACKISON Score 21/PASS Date 01-30-12

☐ Copy of qualification sheet attached: (Forward to Firearms Supervisor)

Authorized Ammunition

Firearms Supervisor's Recommendation

Signature [Signature] Date 02-06-2012

Upon meeting compliance with General Order 1.3.9 (B) you are hereby authorized to carry the above-cited weapon in compliance agency directives and all local, state and federal laws and regulations.

Chief of Police

[Signature]

Date

2/6/12

COVE CITY DIVISION OF POLICE

COPY

RANGE PROFICIENCY RECORD: PISTOL QUALIFICATION

NAME: [REDACTED] DATE: 01-30-2012
 WEAPON MAKE: S & W MODEL: BodyGuard SERIAL #: [REDACTED]
 ATTEMPT #: 1 ON-DUTY / BACK-UP / OFF-DUTY

HITS IN THE PREFERRED AREA (PA) COUNT AS A PLUS ONE (+1)

HITS IN THE NON-PREFERRED AREA (NPA), BUT INSIDE OF THE TARGET OUTLINE ARE A ZERO (0)

ROUNDS NOT FIRED (NF) ARE ZERO (0)

HITS OUTSIDE OF THE TARGET OUTLINE (MISS), OFF OF THE TARGET (MISS), OR FIRED OVER THE TIME LIMIT (OT) ARE A MINUS 1 (-1).
 EXTRA ROUNDS FIRED (ERF) ARE MINUS 1 (-1).

STAGE 1 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 2 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 3A PA: 4 NPA: NF: MISS: OT: ERF:

STAGE 3B PA: 3 NPA: 1 NF: MISS: OT: ERF:

STAGE 4 PA: 5 NPA: 1 NF: MISS: OT: ERF:

STAGE 5 PA: 3 NPA: NF: MISS: OT: ERF:

~~STAGE 6~~ PA: NPA: NF: MISS: OT: ERF:

SUB TOTALS: PA: 21 MISS: OT: ERF:

TOTAL: 21 (Passing is a Minimum of 20 On-Duty/ 19 Off-Duty) PASS: ✓ FAIL:

TESTED BY: CDA [Signature] REQ#: 03569 EXP: 10-27-13

INSTRUCTOR NOTES:

**Smith & Wesson®**

You've done the research. Ask your local dealer for Smith & Wesson Firearms.

Made in the USA and guaranteed by the Smith & Wesson Lifetime Service Policy.

1-800-331-0852 www.smith-wesson.com NASDAQ: SWHC

BODYGUARD® 380**\$399.00 ****Suggested Retail, Dealer Sets Actual Pricing

Model:	BODYGUARD® 380
Caliber:	380 Auto
Capacity:	6+1 Rounds
Barrel Length:	2.75" / 7.0 cm
Frame Size:	Compact
Action:	Double Action Only (Hammer Fired)
Front Sight:	Stainless Steel
Rear Sight:	Drift Adjustable
Grip:	Polymer
Overall Length:	5.25" / 13.3 cm
Weight:	11.85 oz / 335.9 g
Frame Material:	Polymer
Material:	Stainless Steel w/Melonite® Finish
Finish:	Matte Black
Purpose:	Personal Protection Professional / Duty

Overview

SKU: 109360

The Smith & Wesson BODYGUARD® series is the first in personal protection with integrated lasers. The BODYGUARD® 38 and BODYGUARD® 380 are uniquely engineered as the most state-of-the-art, concealable and accurate personal protection possible. Lightweight, simple to use and featuring integrated laser sights – nothing protects like a BODYGUARD. Get one or both and carry more comfortably, work more confidently.

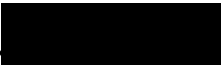
Smith & Wesson BODYGUARD personal protection handguns are designed and engineered specifically to include the latest in laser sighting technology for optimal accuracy. INSIGHT® is a world leader in the design, development and manufacture of tactical lasers.

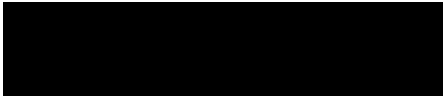
Acknowledgement of Receipt of Auditor of State Fraud Reporting-System Information

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

Each new employee has thirty (30) days after beginning employment to confirm receipt of this information.

By signing below, you are acknowledging **Grove City Division of Police** has 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, , have read the information provided by my employer regarding the fraud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt of this information.


Print Name, Title and Department

GROVE CITY POLICE


Signature

4-16-12
Date

Grove City Police Department

Equipment Receipt

I certify that I have received the equipment indicated below. I will maintain the equipment in good working order and surrender all items upon request of competent authority.

Description	Serial #	Qty	Officer Initials	Return Date
TASER X26		1		

Officer's Signature

Date

09/09/11

Issued by

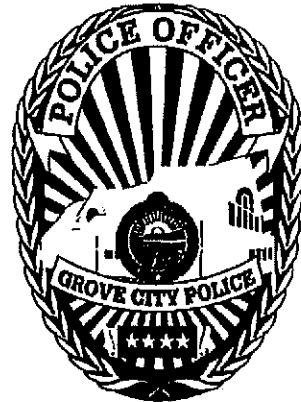
Date

9-9-11

**GROVE CITY POLICE
PATROL BUREAU**

Memo

To: Lt. B. Davidson L3
From: Sgt. D. M. Olmstead S12
CC:
Date: November 10, 2011
Re: Release from FTO of [REDACTED]



Sir,

[REDACTED] has successfully completed his scheduled initial training since his employment with the Grove City Division of Police. Upon review of his training records provided by the State Highway Patrol Academy and his field training records within our agency, my personal observations of his performance at Scenario Day and engaging in detailed conversations with his Field Training Officers and Evaluators, it is my opinion that [REDACTED] is ready for solo patrol duty. I recommend that effective 11-12-2011 [REDACTED] be released from his field training period.

Respectfully,

Sgt. D. M. Olmstead S12

Sgt. D. M. Olmstead S12

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted]

2] Do you understand this policy? Yes No In [redacted]

3] Do you have any questions about this policy? Yes No I [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No In [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by In [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted]

Associate Name [redacted]

Associate Signature [redacted]

Evaluator Name J. Porett

Evaluator Signature [Signature] 5143

Date 1-19-25 Time 1800

Date 1-19-2025 Time 1800

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes ☒ No ☐ Initial [redacted]

2] Do you understand this policy? Yes ☒ No ☐ Initial [redacted]

3] Do you have any questions about this policy? Yes ☐ No ☒ Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes ☒ No ☐ Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes ☐ No ☒ Initial [redacted]

Associate Name [redacted]

Associate Signature [redacted]

Evaluator Name

Evaluator Signature

Date 12-28-23 Time 1500

Date 12/28/23 Time 1500

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No

2] Do you understand this policy? Yes No Initial

3] Do you have any questions about this policy? Yes No Initial

4] Do you know how to file a complaint should you be a victim of harassment or witness inappropriate behavior at work? Yes No Initial

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this to the supervisor at the next highest level. Acknowledge by Initial

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial

Associate Name

Evaluator Name SGT. RD. FORNEY

Associate Signature

Evaluator Signature SGT. RD. FORNEY 5/27

Date 1-27-23 Time 1400

Date 1/27/23 Time 1400

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.



GROVE CITY DIVISION OF POLICE



Employee Identification

Employee Name:

[Redacted]

I have received one new HID card #

[Redacted]

I have received one new wallet card

Signature

[Redacted]

Current HID card returned ☒ Yes ☐ No Card #

[Redacted]

Current wallet card returned ☒ Yes ☐ No

(If No, reason why card was not returned)

Supervisor Signature

Sgt. B. H. Slob

~~~~~  
Verified by:

Laurie Rutan

Signature:

Laurie M Rutan

GROVE CITY POLICE

KEYS ISSUED

OFFICER'S NAME

UNIT NUMBER

DATE OF HIRE

FOLLOWING IS A LIST OF KEYS ISSUED TO THE ABOVE NAMED OFFICER:

| Keys Issued     | Date Issued | Officer's Initials | Date Returned |
|-----------------|-------------|--------------------|---------------|
| A1              | 10-23-19    |                    | 2-2-21        |
| A2              | 10-23-19    |                    | 2-2-21        |
| TRAFFIC BOX KEY | 10-23-19    |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |
|                 |             |                    |               |

ANY AND ALL KEYS WILL BE RETURNED UPON REQUEST OR UPON  
TERMINATION OF EMPLOYMENT

10-23-19  
Date of Signature

**Grove City Division of Police  
Annual Discrimination and Harassment Audit**

*Please read the following questions, circle your answer and initial.*

- 1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted] (Must answer yes to continue audit)
- 2] Do you understand this policy? Yes No Initial [redacted] (Must answer yes to continue audit)
- 3] Do you have any questions about this policy? Yes No Initial [redacted] (Must answer no to continue audit)
- 4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted] (Must answer yes to continue audit)
- 5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this to the supervisor at the next highest level. Acknowledge by Initial [redacted]
- 6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted] (Must answer no to finish audit)

Associate Name [redacted]

Supervisor Name

JOSHUA SMITH

Associate Sign [redacted]

Supervisor Signature

[Signature] 1/2/22

Date 1-2-22

Time 18:16 Hrs

Date 1/2/2022

Time 1815

**Instructions to the interviewing supervisor**

If there are any questions answered that prohibit the completion of the audit, the interviewing supervisor will direct the employee to immediately report the concerns to a supervisor in their chain of command or to human resources.

## Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted]

2] Do you understand this policy? Yes No Initial [redacted]

3] Do you have any questions about this policy? Yes No Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted]

Associate Name [redacted]

Evaluator Name Sgt. Smith

Associate Signature [redacted]

Evaluator Signature [Signature] 2/13/21

Date 2-12-2021 Time 1720

Date 2/12/21 Time 1735

### Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

---

## RECEIPT OF EMPLOYEE HANDBOOK

---

I have received a copy of this employee handbook. I understand that I should read and familiarize myself with the information that has been provided. I understand that this employee handbook can be changed at any time by the City of Grove City with or without notice. I also understand that this employee handbook is not a contract, express or implied, between myself and the City of Grove City, nor shall it be construed to create such a contract. I understand that I am not employed for any definite period of time, and, as an employee-at-will, either myself or the City of Grove City can terminate the employment relationship at any time for any reason not contrary to law. I understand that no representative of the City of Grove City has authority to make representations to me or enter into an agreement with me that is contrary to the foregoing except the City Administrator of the City of Grove City, or his designated representative, in an express, written agreement.

**This employee handbook applies to all non-union personnel, unless noted otherwise, and also applies to all union personnel to the extent the handbook does not conflict with, or a subject is mutually addressed by, the express terms of the applicable collective bargaining agreement.**

---

  
Print Employee Name

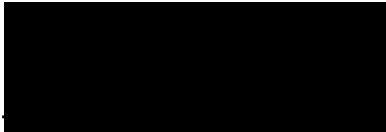
  
Employee Signature

2-26-21  
Date

11-1-2019  
PMK

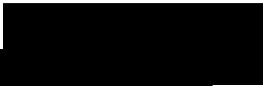
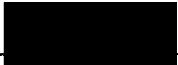
**CITY OF GROVE CITY  
DIVISION OF POLICE**

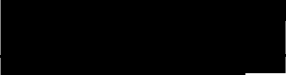
**EMPLOYEE IDENTIFICATION**

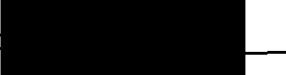
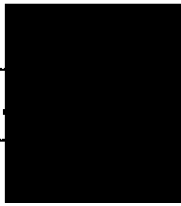
Name: 

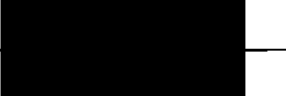
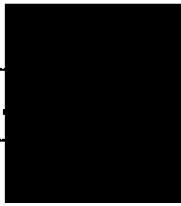
Rank: PATROL OFFICER

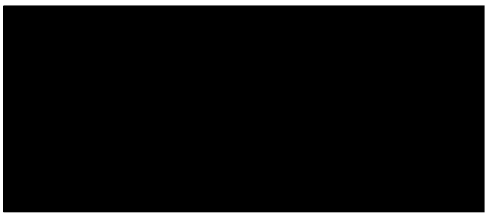
Badge #:  Classification: Field Services

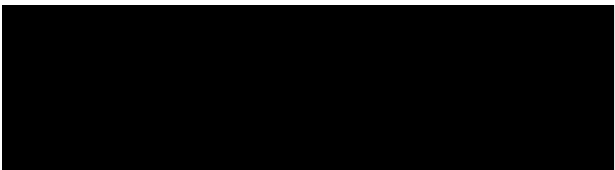
Date of Hire:  I.D. Control #: 

DOB:  Blood Type: \_\_\_\_\_

Height:  Weight: 

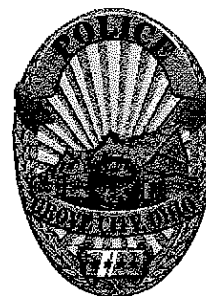
Hair:  Eyes: 

  
I received ~~1 wallet ID badge~~ <sup>PMK</sup> and 1 HID ID badge on November 4th, 2019.





## OATH OF OFFICE



"I, [REDACTED] solemnly swear that I will support the constitution of the United States and the State of Ohio and will obey the laws thereof and that I will, in all respects, observe the provisions of the Charter and Ordinances of this City and will faithfully discharge the duties of Police Officer, upon which I am about to enter."

Date: [REDACTED]  
Effective: [REDACTED]

Witness: Jennifer Uhren

[Signature]  
Richard L. "Ike" Stage, Mayor



# The City of Grove City, Ohio

4035 Broadway • Grove City, Ohio 43123  
(614) 277-3000

---

*Richard L. "Ike" Stage, Mayor*  
*William F. Vedra, Jr., Deputy City Administrator/Public Safety Director*

[REDACTED]

[REDACTED]

Dear [REDACTED]:

It is with great pleasure that I certify your appointment as a Police Officer with the Division of Police effective [REDACTED]

On behalf of Mayor Ike Stage, Chief Butsko, and all the city officials, I extend warmest congratulations and our wish for continued success in your work.

Sincerely,

William F. Vedra, Jr.  
Deputy City Administrator  
Director of Public Safety





**DAVE YOST**  
OHIO ATTORNEY GENERAL



Ohio Peace Officer Training Commission  
Office 800-346-7682  
Fax 740-845-2675

## NOTICE OF PEACE OFFICER APPOINTMENT

Check Box if: ☐ Correction to Record ☐ Name Change

- Within ten days of the appointment or status change, or promotion to Chief, submit one copy of this form either by email ((SF400@ohioattorneygeneral.gov), fax or mail.
- Type or print legibly and complete all blanks. Officer and Agency email addresses need to be entered to receive training determinations.
- Submit pages 1 and 2 when an officer is newly-appointed to your agency, or has previously left the agency and returns.
- Submit only page 1 when an officer continues to be appointed by your agency, but has a change from one status, as listed in Box 15, to a different status, or is promoted to Chief.
- Enter any necessary information for a Correction to Record, submitting all affected pages, and attach a letter explaining the requested change.

|                                                                   |                                       |                                 |                                  |
|-------------------------------------------------------------------|---------------------------------------|---------------------------------|----------------------------------|
| <b>OFFICER INFORMATION</b>                                        |                                       | 1. Name (Last) (First) (Middle) | 2. Social Security Number        |
| 3. Previous Name(s) or Alias (Last) (First) (Middle)              |                                       |                                 |                                  |
| 4. Birth date (mm/dd/yyyy)                                        | 5. Officer's Individual Email Address |                                 | 6. Phone Number                  |
|                                                                   | @grovecityohio.gov                    |                                 | (614)277-1710                    |
| 7. Home Mailing Address (#/Street/PO Box)                         |                                       | (City)                          | (State) (Zip Code) (County Name) |
| 8. Basic Training Academy (Academy Name)                          |                                       | (Academy Number)                | (Dates of Training)              |
| (Only complete if this is the officer's first appointment or OSP) |                                       | Columbus Police Academy         |                                  |

|                                              |  |                               |                          |
|----------------------------------------------|--|-------------------------------|--------------------------|
| <b>AGENCY INFORMATION</b>                    |  | 9. Agency Name                |                          |
|                                              |  | Grove City Division of Police |                          |
| 10. Reporting Authority's Email Address      |  | 11. Agency Phone Number       |                          |
| escott@grovecityohio.gov                     |  | (614)277-1702                 |                          |
| 12. Agency Mailing Address (#/Street/PO Box) |  | (City)                        | (Zip Code) (County Name) |
| 3360 Park St                                 |  | Grove City                    | 43123 Franklin           |

|                                                                                                                                                                                                                                                                                               |                                                                   |                                                         |                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|---------------------------------------------------------|------------------------|
| <b>APPOINTMENT INFORMATION</b> (Complete Date, Status and ORC)                                                                                                                                                                                                                                |                                                                   | 13. New Appointment Date                                | 14. Status Change Date |
| 15. Select New Status <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal                                                 |                                                                   |                                                         |                        |
| For the purpose of this form, full-time means those in active pay status (including those on vacation, sick, bereavement, personal or administrative leave; on compensatory time or holidays) receiving compensation and benefits for 40 hours in a work week or 80 hours in a 14-day period. |                                                                   |                                                         |                        |
| 16. Select New ORC                                                                                                                                                                                                                                                                            |                                                                   |                                                         |                        |
| <input checked="" type="checkbox"/> City Full-Time/Part-Time (737.02)                                                                                                                                                                                                                         | <input type="checkbox"/> City Auxiliary/Reserve/Special (737.051) | <input type="checkbox"/> City Chief (737.02)            |                        |
| <input type="checkbox"/> Village Full-Time/Part-Time/Special (737.16)                                                                                                                                                                                                                         | <input type="checkbox"/> Village Auxiliary/Reserve (737.161)      | <input type="checkbox"/> Village Chief (737.15)         |                        |
| <input type="checkbox"/> Township Police Officer (505.49)                                                                                                                                                                                                                                     | <input type="checkbox"/> Township Constable (509.01)              | <input type="checkbox"/> Other Chief - List ORC/Charter |                        |
| <input type="checkbox"/> Other - List ORC/Charter                                                                                                                                                                                                                                             | <input type="checkbox"/> Deputy Sheriff (311.04)                  | <input type="checkbox"/> Sheriff (311.01)               |                        |

|                                           |                                        |                                                                                                                                                                                                                                                                                                                                                        |  |
|-------------------------------------------|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>ATTESTATION OF REPORTING AUTHORITY</b> |                                        | I have carefully read this document and fully understand its contents and I sign it of my own free will and volition. I attest that the information provided on this document is true and correct and is based on my personal knowledge or inquiry. I further understand and acknowledge that submission of falsified records is a criminal violation. |  |
| 17. Signature of Reporting Authority      | 18. Printed Name and Title             | 19. Date                                                                                                                                                                                                                                                                                                                                               |  |
|                                           | Eric Scott Acting Chief of Police      | 11 / 01 / 2019                                                                                                                                                                                                                                                                                                                                         |  |
| 20. Signature of Witness                  | 21. Printed Name (First, Middle, Last) | 22. Date                                                                                                                                                                                                                                                                                                                                               |  |
|                                           | Kevin M. Holmstrom                     | 11 / 01 / 2019                                                                                                                                                                                                                                                                                                                                         |  |

Officer Name (Last)

(First)

(Middle)

Social Security Number

**23. OATH OF OFFICE**

I do solemnly swear or affirm that I will support the Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio, and Laws and Ordinances of the political subdivision to which I am appointed and to the best of my ability will discharge the duties of this office.



Signature of Appointing Authority

William Vedra

Name of Appointing Authority (Typed or Printed Legibly)

Deputy City Administrator

Title of Appointing Authority (Typed or Printed Legibly)

**OHIO PEACE OFFICER APPOINTMENT HISTORY**

Please list all prior appointments. Use additional copies of page 2, as needed, to list the entire appointment history.

|                                                                                                                                                                                                                                                                       |                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>24. Appointed By (Agency Name and County):</b><br>                                                                                                                                                                                                                 | <b>25. From(mm/dd/yyyy):</b> <b>To(mm/dd/yyyy):</b><br>/    /                               /    / |
| <b>26. Appointment Status (Check Appropriate Box)</b><br><input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal |                                                                                                    |

|                                                                                                                                                                                                                                                                       |                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>27. Appointed By (Agency Name and County):</b><br>                                                                                                                                                                                                                 | <b>28. From(mm/dd/yyyy):</b> <b>To(mm/dd/yyyy):</b><br>/    /                               /    / |
| <b>29. Appointment Status (Check Appropriate Box)</b><br><input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal |                                                                                                    |

|                                                                                                                                                                                                                                                                       |                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>30. Appointed By (Agency Name and County):</b><br>                                                                                                                                                                                                                 | <b>31. From(mm/dd/yyyy):</b> <b>To(mm/dd/yyyy):</b><br>/    /                               /    / |
| <b>32. Appointment Status (Check Appropriate Box)</b><br><input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal |                                                                                                    |

|                                                                                                                                                                                                                                                                       |                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>33. Appointed By (Agency Name and County):</b><br>                                                                                                                                                                                                                 | <b>34. From(mm/dd/yyyy):</b> <b>To(mm/dd/yyyy):</b><br>/    /                               /    / |
| <b>35. Appointment Status (Check Appropriate Box)</b><br><input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal |                                                                                                    |

|                                                                                                                                                                                                                                                                       |                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>36. Appointed By (Agency Name and County):</b><br>                                                                                                                                                                                                                 | <b>37. From(mm/dd/yyyy):</b> <b>To(mm/dd/yyyy):</b><br>/    /                               /    / |
| <b>38. Appointment Status (Check Appropriate Box)</b><br><input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal |                                                                                                    |

|                                                                                                                                                                                                                                                                       |                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <b>39. Appointed By (Agency Name and County):</b><br>                                                                                                                                                                                                                 | <b>40. From(mm/dd/yyyy):</b> <b>To(mm/dd/yyyy):</b><br>/    /                               /    / |
| <b>41. Appointment Status (Check Appropriate Box)</b><br><input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal |                                                                                                    |



**City of Grove City**  
**Division of Police**  
Applicant's Significant Other Inquiry  
(Current or Ex)



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>TO:</b> <span style="background-color: black; color: black;">[REDACTED]</span>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>FROM:</b> Grove City Division of Police<br>Detective Bureau<br>3360 Park St.<br>Grove City, OH 43123<br>ORI: OH0250600                                                       |
| <b>Applicant's Name:</b> <span style="background-color: black; color: black;">[REDACTED]</span>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Position Applied For:</b><br><input checked="" type="checkbox"/> Police Officer<br><input type="checkbox"/> Communication Technician<br><input type="checkbox"/> Other _____ |
| <p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p> |                                                                                                                                                                                 |

What is your relationship to the applicant? Girlfriend

How long have you personally known the applicant? September 2015

When was the last time you saw or spoke with the applicant? September 4 @ 1:15

Do you consider the applicant to be honest and reliable? ☒ Yes ☐ No

How would you describe the applicant's temper? Calm, level headed and logical

How would you describe the applicants overall personality? ☐ Extrovert ☐ Introvert ☒ Combination of both

Does the applicant drink? ☐ Yes ☐ No ☐ Light ☐ Moderate ☐ Heavy ☐ Alone ☐ With friends  
☒ At social events

Does the applicant gamble? ☐ Yes ☒ No

To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? ☐ Yes ☒ No

Has the applicant ever been violent towards you or have you seen them be violent towards another?  
☐ Yes ☒ No

If yes, explain: \_\_\_\_\_  
\_\_\_\_\_



**City of Grove City**  
**Division of Police**  
Applicant's Significant Other Inquiry  
(Current or Ex)



Has the applicant ever been physically, mentally, or sexually abusive to you or another? ☐ Yes ☒ No

If yes, explain: \_\_\_\_\_  
\_\_\_\_\_

Does the applicant exhibit any unusual or irritating traits? ☐ Yes ☒ No

If yes, explain: \_\_\_\_\_  
\_\_\_\_\_

Have you ever observed the applicant overreact to a minor problem? ☐ Yes ☒ No

Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?  
\_\_\_\_\_

If an ex-spouse, does the applicant have any court ordered obligations to you and/or any children? ☐ Yes ☒ No

If yes, explain: \_\_\_\_\_  
\_\_\_\_\_

If an ex-spouse is no longer in a relationship with applicant, what were the reasons for the separation?  
\_\_\_\_\_  
\_\_\_\_\_

Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? \_\_\_\_\_  
\_\_\_\_\_

Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

|                   |                     |                         |                                                                           |
|-------------------|---------------------|-------------------------|---------------------------------------------------------------------------|
| Todd Vice         | 132 East Park St    | Westerville, Ohio 43081 | <div style="background-color: black; width: 100px; height: 1.2em;"></div> |
| Name              | Address             | City/State/Zip Code     | Telephone #                                                               |
| Jeff Kinnell      | 8405 Button Bush Ln | Westerville, Ohio 43081 | <div style="background-color: black; width: 100px; height: 1.2em;"></div> |
| Name              | Address             | City/State/Zip Code     | Telephone #                                                               |
| Joey Vanlenzuella | 219 Broadway St     | Green Camp, Ohio 43322  |                                                                           |
| Name              | Address             | City/State/Zip Code     | Telephone #                                                               |



**City of Grove City**  
**Division of Police**  
Applicant's Significant Other Inquiry  
(Current or Ex)



Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

██████████ would be an amazing addition to the team. He has the ability to adapt and overcome anything that thrown his way. He excels an proficient skills in anything he puts his mind to ██████████ would be a great asset and would continue to grow into his role, prove his success and contribute to the departments continuous success.

OFC. [Signature] #28  
\_\_\_\_\_  
ASSIGNED INVESTIGATOR

9-6-19  
\_\_\_\_\_  
DATE



**City of Grove City**  
**Division of Police**  
Applicant Personal Reference Inquiry



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  |                                                                                                                                                                              |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>TO:</b> Torrey Smith                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |  | <b>FROM:</b> Grove City Division of Police<br>Detective Bureau<br>3360 Park St.<br>Grove City, OH 43123<br>ORI: OH0250600                                                    |  |
| <b>Applicant's Name:</b> [REDACTED]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  | <b>Position Applied For:</b> <input checked="" type="checkbox"/> Police Officer<br><input type="checkbox"/> Communication Technician<br><input type="checkbox"/> Other _____ |  |
| <p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p> |  |                                                                                                                                                                              |  |

1. How long have you personally known the applicant? 14 years In what capacity? Best Friend
2. When was the last time you saw or spoke with the applicant?  
Today 8/27/2019
3. Do you consider the applicant to be honest and reliable? ☒ Yes ☐ No
4. How would you describe the applicant's temper? Good
5. How would you describe the applicants overall personality? ☒ Extrovert ☐ Introvert ☐ Combination of both
6. Does the applicant drink? ☐ Yes ☒ No, if yes how much? ☐ Light ☐ Moderate ☐ Heavy  
☐ Alone ☐ With friends ☐ At social events
7. Does the applicant gamble? ☐ Yes ☒ No
8. Is the applicant argumentative? ☐ Yes ☒ No
9. Has the applicant ever had contact with Police to your knowledge? ☐ Yes ☒ No
10. Does the applicant exhibit close family relationships? ☐ Yes ☐ No



**City of Grove City**  
**Division of Police**  
Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? ☒ Good ☐ Fair ☐ Poor
12. Has the applicant ever been in a physical confrontation? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
13. Has the applicant ever been involved in any illegal activity? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? ☐ Yes ☒ No
15. Does the applicant exhibit any unusual or irritating traits? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
16. Have you ever observed the applicant overreact to a minor problem? ☐ Yes ☒ No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
18. Do you think the applicant would make a good police employee? ☒ Yes ☐ No. If no, explain:  
\_\_\_\_\_
19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?  
\_\_\_\_\_ is a genuine, kind hearted, do anything for a stranger kind of person. He exhibits all the traits to make a
20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? ☒ Yes ☒ No



**City of Grove City**  
**Division of Police**  
Applicant Personal Reference Inquiry

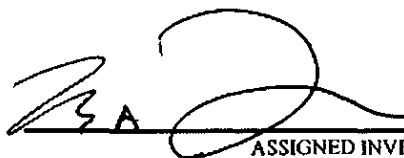


Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

|                 |                                        |                     |
|-----------------|----------------------------------------|---------------------|
| George Balut    | 17235 Cromley Rd Ashville, OH 43103    |                     |
| Name            | Address                                | City/State/Zip Code |
| Julian Jackson  | 438 King Ave                           | Columbus, OH, 43201 |
| Name            | Address                                | City/State/Zip Code |
| Jordan Davidson | 4938 Whispering F Groveport, OH, 43125 |                     |
| Name            | Address                                | City/State/Zip Code |
|                 |                                        | Telephone #         |

Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

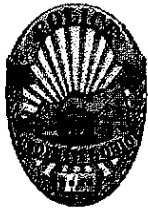
█ is one of the greatest, most loyal guys I know. You can trust if he says he will do anything for you, he will. He would make such a great addition to the City of Grove City police.

 #28  
ASSIGNED INVESTIGATOR

8/29/19  
DATE

Submit by E-mail





**City of Grove City  
Division of Police**  
Applicant Personal Reference Inquiry



**TO:** Jeff Yates  
5971 Canyon Creek Drive  
Dublin, Ohio 43016  
[REDACTED]

**FROM:** Grove City Division of Police  
Detective Bureau  
3360 Park St.  
Grove City, OH 43123  
ORI: OH0250600

**Applicant's Name:** [REDACTED]

**Position Applied For:** ☒ Police Officer  
☐ Communication Technician  
☐ Other \_\_\_\_\_

The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.

1. How long have you personally known the applicant? 12 years In what capacity? friend/teammate
2. When was the last time you saw or spoke with the applicant?  
Earlier this week
3. Do you consider the applicant to be honest and reliable? ☒ Yes ☐ No
4. How would you describe the applicant's temper? Even tempered - Equanimity
5. How would you describe the applicants overall personality? ☐ Extrovert ☐ Introvert ☒ Combination of both
6. Does the applicant drink? ☒ Yes ☐ No, if yes how much? ☒ Light ☐ Moderate ☐ Heavy  
☐ Alone ☐ With friends ☒ At social events
7. Does the applicant gamble? ☐ Yes ☒ No
8. Is the applicant argumentative? ☐ Yes ☒ No
9. Has the applicant ever had contact with Police to your knowledge? ☐ Yes ☐ No
10. Does the applicant exhibit close family relationships? ☒ Yes ☐ No



**City of Grove City**  
**Division of Police**  
Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? ☒ Good ☐ Fair ☐ Poor
12. Has the applicant ever been in a physical confrontation? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
13. Has the applicant ever been involved in any illegal activity? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? ☐ Yes ☒ No
15. Does the applicant exhibit any unusual or irritating traits? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
16. Have you ever observed the applicant overreact to a minor problem? ☐ Yes ☒ No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
18. Do you think the applicant would make a good police employee? ☒ Yes ☐ No. If no, explain:  
\_\_\_\_\_
19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?  
N/A  
\_\_\_\_\_
20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? ☒ Yes ☐ No



**City of Grove City**  
**Division of Police**  
Applicant Personal Reference Inquiry



Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

|                 |                  |                     |             |
|-----------------|------------------|---------------------|-------------|
| Rachel Baum     | 5971 Canyon Cree | Dublin/OH/43016     | [REDACTED]  |
| Name            | Address          | City/State/Zip Code | Telephone # |
| Michael Hillman | 4021 Dogwood Ct. | Grove City/OH/43123 | [REDACTED]  |
| Name            | Address          | City/State/Zip Code | Telephone # |
| Chris Shifflet  | 423 Alkire Rd.   | Columbus/OH/43228   | [REDACTED]  |
| Name            | Address          | City/State/Zip Code | Telephone # |

Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

[REDACTED] would excel in this field and make a great Police Officer.

BA #228  
ASSIGNED INVESTIGATOR

8.22.17

DATE

Submit by E-mail



**City of Grove City  
Division of Police  
Applicant Personal Reference Inquiry**



|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>TO:</b> ALEXANDER MURDOCK<br>1844 KATHIWADE DR<br>COLUMBUS OH 43228<br><div style="background-color: black; width: 150px; height: 30px; margin-top: 5px;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>FROM:</b> Grove City Division of Police<br>Detective Bureau<br>3360 Park St.<br>Grove City, OH 43123<br>ORI: OH0250600                                                 |
| <b>Applicant's Name:</b> <div style="background-color: black; width: 180px; height: 25px; display: inline-block;"></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Position Applied For:</b><br><input checked="" type="checkbox"/> Police Officer<br><input type="checkbox"/> Communication Technician<br><input type="checkbox"/> Other |
| <p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p> |                                                                                                                                                                           |

1. How long have you personally known the applicant? SINCE MIDDLE SCHOOL In what capacity? 15 YEARS
  
2. When was the last time you saw or spoke with the applicant? .  
I WAS WITH [REDACTED] AND HIS FAMILY ON 06/08/2018 (A FEW DAYS AGO)
  
3. Do you consider the applicant to be honest and reliable? ☒ Yes ☐ No
  
4. How would you describe the applicant's temper? GREAT TEMPERMENT
  
5. How would you describe the applicants overall personality? ☒ Extrovert ☐ Introvert ☒ Combination of both
  
6. Does the applicant drink? ☒ Yes ☐ No, if yes how much? ☒ Light ☐ Moderate ☐ Heavy  
☐ Alone ☐ With friends ☐ At social events
  
7. Does the applicant gamble? ☐ Yes ☒ No
  
8. Is the applicant argumentative? ☐ Yes ☒ No
  
9. Has the applicant ever had contact with Police to your knowledge? ☐ Yes ☒ No
  
10. Does the applicant exhibit close family relationships? ☒ Yes ☐ No



**City of Grove City  
Division of Police  
Applicant Personal Reference Inquiry**



11. How would you rate the applicant's ability to handle stress? ☒ Good ☐ Fair ☐ Poor
12. Has the applicant ever been in a physical confrontation? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
13. Has the applicant ever been involved in any illegal activity? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? ☐ Yes ☒ No
15. Does the applicant exhibit any unusual or irritating traits? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
16. Have you ever observed the applicant overreact to a minor problem? ☐ Yes ☒ No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? ☐ Yes ☒ No. If yes, explain:  
\_\_\_\_\_
18. Do you think the applicant would make a good police employee? ☒ Yes ☐ No. If no, explain:  
\_\_\_\_\_
19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?  
NO  
\_\_\_\_\_
20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? ☐ Yes ☒ No



**City of Grove City**  
**Division of Police**  
Applicant Personal Reference Inquiry



Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

**RYAN MORLEY**

| Name            | Address | City/State/Zip Code | Telephone # |
|-----------------|---------|---------------------|-------------|
| KATELYN MURDOCK |         |                     |             |
| LORI MUROCK     |         |                     |             |

Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

WOULD MAKE A GREAT POLICE OFFICER

 #28  
ASSIGNED INVESTIGATOR

8-13-19  
DATE

Official Academic Transcript from:  
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UNIVERSITY REGISTRAR  
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281 W LANE AVE  
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# THE OHIO STATE UNIVERSITY

OFFICE OF THE UNIVERSITY REGISTRAR  
STUDENT ACADEMIC SERVICES BUILDING, 5<sup>TH</sup> FLOOR  
281 WEST LANE AVENUE  
COLUMBUS, OH 43210-1132  
TELEPHONE: 614-292-9330  
EMAIL: REGISTRAR@OSU.EDU

## TRANSCRIPT KEY

### RELEASE OF INFORMATION

This transcript cannot be released to another person, agency or organization except to officials internal to your own organization or agency who have a reasonable business use for the information. Release to other parties requires written consent of the student.

### ACCREDITATION

The Ohio State University (Columbus, Lima, Mansfield, Marion, Newark and the Agricultural Technical Institute, Wooster, Ohio) is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools as a degree-granting institution at the associate, baccalaureate, masters, professional and doctoral levels.

### DETAILED TRANSCRIPT KEY

For a more detailed version of this transcript key including information on good standing, probation, dismissal and the definition of enrollment status, please visit <http://registrar.osu.edu/alumni/transcriptkey.asp>.

### GRADING SYSTEM

|    |                                    |     |                                            |
|----|------------------------------------|-----|--------------------------------------------|
| A  | • Excellent.....4.0 Pts            | K   | • Transferred Credit.....0 Pts             |
| A- | • Excellent.....3.7 Pts            | I   | • Incomplete.....0 Pts                     |
| B+ | • Above Average.....3.3 Pts        | IP  | • In Progress.....0 Pts                    |
| B  | • Above Average.....3.0 Pts        | IX  | • Extension of Incomplete.....0 Pts        |
| B- | • Above Average.....2.7 Pts        | P   | • Progress.....0 Pts                       |
| C+ | • Average.....2.3 Pts              | PA  | • Pass.....0 Pts                           |
| C  | • Average.....2.0 Pts              | NP  | • Non-pass.....0 Pts                       |
| C- | • Average.....1.7 Pts              | R   | • Registered to Audit.....0 Pts            |
| D+ | • Poor.....1.3 Pts                 | S   | • Satisfactory.....0 Pts                   |
| D  | • Poor.....1.0 Pts                 | U   | • Unsatisfactory.....0 Pts                 |
| E  | • Failure.....0 Pts                | W   | • Withdraw.....0 Pts                       |
| EM | • Examination Credit.....0 Pts     | NG  | • Grade unreported by Instructor.....0 Pts |
| EN | • Failure-Non Attendance.....0 Pts | NEN | • EN grade for PA/NP course.....0 Pts      |
|    |                                    | UEN | • EN grade for S/U course.....0 Pts        |

# notation denotes a course involved in the forgiveness or substitution of grades - see Recalculation of Grades

### SPECIAL COURSE NUMBER NOTATIONS

|          |                                                         |
|----------|---------------------------------------------------------|
| E suffix | Honors embedded course                                  |
| H suffix | Honors course or honors version of a course             |
| S suffix | Service Learning course                                 |
| T suffix | Technical course (part of a two year technical program) |

### RECALCULATION OF GRADES

**FORGIVENESS OR SUBSTITUTION OF GRADES:** Students may petition their enrollment unit to repeat a course, and after completing the course the second time, have the original course credit and grade excluded from the calculation of the student's cumulative point-hour ratio, but remain on the student's official permanent record. The course or courses being substituted or repeated will bear the symbol "#" to the left of the grade.

**PERMITTED TO RESTART GPA or FRESH START:** An undergraduate student who enrolls in the university after an absence of five or more years may petition to have his/her GPA recalculated. If the petition is approved, the student resumes his/her academic program with no cumulative GPA. All courses taken will remain on the permanent record.

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## CALENDAR

- The semester system replaced the quarter system for the university in summer 2012
- The semester system replaced the quarter system for the College of Law in autumn 1993

### UNIVERSITY CLASS RANKING SYSTEM

Student rank in all undergraduate colleges is based on total credit hours completed and recorded. Graduate students are not ranked. Professional students are ranked according to progress within their curriculum.

| Semester Calendar |              |            | Quarter Calendar |              |             |
|-------------------|--------------|------------|------------------|--------------|-------------|
| Rank              | Earned Hours |            | Rank             | Earned Hours |             |
| Freshman          | 0            | through 29 | Freshman         | 0            | through 44  |
| Sophomore         | 30           | through 59 | Sophomore        | 45           | through 89  |
| Junior            | 60           | through 89 | Junior           | 90           | through 134 |
| Senior            | 90           | and up     | Senior           | 135          | and up      |

## COURSE NUMBERING SYSTEM

### SEMESTER CALENDAR

|           |                                                                                                                                                                                                                                                                                                                                               |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1000-1099 | UG (Undergraduate) - Non Credit Courses<br>Non-credit courses for orientation, remedial, or other non-college-level experiences. These are courses in addition to a program's graduation requirements.                                                                                                                                        |
| 1100-1999 | UG - Introductory Level Undergraduate Courses<br>Basic courses providing undergraduate credit, but not to be counted toward major or field of specialization in any department. Courses at this level are beginning courses, required or elective courses that may be a prerequisite to other courses.                                        |
| 2000-2999 | UG - Intermediate Level Undergraduate Courses<br>Intermediate courses providing undergraduate credit and may be counted toward a major or field of specialization.                                                                                                                                                                            |
| 3000-3999 | UG - Upper Level Undergraduate Courses<br>Upper Level courses providing undergraduate credit that may be counted toward a major or field of specialization.                                                                                                                                                                                   |
| 4000-4999 | UG - Advanced Level Undergraduate Courses<br>Advanced Level courses providing undergraduate credit that may be counted toward a major or field of specialization. Graduate students may enroll in and receive graduate credit for 4000-level courses outside their own graduate program.                                                      |
| 5000-5999 | UG and G (Graduate) - Dual Career Level Courses<br>Courses that are regularly offered for both graduate credit and undergraduate credit. Advanced Level courses providing undergraduate credit that may be counted toward a major or field of specialization. Foundational coursework and research providing graduate or professional credit. |
| 6000-6999 | G - Foundational Level Graduate and Professional Courses<br>Foundational courses and research providing graduate or professional credit.                                                                                                                                                                                                      |
| 7000-7999 | G - Intermediate Level Graduate and Professional Courses<br>Intermediate courses and research providing graduate or professional credit.                                                                                                                                                                                                      |
| 8000-8999 | G - Advanced Level Graduate and Professional Courses<br>Advanced courses and research providing graduate or professional credit.                                                                                                                                                                                                              |

### Quarter Calendar

|         |                                                                                                                                                                                                                         |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 000-099 | Non-Credit Courses (except certain seminars and colloquia) for orientation, remedial, or other non-college-level experiences. Credit is not applicable to Graduation Requirements.                                      |
| 100-199 | Basic Courses providing undergraduate Credit but not to be counted on a major or field of specialization in any department. Beginning Courses, Required, or Elective Courses that may be prerequisite to other courses. |
| 200-299 | Basic Courses providing Undergraduate Credit and may be counted on a major or field of specialization.                                                                                                                  |
| 300-499 | Intermediate Courses providing Undergraduate Credit or Basic Professional Credit that may be counted on a major or field of specialization.                                                                             |
| 500-599 | Intermediate Courses providing Undergraduate or Professional Credit that may be counted on a major or field of specialization and may provide Graduate Credit only in other departments.                                |
| 600-699 | Courses providing Undergraduate or Professional Credit that may be counted on a major or field of specialization, and may provide Graduate Credit (in all departments).                                                 |
| 700-799 | Advanced Courses providing Undergraduate, Graduate, or Professional Credit.                                                                                                                                             |
| 800-999 | Courses providing Graduate Credit and are open to undergraduates only with the approval of the Vice Provost for Research and Dean of the Graduate School.                                                               |









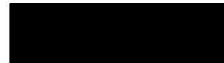
Follow



149 posts

578 followers

892 following



"The only limits in life are those you set yourself"

**This Account is Private**

Follow to see their photos and  
videos.

Suggestions For You

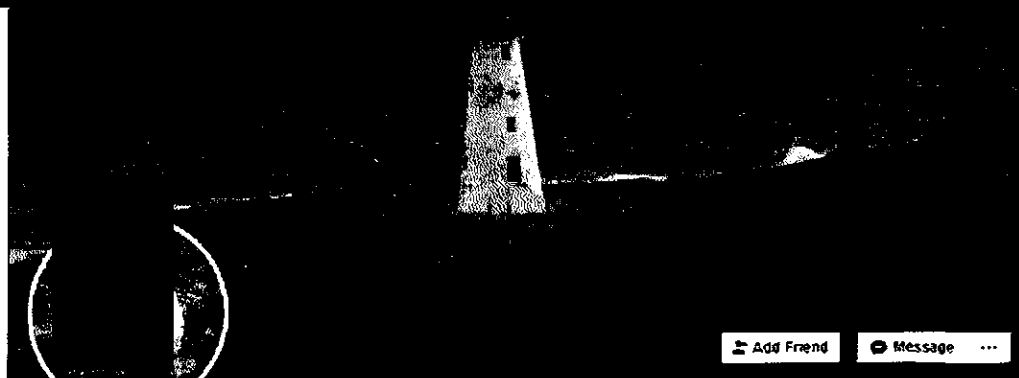




Profile

Home

Create



Add Friend

Message

Timeline

About

Friends

Photos

More

DO YOU KNOW



To see what he shares with friends, send him a friend request.

Add Friend



Intro



Studied Behavioral Psychology at The Ohio State University



From Columbus, Ohio



Photos



**City of Grove City**  
**Division of Police**  
**Fair Credit Reporting Act**  
**Disclosure Statement and Authorization**



**DISCLOSURE STATEMENT**

A consumer report may be obtained on you for employment purposes. It may be an "investigative consumer report" that includes information as to your character, general reputation, personal characteristics, and mode of living. For investigative consumer reports, you have a right to request disclosure of the nature and scope of the report, which involves personal interviews with sources such as your neighbors, friends, or associates.

**AUTHORIZATION**

I voluntarily and knowing authorize Grove City Division of Police or its authorized agents, for employment purposes only, to obtain or prepare consumer reports or investigative consumer assignments as part of the process of my applying for employment, including independent contractor assignments as applicable. I understand that if Grove City Division of Police hires me or contracts for my services, my consent will apply, and Grove City Division of Police or its agents may prepare and obtain consumer reports or investigative consumer reports throughout my employment or contract period.

Please provide all requested information below:



Mr.  
Suffix

Other Names Used



Previous Address

June 1st 2019  
Since

June 30 '16 to June 1 '19  
From - To

10-2015 to 6-2016  
From - To



Driver's License Number



Date of Birth\*

Ohio  
State Issued



7-12-19  
Date

information being requested for employment purposes only in obtaining accurate retrieval of records and will not be used for discriminatory purposes.



**City of Grove City**  
**Division of Police**  
Background Neighborhood Interview



Name: Staci Garee

Address: [REDACTED]

How long have you lived at this address: She has not met [REDACTED] yet.

Do you socialize with the applicant? No

Do you know any of the applicant's friends? No

How do you perceive the applicant? He seems normal.

Are there any unusual occurrences at the applicant's residence (loud parties, fights etc.)?

No. If yes, please describe:

Have you ever had any problems or disputes with the applicant? No.

If yes, please describe:

Do you feel the applicant will make a good police officer / dispatcher? Unknown

Would you feel comfortable if the applicant was a police officer / dispatcher in your community?

Unknown



**City of Grove City**  
**Division of Police**  
Background Neighborhood Interview



Name: \_\_\_\_\_

Address: \_\_\_\_\_ No answer, left my business card.

How long have you lived at this address: \_\_\_\_\_

Do you socialize with the applicant? \_\_\_\_\_

Do you know any of the applicant's friends? \_\_\_\_\_

How do you perceive the applicant? \_\_\_\_\_

Are there any unusual occurrences at the applicant's residence (loud parties, fights etc.)?

\_\_\_\_\_. If yes, please describe:

Have you ever had any problems or disputes with the applicant? \_\_\_\_\_

If yes, please describe: \_\_\_\_\_

Do you feel the applicant will make a good police officer / dispatcher? \_\_\_\_\_

Would you feel comfortable if the applicant was a police officer / dispatcher in your community?



**City of Grove City**  
**Division of Police**  
Background In Home Interview



Applicant: \_\_\_\_\_

Date/Time: August 31, 2019 1300 Position Applied For: Police Officer

**GENERAL INFORMATION**

1. Has applicant ever legally changed name? No. From what? \_\_\_\_\_
2. Where was applicant raised? Grove City Ohio. By whom? Both parents.
3. How many brothers and sisters? 1 brother and 1 half brother
4. Are parents still living? Yes. Where, address? \_\_\_\_\_

*[Note, inform applicant for the next four questions he or she may exclude any organization, the name or character of which indicates race, color, religion, sex, national origin, handicap or age.]*

5. Is the applicant active in community or school activities? No. What are they? \_\_\_\_\_
6. What are the applicant's hobbies or recreational activities? Sports, softball. Fitness, currently Cross Fit.  
Is becoming a Cross Fit trainer. Building cars.
7. Is the applicant active in civic, fraternal, or other organizations? No.
8. Why is applicant pursuing a career in law enforcement? It always intrigued him. Wants to be a police officer  
in the community that he grew up in and make an impact.
9. Does applicant have any specific goals in relation to his/her law enforcement career (traffic enforcement, investigation, etc.)? Supervisor. \_\_\_\_\_ has always been a team captain in sports and a supervisor at his current job  
\_\_\_\_\_ enjoys the supervisor role and like to build a good team.
10. Is applicant acquainted with any members of the GROVE CITY DIVISION OF POLICE? \_\_\_\_\_  
Who? \_\_\_\_\_ just knows of officers from his internship with the division.





# City of Grove City Division of Police Background In Home Interview



## GENERAL INFORMATION (continued)

11. Is applicant holding, or has applicant held, a commission with any law enforcement agency? No.  
If yes, where at? \_\_\_\_\_
12. How does applicant describe his/her family relationships? Tight relationship. Spends time with his family often.
13. Names, ages, addresses, and phone numbers, other than already provided, of three closest friends:  
Jason Williams 980 N. State Route 61 Sunbury, Ohio 43074  
Derek Sleferd 54 Sterling Ridge Dr Delaware, Ohio 43015  
Jerome Cromwell 1417 Calibre Creek Parkway Roswell, GA 30076

## MARITAL HISTORY

1. Obtain copies of marriage certificate/divorce papers. Yes ☐ No ☐
2. If divorced, former spouse's name, current address, etc. \_\_\_\_\_
3. Any children with former spouse? \_\_\_\_\_ If yes, how many? \_\_\_\_\_
4. What were grounds for divorce? \_\_\_\_\_
5. Does applicant have court-ordered child support? \_\_\_\_\_ If so, what? \_\_\_\_\_
6. Does applicant have court-ordered obligations to ex-spouse? \_\_\_\_\_ If so, what? \_\_\_\_\_
7. Is applicant married/remarried? \_\_\_\_\_ Spouse's name? \_\_\_\_\_
8. Does applicant have children/step-children with current spouse? \_\_\_\_\_ How many? \_\_\_\_\_
9. Is spouse employed? \_\_\_\_\_ Where, how long, type of work? \_\_\_\_\_
10. List the spouse's prior employment for the last 5 years? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
11. How stable is current marriage? \_\_\_\_\_  
\_\_\_\_\_



# City of Grove City

## Division of Police

### Background In Home Interview

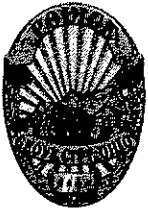


#### MARITAL HISTORY (continued)

12. In private, advise the spouse or intended spouse of advantages or disadvantages of certain aspects of Police work:
- a. Strange hours (i.e., sleeping alone, etc.)
  - b. Poor days off
  - c. Court time
  - d. Work holidays
  - e. Dangers of job
  - f. Changes in attitude/friends
  - g. Civil suits
  - h. Working with members of opposite sex
  - i. Discouragement, frustration.
13. Has applicant already talked about these things with spouse? \_\_\_\_\_

#### RESIDENCE INFORMATION

1. Verify present and past residences per application. Any additional? No.
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
2. Is applicant renting, buying, or other? Buying.
3. If **RENTING**:
- a. Name of Management Company or landlord? \_\_\_\_\_
  - b. How much is monthly payment? \_\_\_\_\_
  - c. Is **LEASE** required? \_\_\_\_\_ Security deposit/amount? \_\_\_\_\_
  - d. Are rent payments current? \_\_\_\_\_ Has applicant ever been behind? \_\_\_\_\_
  - e. Is applicant solely responsible for rent? \_\_\_\_\_ Who else? \_\_\_\_\_
4. If **BUYING**:
- a. Name of mortgagee? [REDACTED] \_\_\_\_\_
  - b. Has applicant ever fallen behind in payments? No.
  - c. Are payments current at this time? Yes. Why not? \_\_\_\_\_
- \_\_\_\_\_



**City of Grove City**  
**Division of Police**  
Background In Home Interview



**INVESTIGATOR INTERVIEWS**

1. Interview landlord.

- a. Is rent paid on time? \_\_\_\_\_ If no, how far behind is it? \_\_\_\_\_  
b. Any complaints? \_\_\_\_\_  
c. Has applicant complained about neighbors? \_\_\_\_\_  
If yes, what about? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\*\* Get copy of rental application for leads on references, other employers, etc.

**FINANCIAL**

1. Credit cards currently held: Balances: Monthly payment:

2.

[Redacted area]

3. Has applicant ever filed for bankruptcy? No. When? \_\_\_\_\_  
4. Is applicant current on all financial obligations? Yes. If not, list any/all delinquencies and balances owed.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



# City of Grove City Division of Police Background In Home Interview



## FINANCIAL (continued)

5. Does applicant owe any money to parents or other friends or relatives? No. Explain:
6. Is there a repayment agreement for this debt?
7. What is applicant's total monthly financial obligation (includes all rent/mortgage payments, credit cards, car payments, insurance bills, utilities)?
8. Does applicant have second income? No. Source?
9. What is applicant's net monthly income, including spouse? including his live in girlfriends income.
10. Is applicant's monthly pay able to support his or her lifestyle? Yes. said they live good lives and are able to do what they want to do.
11. Where does the applicant bank?
- Checking account balance?
- Savings account balance? No.
12. Has applicant ever "bounced" a check? No. Explain:
13. Has applicant ever been refused credit? Yes. Explain: stated his first credit card that he applied for he was refused.
14. Who insures applicant's car? Home Life None.
15. Has applicant ever been refused insurance due to a fraud conviction? No. Explain:
16. Is there any other debt, income, credit problem (current or past) or any other financial obligation which has not been previously covered in this questionnaire? When got out of college he had some medical bills go to collections. They have been paid off.
17. Are there any pending lawsuits filed by you against another or filed against you by another? No. Explain:



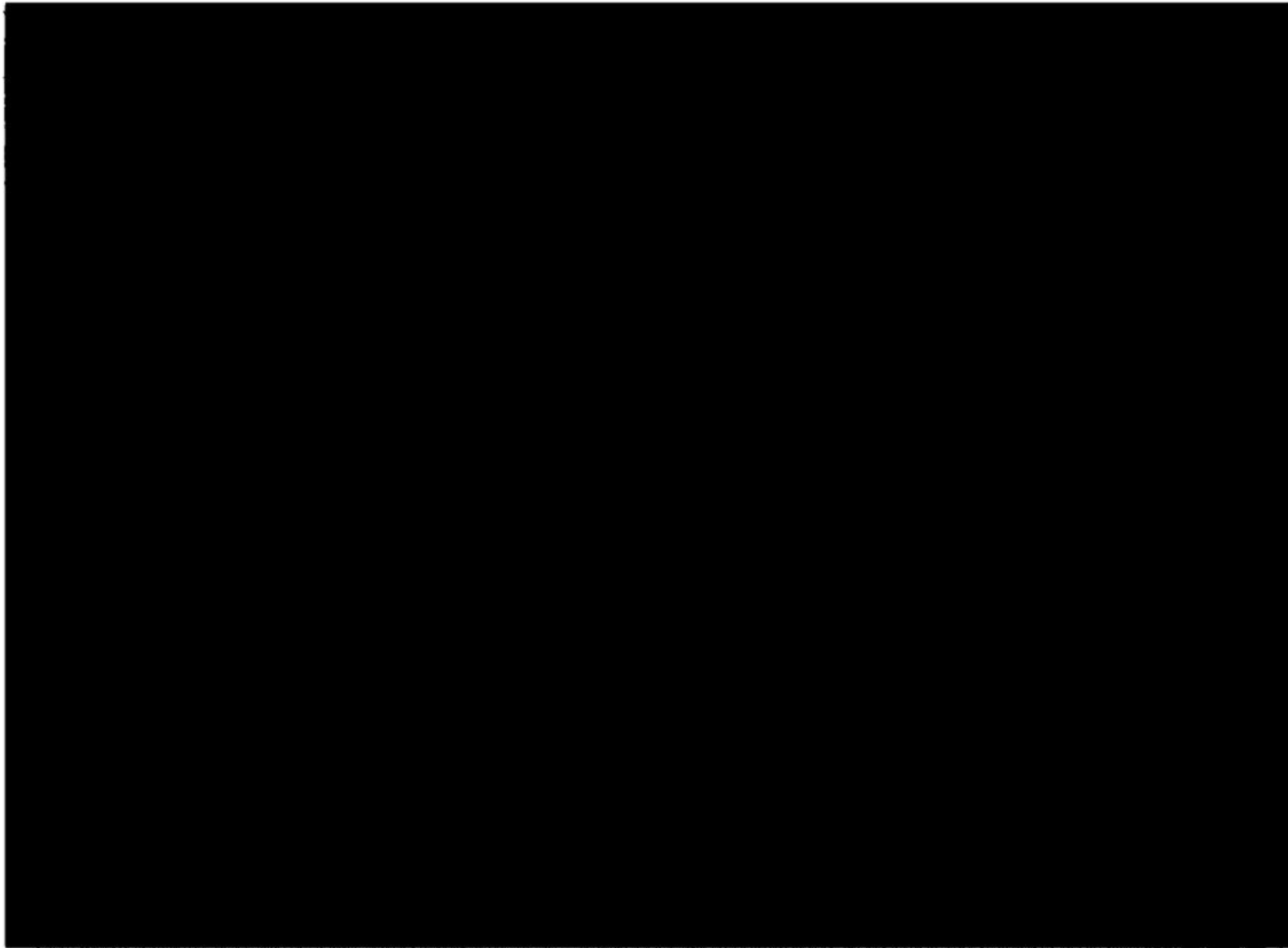
**City of Grove City**  
**Division of Police**  
Background In Home Interview



**MILITARY**

1. Did applicant register for the draft? Yes. Where? Can't remember.
2. Has applicant ever tried to enter any branch of the United States Armed Forces and been denied? No.  
If yes, why? \_\_\_\_\_
3. Was applicant a member of the Armed Forces? \_\_\_\_\_  
Service Number? \_\_\_\_\_  
Branch of service? \_\_\_\_\_  
Dates of service? \_\_\_\_\_  
Active duty or reserves? \_\_\_\_\_  
Involved in **ACTIVE** reserves? \_\_\_\_\_ When are the drill weekends and summer service? \_\_\_\_\_  
Last Unit designation? \_\_\_\_\_  
Commander's name? \_\_\_\_\_  
List any medals or awards the applicant received in the service? \_\_\_\_\_
4. What is applicant's current military standing? \_\_\_\_\_
5. Where all did the applicant serve? \_\_\_\_\_
6. What was applicant's job in the service? \_\_\_\_\_
7. What was applicant's rank at time of discharge? \_\_\_\_\_
8. Why did applicant leave the service? \_\_\_\_\_
9. Type of discharge received from the service? \_\_\_\_\_
10. **ADDITIONAL INFORMATION:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_







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**City of Grove City, Ohio**  
**Division of Police**  
**Personal History Questionnaire**

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**Richard A. Butsko Jr.**  
**Chief of Police**

**Richard L. Stage**  
**Mayor of Grove City**

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**The City of Grove City is an**  
**Equal Opportunity Employer**

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**3360 Park Street**  
**Grove City, Ohio 43123**



**GROVE CITY DIVISION OF POLICE**  
**PERSONAL HISTORY QUESTIONNAIRE**

**ATTENTION**

**CAREFULLY READ THE INSTRUCTIONS.** *Inability to follow instructions may result in elimination from the selection process. Truthfulness and honesty regarding past behavior are conditions for employment. Consequently, facts revealed regarding past criminal behavior may be cause for removal from the civil service eligibility list. Participation in the selection process is under your own free will, and you are free to remove yourself from consideration and the application process at any time. Anything revealed and documented during the employment application or employment selection process may become a public record and subject to production upon proper request pursuant to applicable law.*

**INSTRUCTIONS**

This Personal History Questionnaire is intended for the use of the Grove City Division of Police. You must be truthful and complete all answers requested on this form. All information contained herein may be subject to verification (i.e., source documentation, truth verification examination, and screening procedures). Information contained herein will be considered confidential and will not be disclosed to any unauthorized person(s), subject to public record requirements. **Failure to include all required documentation or failure to completely answer all questions with this Personal History Questionnaire may disqualify you from the selection process.**

Your answers to questions contained in this questionnaire must be typed or printed in your own handwriting, legibly in black ink only. Each individual question must be answered, there can be no blanks. If a question does not apply to your particular circumstance, insert "DNA" in that blank. When answering questions that require dates, insert the full date; partial month/year responses are unacceptable without proper explanation. You must provide complete address information when requested; partial address responses are unacceptable without proper explanation. If you need more space, a "Continuation Sheet" has been provided at the end of this questionnaire. Sign and date your questionnaire and continuation sheets. If you have any questions, contact Vikki Stoneking, Human Resources Coordinator at (614) 277-3013.

**WARNING**

Applicants are cautioned to answer every question truthfully and without evasion. The Ohio Revised Code provides penalties for making a false statement of a material fact or for practicing any fraud or deception in obtaining or attempting to obtain municipal employment. Such penalties include rejection for appointment or discharge after appointment and/or prosecution under Ohio Revised Code Section 2921.13.

The City of Grove City is an Equal Opportunity Employer

**Section I****Personal and Marital Record****Applicant**

| Legal Name (First) | Full Middle Name | Last Name |
|--------------------|------------------|-----------|
|                    |                  |           |

By what other names have you been known (maiden name, former married name(s), aliases, nicknames etc.):

DNA

| Residence Address (Number, Street) | Apt. or Lot # | City | State | Zip Code |
|------------------------------------|---------------|------|-------|----------|
|                                    |               |      |       |          |

| Residence Phone Number | Cellular Phone Number | E-mail Address | Alternative Number |
|------------------------|-----------------------|----------------|--------------------|
|                        |                       |                |                    |

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

| Social Security Number | Driver's License Number | State of Issue | Type | Expiration Date |
|------------------------|-------------------------|----------------|------|-----------------|
|                        |                         |                |      |                 |

|  |  |      |         |  |
|--|--|------|---------|--|
|  |  | OHIO | Class D |  |
|--|--|------|---------|--|

Are you authorized to work in the United States? Yes ☒ No ☐Are you at least 18 years of age? Yes ☒ No ☐Are you Ohio Peace Officer Training Academy Certified? Yes ☐ No ☒**Spouse**

| Spouse's Name (First) | Full Middle Name | Last Name | Maiden Name (if applicable) |
|-----------------------|------------------|-----------|-----------------------------|
| DNA                   | DNA              | DNA       | DNA                         |

| Spouse's Social Security Number | Name of Spouse's Employer | Address of Spouse's Employer |
|---------------------------------|---------------------------|------------------------------|
| DNA                             | DNA                       | DNA                          |

**Parents**

| Natural Father First Name | Middle Name | Last Name | Address (Number, Street, City, State and Zip Code) |
|---------------------------|-------------|-----------|----------------------------------------------------|
|                           |             |           |                                                    |

**Step-Parents**

| Step-Father First Name | Middle Name | Last Name | Address (Number, Street, City, State and Zip Code) |
|------------------------|-------------|-----------|----------------------------------------------------|
| DNA                    | DNA         | DNA       | DNA                                                |

| Step-Mother First Name | Middle Name | Last Name | Address (Number, Street, City, State and Zip Code) |
|------------------------|-------------|-----------|----------------------------------------------------|
| DNA                    | DNA         | DNA       | DNA                                                |

| Children                                                       |                                                                                                |                                                                                                |                                   |
|----------------------------------------------------------------|------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------------------------------|
| First Name                                                     | Middle Name                                                                                    | Last Name                                                                                      | Address (if different from yours) |
| DNA                                                            | DNA                                                                                            | DNA                                                                                            | DNA                               |
| (Check One)                                                    | Relationship to You (Check One)                                                                | Relationship to Spouse (Check One)                                                             |                                   |
| Son <input type="checkbox"/> Daughter <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> |                                   |
| First Name                                                     | Middle Name                                                                                    | Last Name                                                                                      | Address (if different from yours) |
| DNA                                                            | DNA                                                                                            | DNA                                                                                            | DNA                               |
| (Check One)                                                    | Relationship to You (Check One)                                                                | Relationship to Spouse (Check One)                                                             |                                   |
| Son <input type="checkbox"/> Daughter <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> |                                   |
| First Name                                                     | Middle Name                                                                                    | Last Name                                                                                      | Address (if different from yours) |
| DNA                                                            | DNA                                                                                            | DNA                                                                                            | DNA                               |
| (Check One)                                                    | Relationship to You (Check One)                                                                | Relationship to Spouse (Check One)                                                             |                                   |
| Son <input type="checkbox"/> Daughter <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> |                                   |
| First Name                                                     | Middle Name                                                                                    | Last Name                                                                                      | Address (if different from yours) |
| DNA                                                            | DNA                                                                                            | DNA                                                                                            | DNA                               |
| (Check One)                                                    | Relationship to You (Check One)                                                                | Relationship to Spouse (Check One)                                                             |                                   |
| Son <input type="checkbox"/> Daughter <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> |                                   |
| First Name                                                     | Middle Name                                                                                    | Last Name                                                                                      | Address (if different from yours) |
| DNA                                                            | DNA                                                                                            | DNA                                                                                            | DNA                               |
| (Check One)                                                    | Relationship to You (Check One)                                                                | Relationship to Spouse (Check One)                                                             |                                   |
| Son <input type="checkbox"/> Daughter <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> | Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/> |                                   |

| Other Relatives                                                                                                                                                                                         |             |              |                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------|-----------------------------------|
| List your relatives in the following order: 1-brothers, 2-sisters, 3-step brothers, 4-step sisters, 5-father in law, 6-mother in law, 7-sisters in law, 8-brother in law, 9-ex-spouses, 10-guardian(s). |             |              |                                   |
| First Name                                                                                                                                                                                              | Middle Name | Last Name    | Address (if different from yours) |
|                                                                                                                                                                                                         |             |              |                                   |
| First Name                                                                                                                                                                                              | Middle Name | Last Name    | Address (if different from yours) |
| DNA                                                                                                                                                                                                     | DNA         | DNA          | DNA                               |
| Relationship to you                                                                                                                                                                                     | DNA         | Phone Number | ( ) DNA                           |

| Other Relatives (Continued) |             |              |                                   |
|-----------------------------|-------------|--------------|-----------------------------------|
| First Name                  | Middle Name | Last Name    | Address (if different from yours) |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |
| DNA                         | DNA         | DNA          | DNA                               |
| Relationship to you         |             | Phone Number | ( )                               |

## Section II

## Previous Residences and References

### Residences

Indicate all residential addresses chronologically for past 10 years. Account for all time spans with the most recent address first. Include all military addresses, listing the nearest city in proximity to the base if you resided on base. If renting or leasing include the agent or management company to whom you paid rent.

| From (month/year)  | To (month/year) | Address | With whom did you live? | Relationship      | Rent Paid To?            |
|--------------------|-----------------|---------|-------------------------|-------------------|--------------------------|
| 6/2019             | Current         |         |                         | Girlfriend        | OWN                      |
| 7/2016             | 6/2019          |         |                         | Girlfriend        | American Homes For Rent  |
| 9/2015             | 7/2016          |         |                         | N/A               | Heritage Alien APES      |
| 10/2014            | 9/2015          |         |                         | Family            | landlord                 |
| 3/2013             | 10/2014         |         |                         | Ex-girlfriend     | Sterling Place           |
| <del>12/2012</del> | 3/2013          |         |                         | Friends           | landlord, Friends Father |
| 8/2010             | 12/2012         |         |                         | N/A               | KSU                      |
| 4/2008             | 8/2010          |         |                         | Parents + Brother | landlord/owner           |
| DNA                | DNA             | DNA     | DNA                     | DNA               | DNA                      |
| DNA                | DNA             | DNA     | DNA                     | DNA               | DNA                      |
| DNA                | DNA             | DNA     | DNA                     | DNA               | DNA                      |
| DNA                | DNA             | DNA     | DNA                     | DNA               | DNA                      |

### References

References: Indicate the names, addresses and phone numbers of three adults not related to you and not former employers who have known you for a period of preferably more than five years.

| 1 Name (First, Middle, Last) |                                  | Home Address: number, street, city, state, zip code | Home Phone Number     |
|------------------------------|----------------------------------|-----------------------------------------------------|-----------------------|
| Jeffrey Yates                |                                  | 5971 Canyon Creek Drive<br>Dublin OH, 43016         |                       |
| Years Known                  | Occupation                       | Email address                                       | Business Phone Number |
| 15 yrs                       | Fitness Manager                  | Jeffrey.w.Yates@gmail.com                           | 614-440-2399          |
| 2 Name (First, Middle, Last) |                                  | Home Address: number, street, city, state, zip code | Home Phone Number     |
| Alex David Murdock           |                                  | 1844 Kathinade dr Columbus OH<br>43228              |                       |
| Years Known                  | Occupation                       | Email address                                       | Business Phone Number |
| 16 yrs                       | Finance Manager<br>Jiffy Wylor   | Alex.Murdock10@yahoo.com                            | 614-837-3421          |
| 3 Name (First, Middle, Last) |                                  | Home Address: number, street, city, state, zip code | Home Phone Number     |
| Torrey Smith                 |                                  | 5409 Spring Hill Road, Grove City<br>Ohio 43123     |                       |
| Years Known                  | Occupation                       | Email address                                       | Business Phone Number |
| 13                           | Shipping Inventory<br>Specialist | T.Smith911@yahoo.com                                | 614-900-8533          |

### Section III

### Financial Record

#### Financial Record

|                                                                                                                                                                                         |                                                                     |                      |                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|----------------------|---------------------------------------------------------------------|
| 1. If you answer "Yes" on questions 4-6 below, explain fully on the continuation sheet, citing the section, question number and page number, be complete on all explanations requested. |                                                                     |                      |                                                                     |
| 2. Are you now supporting all dependents that you are required to support?                                                                                                              |                                                                     |                      | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| 3. Are you paying alimony or child support?                                                                                                                                             | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 4. Amount per Month? | \$                                                                  |
| 4. Are you now delinquent, past due, in receipt of late notice, or collections notification in any financial obligation?                                                                |                                                                     |                      | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| 5. Do you, your spouse, or ex-spouses have any immediate civil action pending that has the potential to affect you, your finances, or your employment?                                  |                                                                     |                      | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| 6. If employed by the City, do you anticipate any income other than your City salary?                                                                                                   |                                                                     |                      | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

### Section IV

### Work History

#### Law enforcement and Government Employment Applications

|                                                                                           |     |                                                                     |
|-------------------------------------------------------------------------------------------|-----|---------------------------------------------------------------------|
| Have you ever applied for a position with any law enforcement or other government agency? |     | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Name of Department or Agency                                                              |     |                                                                     |
| Groveton Police Department                                                                |     |                                                                     |
| Pickermonton Police Department                                                            |     |                                                                     |
| Channahon Police Department                                                               |     |                                                                     |
| DNA                                                                                       | DNA |                                                                     |
| DNA                                                                                       | DNA |                                                                     |
| DNA                                                                                       | DNA |                                                                     |

#### Employment

Begin with your most recent job and list your complete work history for the past 10 years in chronological order. Include in sequence all part time jobs, periods of unemployment and military service. When listing periods of unemployment, indicate dates in space provided. In the block designated "name of employer" write unemployed. In the block designated "reason for leaving" indicate from what source you received income during that period of unemployment. Address information must be complete - street, apt. or suite, city, state and zip code. If presently unemployed indicate so in the "first" block.

| From Date  | Name of Employer                  | Job Title                                                                                              | Reason for Leaving |
|------------|-----------------------------------|--------------------------------------------------------------------------------------------------------|--------------------|
|            | Walmart                           | Asset Protection Manager                                                                               | DNA                |
|            | Address of Employer               | Description of Duties                                                                                  |                    |
|            | 555 Coleman's Crossing Blvd       | Investigations regarding store shrink, internal investigations and theft and store safety and controls |                    |
| Total Time | Full Name of Immediate Supervisor | Address of Immediate Supervisor                                                                        | Tele. of Business  |
| 25 months  | Paul Powell                       | 6031 Rottnester Drive<br>Galloway OH 43119                                                             | 937-694-2800       |
| Salary     | Full Name of Co-worker            | Address of Co-worker                                                                                   | Tele. of Co-worker |
| \$6,000    | Derek Siferd                      | 54 Sterling Ridge Drive<br>Delaware OH 43015                                                           | 937-508-8243       |



| Employment (Continued) |                                          |                                                                                       |                                                                              |
|------------------------|------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| From Date              | Name of Employer                         | Job Title                                                                             | Reason for Leaving                                                           |
|                        | Walmart                                  | Asset Protection Associate                                                            | Promotion to another store                                                   |
|                        | Address of Employer                      | Description of Duties                                                                 |                                                                              |
|                        | 50 E Schrock R. Westerville OH 43081     | Associate in charge of preventing customer/Associate theft                            |                                                                              |
| Total Time             | Full Name of Immediate Supervisor        | Address of Immediate Supervisor                                                       | Tele. of Business                                                            |
| 13 months<br>1 week    | Jerome Cromwell                          | 1417 Calibre Creek Parkway<br>Roswell, GA 30076                                       | (614) 948-4402                                                               |
| Salary                 | Full Name of Co-worker                   | Address of Co-worker                                                                  | Tele. of Co-worker                                                           |
| 16.20<br>Per Hour      | Jennifer Wingo                           | DNA                                                                                   |                                                                              |
| From Date              | Name of Employer                         | Job Title                                                                             | Reason for Leaving                                                           |
|                        | Securitas                                | Security Guard                                                                        | Job opportunity w/ Walmart                                                   |
|                        | Address of Employer                      | Description of Duties                                                                 |                                                                              |
|                        | 2180 Southwest Blvd, Grove City OH 43123 | Stationed at teleperformance in Hilliard OH, to monitor controls + access to building |                                                                              |
| Total Time             | Full Name of Immediate Supervisor        | Address of Immediate Supervisor                                                       | Tele. of Business                                                            |
| 7 weeks                | Kevin Day                                | DNA                                                                                   | (614) 871-6051                                                               |
| Salary                 | Full Name of Co-worker                   | Address of Co-worker                                                                  | Tele. of Co-worker                                                           |
| 10.80<br>Per Hour      | DNA                                      | DNA                                                                                   | DNA                                                                          |
| From Date              | Name of Employer                         | Job Title                                                                             | Reason for Leaving                                                           |
|                        | Crunch Fitness/Russie Kie                | PT Director                                                                           | didn't like direction of company and wanted to pursue career in degree field |
|                        | Address of Employer                      | Description of Duties                                                                 |                                                                              |
|                        | 5929 E. Main Street                      | Managed the personal training side of the business                                    |                                                                              |
| Total Time             | Full Name of Immediate Supervisor        | Address of Immediate Supervisor                                                       | Tele. of Business                                                            |
| 25 months              | Glen Widby                               | 284 Nantahala Ave Athens GA                                                           | (614) 755-4400                                                               |
| Salary                 | Full Name of Co-worker                   | Address of Co-worker                                                                  | Tele. of Co-worker                                                           |
| 32,000                 | Jeffrey Yates                            | 5971 Canyon Creek Drive<br>Dublin OH 43016                                            |                                                                              |
| From Date              | Name of Employer                         | Job Title                                                                             | Reason for Leaving                                                           |
|                        | Scotts Miracle Grow                      | Merchandiser                                                                          | Promoted at Crunch Fitness/Time                                              |
|                        | Address of Employer                      | Description of Duties                                                                 |                                                                              |
|                        | 14111 Scottsblain Rd Mansfield OH 43040  | In charge of merchandising products in all Home Depot/Lowe's stores                   |                                                                              |
| Total Time             | Full Name of Immediate Supervisor        | Address of Immediate Supervisor                                                       | Tele. of Business                                                            |
| 13 months              | David Dedrickson                         | DNA                                                                                   | (614) 404-8656                                                               |
| Salary                 | Full Name of Co-worker                   | Address of Co-worker                                                                  | Tele. of Co-worker                                                           |
| 12 per hr              | Darin Werner                             | 5359<br>1000 Detroit, Orient Ohio 43146                                               |                                                                              |

| Employment (Continued)                       |                                                |                                                   |                                                                     |
|----------------------------------------------|------------------------------------------------|---------------------------------------------------|---------------------------------------------------------------------|
| From Date                                    | Name of Employer                               | Job Title                                         | Reason for Leaving                                                  |
|                                              | <del>CORRECTION</del> BUCK and Son's           | Landscape Specialist                              | took job w/ Scott's                                                 |
|                                              | Address of Employer                            | Description of Duties                             |                                                                     |
|                                              | 7147 Hayden Run, Hilliard OH                   | landscape, grass trimming, mulching, snow removal |                                                                     |
| Total Time                                   | Full Name of Immediate Supervisor              | Address of Immediate Supervisor                   | Tele. of Business                                                   |
| 3 months                                     | DNA                                            | DNA                                               | (614) 876-2825                                                      |
| Salary                                       | Full Name of Co-worker                         | Address of Co-worker                              | Tele. of Co-worker                                                  |
| 11.30 per hr                                 | DNA                                            | DNA                                               | DNA                                                                 |
| From Date                                    | Name of Employer                               | Job Title                                         | Reason for Leaving                                                  |
|                                              | O'Reilly Autoparts                             | Part Specialist                                   | left Kent OH & moved back to Columbus                               |
|                                              | Address of Employer                            | Description of Duties                             |                                                                     |
|                                              | 1320 E main st OH 44260                        | Service Desk, Cashier/Merchandise                 |                                                                     |
| Total Time                                   | Full Name of Immediate Supervisor              | Address of Immediate Supervisor                   | Tele. of Business                                                   |
| 4 months                                     | John Slovinsky                                 | DNA, no contact made with                         | (330) 296-8419                                                      |
| Salary                                       | Full Name of Co-worker                         | Address of Co-worker                              | Tele. of Co-worker                                                  |
| 8.40 per hr                                  | DNA <sup>remember / no contact made</sup>      | DNA                                               | DNA                                                                 |
| From Date                                    | Name of Employer                               | Job Title                                         | Reason for Leaving                                                  |
|                                              | Unemployed                                     | DNA                                               | played college football, no one called                              |
|                                              | Address of Employer                            | Description of Duties                             |                                                                     |
|                                              | Prattice Hall, 225 Midway Drive Kent, OH 44243 | DNA (Student/Athlete)                             |                                                                     |
| Total Time                                   | Full Name of Immediate Supervisor              | Address of Immediate Supervisor                   | Tele. of Business                                                   |
| 25 months                                    | DNA                                            | DNA                                               | DNA                                                                 |
| Salary                                       | Full Name of Co-worker                         | Address of Co-worker                              | Tele. of Co-worker                                                  |
| NA                                           | DNA                                            | DNA                                               | DNA                                                                 |
| From Date                                    | Name of Employer                               | Job Title                                         | Reason for Leaving                                                  |
| DNA                                          | DNA                                            | DNA                                               | DNA                                                                 |
| To Date                                      | Address of Employer                            | Description of Duties                             |                                                                     |
| DNA                                          | DNA                                            | DNA                                               |                                                                     |
| Total Time                                   | Full Name of Immediate Supervisor              | Address of Immediate Supervisor                   | Tele. of Business                                                   |
| DNA                                          | DNA                                            | DNA                                               | DNA                                                                 |
| Salary                                       | Full Name of Co-worker                         | Address of Co-worker                              | Tele. of Co-worker                                                  |
| DNA                                          | DNA                                            | DNA                                               | DNA                                                                 |
| May we contact your present employer?        |                                                |                                                   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| If no, please explain on continuation sheet. |                                                |                                                   |                                                                     |



## Section V

## Military and Educational Record

### Military Record

|                                            |                           |                                             |
|--------------------------------------------|---------------------------|---------------------------------------------|
| Are you registered with Selective Service? |                           | Selective Service Board Number              |
| DNA                                        |                           | DNA                                         |
| Branch of Service (Army, Navy, etc.)       | Occupational Specialty    | Military Serial Number                      |
| DNA                                        | DNA                       | DNA                                         |
| Total Years of Service                     | Highest rank or rate held | Have you ever been dishonorably discharged? |
| DNA                                        | DNA                       | DNA                                         |

### Education

| Have you ever taken a General Educational Development (GED) Test?                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|----------------------------------------|-------------------------------|
| Check highest grade completed                                                                                                                                                            | 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input checked="" type="checkbox"/> 16 <input type="checkbox"/> Other <input type="checkbox"/> |                                         |                                        |                               |
| List each elementary, grammar, junior high, intermediate, high school, business, trade school, college or university that you have attended, start with the most recent school attended. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                         |                                        |                               |
| Name of School                                                                                                                                                                           | School Address                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Graduate                                |                                        | Degree type or credits earned |
| Harmon Elementary School                                                                                                                                                                 | 18 Co 1 Cantz Rd, Grove City OH 43123                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | NA                            |
| Vermilion Woods Intermediate                                                                                                                                                             | 1831 Finland Ave, Columbus OH 43223                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <input checked="" type="checkbox"/>     | <input type="checkbox"/>               | NA                            |
| Finland Middle School                                                                                                                                                                    | 1805 Finland Ave, Columbus OH 43223                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <input checked="" type="checkbox"/>     | <input type="checkbox"/>               | NA                            |
| Brookpark Middle School                                                                                                                                                                  | 2803 Southwest Blvd, Grove City OH 43123                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <input checked="" type="checkbox"/>     | <input type="checkbox"/>               | NA                            |
| Central Crossing High School                                                                                                                                                             | 4500 Bog Run South, Grove City OH 43123                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <input checked="" type="checkbox"/>     | <input type="checkbox"/>               | Diploma                       |
| Westerville South High School                                                                                                                                                            | 303 S. Otterbein Ave, Westerville OH 43081                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <input type="checkbox"/>                | <input checked="" type="checkbox"/>    | Transcript                    |
| Kent State University                                                                                                                                                                    | 800 E Summit St, Kent, OH 44240                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/>                | <input checked="" type="checkbox"/>    | Transcript                    |
| Ohio State University                                                                                                                                                                    | Columbus, OH 43210                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <input checked="" type="checkbox"/>     | <input type="checkbox"/>               | Bachelor's                    |

### Miscellaneous

| You may list any memberships in organized groups or associations that you feel may have a relevant bearing on your ability to perform as a public safety employee. You may exclude memberships which would reveal gender, race, color, religion, sex, national origin, disability, age, ancestry, or other protected status of its members. |                                                |                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|---------------------|
| Organization (Chapter, Lodge, etc.)                                                                                                                                                                                                                                                                                                         | Address: number, street, city, state, zip code | Relevant activities |
| DNA                                                                                                                                                                                                                                                                                                                                         | DNA                                            | DNA                 |
| DNA                                                                                                                                                                                                                                                                                                                                         | DNA                                            | DNA                 |
| DNA                                                                                                                                                                                                                                                                                                                                         | DNA                                            | DNA                 |
| DNA                                                                                                                                                                                                                                                                                                                                         | DNA                                            | DNA                 |
| DNA                                                                                                                                                                                                                                                                                                                                         | DNA                                            | DNA                 |

**Section VI****Licenses and Certifications**

|                                                                              |                                         |                                        |
|------------------------------------------------------------------------------|-----------------------------------------|----------------------------------------|
| 1. Do you have a valid driver's license?                                     | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            |
| List any Certifications and License (EMT/Fire/Medical/HAZ-MAT, etc.).        |                                         |                                        |
| N/A                                                                          |                                         |                                        |
| 2. Have you ever had a professional or medical license revoked or suspended? | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| DNA                                                                          |                                         |                                        |

**Section VII****General Information Inquiry**

**Notice:**  
The following questions and answers will be verified through the use of a polygraph or voice stress analysis. If the answer to any of the following is "yes," it will be necessary for you to explain, in detail, on the continuation sheet provided. Full and comprehensive explanations are required.

|                                                                                                                                                                                                                                                                                                                                                           |                                         |                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|----------------------------------------|
| 1. Do you have any hatreds or prejudices toward others that would be detrimental to your ability to function as a public safety employee?                                                                                                                                                                                                                 | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 2. Do you have any problem controlling your temper?                                                                                                                                                                                                                                                                                                       | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 3. Do you have any problems because of gambling?                                                                                                                                                                                                                                                                                                          | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 4. Have you ever been placed on or served in a criminal diversion type program that led to the eventual dismissal of any criminal charge?                                                                                                                                                                                                                 | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 5. Have you ever been convicted of a felony?                                                                                                                                                                                                                                                                                                              | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 6. Have you ever been convicted of a misdemeanor that had been reduced from an original felony charge(s)?                                                                                                                                                                                                                                                 | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 7. Have you ever been convicted of any criminal offense? i.e. theft, assault, wrongful influence of a minor, disorderly conduct, drug offense, sex offenses, fraud, trespassing or any other criminal offense?                                                                                                                                            | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 8. Have you ever been convicted of any traffic offense i.e. operating a motor vehicle while under the influence or alcohol or drugs, reckless operation, hit skip, vehicular homicide, speeding, drag racing, willfully fleeing or eluding police, driving without a license, or any other traffic offense? (other than parking or equipment violations?) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            |
| 9. As an adult have you ever stolen anything?                                                                                                                                                                                                                                                                                                             | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 10. Have you ever bought or sold any property that you knew was stolen?                                                                                                                                                                                                                                                                                   | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 11. Has your driver's license ever been suspended or revoked?                                                                                                                                                                                                                                                                                             | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 12. Have you ever been committed to any penal institution as a result of either a felony or misdemeanor conviction?                                                                                                                                                                                                                                       | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 13. Have you ever used any hallucinogens such as marijuana, hashish, mescaline, P.C.P., T.H.C., Peyote, P.C.E., T.C.P. Angel Dust or any of their derivatives?                                                                                                                                                                                            | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 14. Have you ever used any narcotics such as opium, morphine, codeine, meperidine, methadone, or any of their derivatives such as Darvon, Lomotil, etc. other than for prescribed medical purposes?                                                                                                                                                       | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 15. Have you ever used cocaine, heroin, or L.S.D.?                                                                                                                                                                                                                                                                                                        | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 16. Have you ever used any prescription drugs such as barbiturates, amphetamines, valium, Librium, sopors, speed, uppers/downers etc. without the benefit of a prescription?                                                                                                                                                                              | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 17. Have you ever used any prescribed medications for purposes other than that for which they were originally prescribed or intended?                                                                                                                                                                                                                     | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| 18. Have you ever used what are described as designer drugs i.e. ecstasy, substances that are chemically altered in make up but which give the effect as illicit drugs?                                                                                                                                                                                   | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |

| <b>GENERAL INFORMATION INQUIRY (CONTINUED)</b>                                                                                                                                      |                              |                                        |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------|--|
| 19. Have you ever sold, been party to the sale, or in any other way been financially rewarded due to the sale of any controlled substance?                                          | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |  |
| 20. Have you ever been involved in the manufacturing, distilling, cultivation, or harvest of illegal or illicit drugs or alcohol?                                                   | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |  |
| 21. Have you ever been involved in glue, solvent, paint, refrigerant, or other vapor or chemical sniffing or inhaling for the purpose of obtaining a high or state of intoxication? | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |  |

**ALL APPLICANTS MUST SIGN THE FOLLOWING CERTIFICATE**

I certify that the statements, including without limitation all responses whether or not in narrative form, contained in this questionnaire are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further acknowledge that any falsehoods may result in prosecution under Ohio Revised Code Section 2921.13. I authorize the use of any information in this application to verify my statements, and I authorize past employers, all references, and any other persons to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished information. I acknowledge that successful applicants will be required to undergo and pass a criminal background check, polygraph and/or voice stress test, drug screen, and pre-employment physical examination. I further acknowledge that my application may be rejected if I decline to sign this acknowledgement, decline to be drug tested or complete a pre-employment physical, or if I do not pass the background check, polygraph or voice stress test, drug screen, or pre-employment physical.

Signature of Applicant

Date:

7-16-19

**Note: In signing the certificates you are attesting to the validity of all answers noted within this questionnaire and continuation. Should you require additional space attach an 8½" by 11" sheet of plain paper.**

| Section Number                                                                                                                                                                                                                                                                                                                      | Page | Question Number | Continuation |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------------|--------------|
| <div style="text-align: center; font-size: 2em; font-family: cursive;">DNA</div> <div style="text-align: center; font-size: 2em; font-family: cursive;">DNA</div> <div style="text-align: center; font-size: 2em; font-family: cursive;">DNA</div> <div style="text-align: center; font-size: 2em; font-family: cursive;">DNA</div> |      |                 |              |

## Continuation Sheets

**ALL APPLICANTS MUST SIGN THE FOLLOWING CERTIFICATE**

**Signature of Applicant**

Date: 7-16-79

# The Ohio State University

hereby confers upon



the degree of

Bachelor of Arts

together with all the rights, privileges and honors appertaining thereto in consideration of the satisfactory completion of the course prescribed in

The College of Arts and Sciences

In Testimony Whereof, the seal of the University and the signatures as authorized by the Board of Trustees are hereunto affixed.

Given at Columbus on the twenty-first day of December, in the year two thousand [redacted]  
and of the University the one hundred forty-fifth.



*Jeffrey Wadsworth*  
Chair of the Board of Trustees

*Michael V. Drake*  
President of the University

*[Signature]*  
Vice Chair of the Board of Trustees

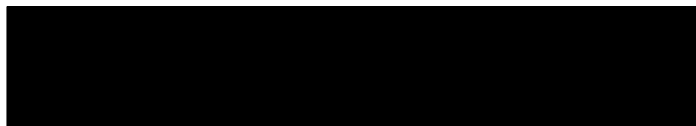
*Alex Shumate*  
Vice Chair of the Board of Trustees

*[Signature]*  
Secretary of the Board of Trustees

# Central Crossing High School



This certifies that



*has completed the requirements prescribed by the Board of Education for graduation  
from the High Schools of the South-Western City School District  
and is therefore awarded this*

## Diploma

Given in Grobe City, Ohio this Thirtieth day of May, [REDACTED]

*William H. Wood*  
\_\_\_\_\_  
Superintendent

*Hubert D. Watson*  
\_\_\_\_\_  
Principal

*R. L. [Signature]*  
\_\_\_\_\_  
President, Board of Education

*H. Z. [Signature]*  
\_\_\_\_\_  
Treasurer, Board of Education



**City of Grove City  
Division of Police  
Release of Information**



To: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: \_\_\_\_\_

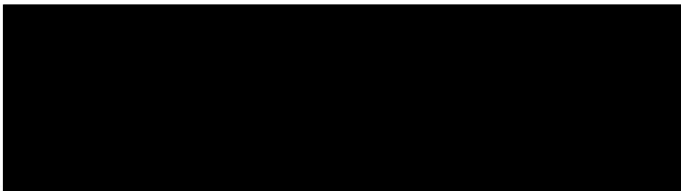
Applicant's Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SSN: \_\_\_\_\_

DOB: \_\_\_\_\_

**CONSENT TO RELEASE INFORMATION**

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.



7-12-19  
Date

**\*NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**



# GROVE CITY DIVISION OF POLICE



## Background Investigative Notes

| Applicant<br>[REDACTED]   |      |                                                                                                                                                                                  |
|---------------------------|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Investigator<br>Reber #28 |      |                                                                                                                                                                                  |
| DAY / DATE                | TIME | REMARKS                                                                                                                                                                          |
| 08/01/2019                | 1000 | Assigned background packet for [REDACTED]                                                                                                                                        |
| 08/05/2019                | 1030 | Checked [REDACTED] driver's license and CCH [REDACTED] has No CHH found.                                                                                                         |
| 08/05/2019                | 1100 | Derek was advised that I was assigned his background. He was provided my contact information.                                                                                    |
| 08/05/2019                | 1240 | Attempted to contact all three personal reference's to get email address. Left messages for all three.                                                                           |
| 08/08/2019                | 1225 | Checked FCMC. One record found for a 2104 seatbelt citation.                                                                                                                     |
| 08/08/2019                | 1235 | Sent request to Columbus Police for calls for service at [REDACTED]                                                                                                              |
| 08/08/2019                | 1400 | No calls for service were found for that address.                                                                                                                                |
| 08/08/2019                | 1400 | Found a Facebook account for [REDACTED] Nothing raises any concern. Found an Instagram account. It is private.                                                                   |
| 08/12/2019                | 1200 | Contacted Gahanna human resource to see if [REDACTED] is in the background process. Left message,                                                                                |
| 08/13/2019                | 1045 | Received message from Gahanna. Attempted to return the call. Left message again.                                                                                                 |
| 08/13/2019                | 1100 | Left message again for personal reference Jeffrey Yates.                                                                                                                         |
| 08/13/2019                | 1101 | Left message again for personal reference Alex Murdock.                                                                                                                          |
| 08/13/2019                | 1105 | Left message again for personal reference Torrey Smith.                                                                                                                          |
| 08/13/2019                | 1115 | Received call back from Alex. Sent out reference form by email.                                                                                                                  |
| 08/13/2019                | 1130 | Left message for Pickerington human resource.                                                                                                                                    |
| 08/13/2019                | 1132 | Left message for Groveport human resource.                                                                                                                                       |
| 08/13/2019                | 1134 | Spoke to Paul Powell [REDACTED] supervisor at Walmart. Sent him employee reference form by email. Paul stated he would check what he is allowed to release and get back with me. |
| 08/13/2019                | 1139 | Spoke to Kevin Day from Securitas. Kevin stated he could only verify that [REDACTED] did work for them.                                                                          |

# INVESTIGATIVE PROGRESS REPORT – CONTINUATION



INCIDENT # \_\_\_\_\_

PAGE \_\_\_\_\_

| DAY/DATE   | TIME | REMARKS                                                                                                                          |
|------------|------|----------------------------------------------------------------------------------------------------------------------------------|
| 08/13/2019 | 1145 | Called Crunch Fitness. Geno Widby, [REDACTED] supervisor no longer works there.                                                  |
| 08/13/2019 | 1255 | Received personal reference back from Alex Murdock.                                                                              |
| 08/13/2019 | 1332 | Received a call back from Pickerington HR. Stated they only hire OPOTA certified individuals and [REDACTED] is not certified.    |
| 08/13/2019 | 1338 | Emailed release of information to Gahanna for background information.                                                            |
| 08/16/2019 | 1000 | Gahanna HR stated [REDACTED] waived of the list.                                                                                 |
| 08/21/2019 | 1035 | Spoke to Detective Sgt. Cohagen, from Gahanna. He stated [REDACTED] never made it to the back ground process.                    |
| 08/21/2019 | 1100 | Emailed [REDACTED] and advised him that I have only received one personal reference back and he other two will not call me back. |
| 08/22/2019 | 1400 | Received personal reference back from Jeff Yates.                                                                                |
| 08/22/2019 | 1100 | Sent Torrey Smith personal reference form.                                                                                       |
| 08/27/209  | 1125 | Attempted to contact Torrey by phone. Left message.                                                                              |
| 08/27/2019 | 1230 | Scheduled home interview with [REDACTED] for August 31 <sup>st</sup> at 1 p.m.                                                   |
| 08/29/2019 | 1030 | Received personal reference from Torrey Smith.                                                                                   |
| 08/31/2019 | 1300 | In home interview with [REDACTED]. No neighbors answered the door. Left business cards at the addresses.                         |
| 09/04/2019 | 1400 | Completed significant other interview.                                                                                           |
| 09/05/2019 | 1300 | Completed summary and put together packet.                                                                                       |
|            |      |                                                                                                                                  |
|            |      |                                                                                                                                  |
|            |      |                                                                                                                                  |
|            |      |                                                                                                                                  |
|            |      |                                                                                                                                  |
|            |      |                                                                                                                                  |
|            |      |                                                                                                                                  |
|            |      |                                                                                                                                  |



**City of Grove City  
Division of Police**  
Background Investigation Summary



Police Officer \_\_\_\_\_

DATE September 4, 2019

POSITION APPLIED FOR \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

APPLICANT'S LAST NAME

FIRST NAME

MIDDLE NAME

ALIAS - NICKNAME

\_\_\_\_\_

PRESENT ADDRESS

TELEPHONE NUMBER

**SECTION 1. GENERAL HISTORY**

Continuation ☐

\_\_\_\_\_ played sports throughout his life. He played football and baseball. \_\_\_\_\_ played football in high school and college at Kent state until he was injured. He then transferred to Ohio State.

Derek enjoys fitness, currently Cross Fit and is working to becoming a Cross Fit instructor. He is still active in sports and plays softball. He enjoys working on cars.



**City of Grove City  
Division of Police  
Background Investigation Summary**



**SECTION 2. MARITAL HISTORY**

Continuation ☐

██████████ is currently not married but has a girlfriend, ██████████ who he shares a home with. They have been together five years. ██████████

██████████ They are expecting a child together.

**SECTION 3. PERSONAL REFERENCES**

Continuation ☐

Torrey Smith said he has known ██████████ for fourteen years and is ██████████ best friend. Torrey considers ██████████ to be reliable with a good temper. Torrey described ██████████ as a genuine, kind hearted. ██████████ would do anything for a stranger and ██████████ exhibits all the traits to make a good police officer.

Jeff Yates said he has known ██████████ for twelve years and is a friend and teammate of ██████████ Jeff considers ██████████ to be reliable and even tempered. Jeff said ██████████ has close relationships with his family. Jeff went on to say that ██████████ would excel in this field and make a great police officer.

Alexander Murdock said he has known ██████████ for fifteen years and ██████████ is a friend. Alexander considers ██████████ to be reliable and has a great temper. Alexander said ██████████ is close with his family. Alexander said ██████████ can handle stress well and would make a great police officer.



**City of Grove City**  
**Division of Police**  
Background Investigation Summary



**SECTION 4. RESIDENCES**

Continuation ☐

██████████ is currently living in a home in ██████████. His mortgage is through ██████████ financial. He lives there with is girlfriend, ██████████. They have lived there since ██████████ and ██████████ rented a house in ██████████ Ohio for three years before they bought the house in ██████████.

**SECTION 5. FINANCIAL HISTORY**

Continuation ☐

██████████ monthly bills add up to \$██████████. Derek's monthly income is \$3,200. ██████████ and ██████████ share their income for a total monthly income of \$6,800. They are able to support their lifestyle. ██████████ has a checking account with ██████████.

██████████ has four credit cards with a total balance of ██████████. According to ██████████'s credit report he has not been late at making payments.



**City of Grove City**  
**Division of Police**  
Background Investigation Summary



**SECTION 6. EMPLOYMENT HISTORY**

Continuation ☐

██████ is currently employed by Walmart as a asset protection manager for the Marysville store. He started working for Walmart as an asset protection associate ██████ and was promoted to manager in

██████ Before Walmart

Securitas 7 weeks as security.

Crunch Fitness 25 months as a trainer.

Scott's Miracle Grow 13 months as a merchandiser.

I could not get verification that ██████ worked at the companies.

**SECTION 7. MILITARY HISTORY**

Continuation ☐

NA

**SECTION 8. EDUCATIONAL HISTORY**

Continuation ☐

██████ attended Central Crossing High School. He then went to Kent State after two years he transferred to Ohio State University where he earned a bachelors degree in criminology.



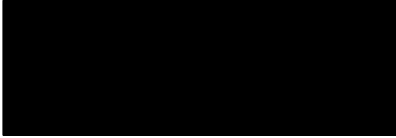
**City of Grove City**  
**Division of Police**  
Background Investigation Summary



**SECTION 9. CRIMINAL AND TRAFFIC CONVICTIONS**

Continuation ☐

Derek has no criminal record. According to LEADS, [REDACTED]



**SECTION 10. MISCELLANEOUS**

Continuation ☐

Off. MA [Signature] #28  
INVESTIGATOR AND BADGE NUMBER



# City of Grove City Division of Police Background Checklist



APPLICANT'S NAME: \_\_\_\_\_

(Last)

(First)

(Middle)

DATE INVESTIGATION INITIATED: Aug \_\_\_\_\_

RELEASE OF INFORMATION: July 12, \_\_\_\_\_

RELEASE OF CREDIT REPORT: July 1 \_\_\_\_\_

APPLICATION COMPLETED: July 16, 2 \_\_\_\_\_

## APPLICATION DOCUMENTS

✓ BIRTH CERTIFICATE

✓ OL

✓ SSN

✓ HS DIPLOMA

✓ COLLEGE DIPLOMA

MARRIAGE CERTIFICATE

DIVORCE PAPERS

BANKRUPTCY PAPERS

BANKRUPTCY DISCHARGE

DD-214

OPOTC CERTIFICATES

OTHER: \_\_\_\_\_

OTHER: \_\_\_\_\_

OTHER: \_\_\_\_\_





City of Grove City  
Division of Police  
Official Reprimand



Oral Reprimand



Written Reprimand

TO: [REDACTED] ASSIGNMENT: Patrol  
PREPARED BY: Sergeant Smith DATE: 8/25/2025

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 8/25/2025, in violation of G.O. 26.1.1.A.6 Absence from Duty,  
Core Value of Duty

To Wit: [REDACTED] missed an overtime assignment for  
Mayor's Court transport, forcing an officer from another  
bureau to step away from their normal assignment to  
cover the transport.

Approved by:

[Signature]  
Supervisor Recommending Reprimand

8/25/25  
Date

[Signature]  
Sub-Division Lieutenant/Manager

08/25/20  
Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

[Signature]  
Chief of Police or Designee

8-26-25  
Date

On the 26 day of August, 2025, I issued this reprimand to the above-named officer/employee.

[Signature]  
Signature of Supervisor

8/26/25  
Date

[Signature]  
Signature of Officer/Employee

8/26/25  
Date





**City of Grove City**  
**Division of Police**  
Incident Interview



DATE / NAME / UNIT #

8/25/2025 [REDACTED]

Disposition/Recommendation(s)

Counseling

☐

Remedial Training

☐

Discipline Recommended (specify)

Oral reprimand

[Signature]  
SIGNATURE OF SUPERVISOR

8/25/25  
DATE

DESCRIPTION OF REMEDIAL TRAINING GIVEN

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Remedial Training Documentation Attached

☐

SUPERVISOR

DATE

*L.P. 26/54*  
*ES 50*



City of Grove City  
Division of Police  
Official Reprimand



Oral Reprimand



Written Reprimand

TO: [REDACTED] ASSIGNMENT: Patrol  
PREPARED BY: Josh Smith DATE: 5/20/2023

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 5/20/2023, in violation of G.O. 26.1.1.A.6 Absence from Duty,  
Core Value of Duty

To Wit: [REDACTED] was an hour late for scheduled  
trade time causing another officer to delay his vacation to  
maintain minimum staffing.

Approved by:

[Signature] 5/13/23  
Supervisor Recommending Reprimand  
[Signature] 5/24/23  
Sub-Division Lieutenant/Manager

5/20/2023  
Date  
5-24-23  
Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

[Signature]  
Chief of Police or Designee

5-24-23  
Date

On the 3 day of June, 2023, I issued this reprimand to the above-named officer/employee.

[Signature] 5/18/23  
Signature of Supervisor

6/3/23  
Date

[REDACTED]

6-3-23  
Date



**City of Grove City**  
**Division of Police**  
Official Reprimand



Oral Reprimand



Written Reprimand

TO: [REDACTED] ASSIGNMENT: Patrol Officer  
PREPARED BY: Sergeant Waters DATE: 1-31-2022

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 1/30/2022, in violation of G.O. 26.1.1A30 (Use of Vehicle) along with the core value of Excellence.

To Wit: [REDACTED] drove over a curb, striking a piece of concrete with the undercarriage of Cruiser 16 causing the cruiser to lose all the oil to the engine. The cruiser had to be towed.

Approved by:

SGT. M. [Signature] 5/140 1/31/2022  
Supervisor Recommending Reprimand Date  
A/Lt. [Signature] 01/31/2022  
Sub-Division Lieutenant/Manager Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

Chief [Signature] 1/31/22  
Chief of Police or Designee Date

On the 31 day of FEBRUARY, 20 22, I issued this reprimand to the above-named officer/employee.

[Signature] 2/3/22  
[REDACTED] Date  
2-3-22  
Date



**City of Grove City**  
**Division of Police**  
Incident Interview



DATE / NAME / UNIT #

1/30/2022 / [REDACTED] / # [REDACTED]

Disposition/Recommendation(s)

Counseling

☐

Remedial Training

☐

Discipline Recommended (specify)

Oral

SGT. M. [Signature] 1/40  
SIGNATURE OF SUPERVISOR

1/31/2022  
DATE

DESCRIPTION OF REMEDIAL TRAINING GIVEN

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Remedial Training Documentation Attached

☐

\_\_\_\_\_  
SUPERVISOR

\_\_\_\_\_  
DATE





**City of Grove City**  
**Division of Police**  
Incident Interview Continuation



| NAME/UNIT NUMBER | INCIDENT | DATE |
|------------------|----------|------|
|------------------|----------|------|

**SUPERVISOR'S SUMMARY**

from Horton Emergency Vehicles. The cruiser was not driveable due to losing all  
the oil in the engine. [REDACTED] did say that once he saw the oil was leaking, he  
turned the cruiser off to try to limit the damage. The cruiser was towed by Carters  
Towing and taken to the Grove City Service Departments garage on Ventura  
Blvd.

|                                  |                  |
|----------------------------------|------------------|
| <u>SGT. M. [Signature] 5/140</u> | <u>1/31/2022</u> |
| SIGNATURE OF SUPERVISOR          | DATE:            |





# City of Grove City Division of Police Official Reprimand



Oral Reprimand



Written Reprimand

TO: [REDACTED]

ASSIGNMENT: Patrol Officer

PREPARED BY: Sgt. R. Forney S/33

DATE: March 27, 2021

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 03/20/2021, in violation of General Order: 26.1.1A30 Use of vehicles and the core value of Duty

To Wit: While [REDACTED] was responding to assist an officer on a foot chase that ended as a resister call, he operated his cruiser at unsafe speeds with moderate to heavy traffic present.

[REDACTED] drove through a red light at Stringtown Rd and Parkmead Dr at 54mph and without slowing down enough to properly clear the intersection. A vehicle was driving into the intersection and had to abruptly stop to avoid crashing into [REDACTED] cruiser.

Sgt. R. Forney  
Supervisor Recommending Reprimand

3/27/21  
Date

Approved by:

LT D. M. [REDACTED] C12  
Sub-Division Lieutenant/Manager

3-29-21  
Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

Chief [REDACTED]  
Chief of Police or Designee

3/29/21  
Date

On the 6 day of APRIL, 2021, I issued this reprimand to the above-named officer/employee.

Sgt. R. Forney S/33  
[REDACTED]

4-6-21  
Date

4-6-21  
Date



# City of Grove City Division of Police Incident Interview



|                  |                 |         |
|------------------|-----------------|---------|
| NAME/UNIT NUMBER | Patrol Officer  | 3/20/21 |
|                  | JOB DESCRIPTION | DATE    |

## DATE AND INCIDENT

03/20/2021 OCA

## REASON FOR INTERVIEW

operated his cruiser at unsafe speeds

## OFFICER'S/EMPLOYEE'S SUMMARY

## SUPERVISOR'S SUMMARY

While reviewing cruiser video on a use of force investigation I viewed  
cruiser video of his emergency response. He was driving 70 mph in a 35 mph  
zone with moderate to heavy traffic present. also did not safely clear his  
intersections. At the intersection of Stringtown Rd and Parkmead Dr. (continued)

## ACTION TAKEN

Sgt. Forney and watched his cruiser video response and went over the  
dangers of driving fast and maintaining control of the vehicle. We discussed how far it  
would take for him to stop once if a threat is perceived (400 ft). said  
understood the dangers high speeds and the importance of always properly clearing  
intersections.



**City of Grove City**  
**Division of Police**  
Incident Interview Continuation



|                  |            |            |
|------------------|------------|------------|
| [REDACTED]       | [REDACTED] | 03/20/2021 |
| NAME/UNIT NUMBER | INCIDENT   | DATE       |

Supervisor Summary: [REDACTED] had a red light at this intersection and went through it at 54 mph. A white SUV was traveling south on Parkmead Dr. getting ready to turn onto Stringtown and had to abruptly stop to avoid crashing into [REDACTED] cruiser.

|                                    |         |
|------------------------------------|---------|
| <i>SGT. R. J. [Signature]</i> 5/33 | 4/12/21 |
| SIGNATURE OF SUPERVISOR            | DATE:   |



**City of Grove City**  
**Division of Police**  
Incident Interview



DATE / NAME / UNIT #

3/20/2021



Disposition/Recommendation(s)

Counseling

☐

Remedial Training

☐

Discipline Recommended (specify)

Oral Reprimand

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SIGNATURE OF SUPERVISOR

DATE

DESCRIPTION OF REMEDIAL TRAINING GIVEN

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Remedial Training Documentation Attached

☐

SGT. R. [Signature] 5/53 4/12/21  
SUPERVISOR DATE



**City of Grove City**  
**Division of Police**  
**INTER-OFFICE CORRESPONDENCE**



To: Sgt. McCoy S44

From: [REDACTED]

CC:

Date: 02-01-2021

Re: Car 5 Crash

Sir,

On 02-01-2021 at approximately 2100 hrs. Officer Warren and I were meeting at the Wendy's on Stringtown Rd. near Motel 6. We had received information informing us that a known drug dealer had moved into room 256 at Motel 6. We were meeting in the area to discuss our approach of watching the room and gathering further information. At 2109 hrs. I was dispatched to a 48A on Meadow Ln. with Officer Wolfe.

My cruiser was facing west, Officer Warren's cruiser was facing east, and upon reversing out of the parking spot to respond to the call my driver side mirror made contact with the Officer Warren's driver side mirror. My mirror had shifted towards the front of the cruiser, however, I did not notice any damage at that time. When I arrived in the area of the 48A I exited my cruiser and shifted the mirror back to its original position and noticed there was a crack in the mirror.

Officer Wolfe and I concluded the call and I immediately notified Sgt. McCoy to notify him of the damage.

Respectfully,

[REDACTED]



**City of Grove City**  
**Division of Police**  
Incident Interview



██████████ Patrol Officer      Wednesday/Thursday 02/02/2021  
NAME/STAFF NUMBER      JOB DESCRIPTION      DAYS OFF      DATE

DATE AND INCIDENT

12/1/2021      CFS# ██████████

REASON FOR INTERVIEW

██████████ damaged a cruiser mirror while backing up away from another cruiser.

OFFICER'S/EMPLOYEE'S SUMMARY

██████████ said he was meeting with another officer and backed away to leave. His cruiser mirror struck the other cruiser mirror. ██████████ noticed the glass damaged a short time later and notified Sergeant McCoy.

SUPERVISOR'S SUMMARY

██████████ notified McCoy of damage that he caused to his cruiser. ██████████ took full ownership of the incident. ██████████ did not appear to be reckless in his actions and was honest about the incident.

ACTION TAKEN

Counseling Record



**City of Grove City**  
**Division of Police**  
Incident Interview



DATE / NAME / UNIT #



Disposition/Recommendation(s)

Counseling



Remedial Training



Discipline Recommended (specify)

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SGT. T. J. 5/44  
SIGNATURE OF SUPERVISOR

2/2/21  
DATE

DESCRIPTION OF REMEDIAL TRAINING GIVEN

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Remedial Training Documentation Attached



\_\_\_\_\_  
SUPERVISOR

\_\_\_\_\_  
DATE



**City of Grove City  
Division of Police  
Counseling Record**



NAME



UNIT NUMBER 155

SUPERVISOR Sergeant Tom McCoy S/44 DATE 2/2/2021

**NOTICE TO THE EMPLOYEE**

Your supervisor is indicating to you that your performance is deficient enough that some level of administrative action is necessary; however disciplinary action would not be an appropriate choice at this time. Management assumes employees, who are working in good faith, want to follow the rules, regulations, policies and procedures of the agency, and, when given constructive feedback such as this, will respond in a positive manner to help correct deficiencies.

In the event your failure to improve your performance results in disciplinary action being taken against you, this report will be used as documentation, to show at any review process, that you have been given adequate notice to improve your conduct and/or performance prior to such disciplinary action.

---

Supervisor completes the following:

1. Your performance is deficient in the following area(s):  
G.O. 26.1.30 (Use of Vehicles) and the core value of excellence
2. You are being notified that your performance is unacceptable because it adversely affects this agency's business necessity in the following manner:  
By failing to operate your cruiser effectively, your actions resulted in damage to a cruiser mirror causing it to be taken out of service at some point to be fixed.
3. You are being notified the following standards of conduct and/or performance will be expected to improve within the following time period:  
Immediately
4. You are being advised that failure, on your part, to demonstrate correct conduct and/or performance will result in the following action being taken:

Disciplinary action up to and including termination.





# City of Grove City Division of Police Counseling Record



## DISPOSITION

This form is not to be placed in the employee's personnel file at this time. The original will be kept by the issuing supervisor. If the employee achieves the desired performance level and demonstrates that such conduct will be maintained, this form loses its usefulness and will be discarded.

In the event performance does not improve by the review date indicated below, this form will be placed in the employee's personnel file and used to support the administrative action management deems appropriate in order to correct this performance deficiency.

Established Review Date 5/2/2021

Employee Signature \_\_\_\_\_

Supervisor Signature \_\_\_\_\_

*SGT. J. J. 2119*

CFS #









**City of Grove City**  
**Division of Police**  
Incident Interview



|                  |                 |          |          |
|------------------|-----------------|----------|----------|
| ██████████       | Patrol Officer  | Tue/Wed  | 12/29/20 |
| NAME/UNIT NUMBER | JOB DESCRIPTION | DAYS OFF | DATE     |

DATE AND INCIDENT

12/29/2020 OCA ██████████

REASON FOR INTERVIEW

Suspect claimed phone was broken when it fell off the hood of a cruiser.

OFFICER'S/EMPLOYEE'S SUMMARY

██████████ reported a female suspect had been arrested and her phone had been placed on the hood of a cruiser. The phone fell off and the suspect claimed the phone was broken from the fall. ██████████ was unsure if it was broken prior.

SUPERVISOR'S SUMMARY

Dan ██████████ handed cigarettes and a phone to ██████████ who placed them on the hood then went to retrieve a bag for the property. The phone slid off the cigarettes, continued to slide on the hood then fell to the ground.

ACTION TAKEN

Advised the officers to use caution when placing items on the hood. This appeared to be accidental and I do not recommend any further action be taken.



**City of Grove City**  
**Division of Police**  
Incident Interview



DATE / NAME / UNIT #

12/29/2020 [REDACTED]

Disposition/Recommendation(s)

Counseling

☐

Remedial Training

☐

Discipline Recommended (specify)

None

[Signature]  
SIGNATURE OF SUPERVISOR

1/1/2021  
DATE

DESCRIPTION OF REMEDIAL TRAINING GIVEN

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Remedial Training Documentation Attached

☐

[Signature]  
SUPERVISOR

1/1/2021  
DATE



**City of Grove City**  
**Division of Police**  
**INTER-OFFICE CORRESPONDENCE**



To: Chief.R. Butsko #26  
From: Officer D. Jones #142  
CC: Lt. E. Scott #50  
Date: 12/29/2020  
Re: Broken phone on CFS

Sir,

While arresting Dorothy Huebner, [REDACTED] placed Dorothy's phone on the cruiser hood while retrieving a brown bag for property. While walking to the rear of the cruiser, the phone fell from the hood. Officers were unsure if the phone was cracked prior, however once at the jail Dorothy noticed damage to the screen and stated it happened during the fall.

Reference CFS#20098322 OCA [REDACTED]

Respectfully,  
Ofc. D. Jones #142

*[Handwritten signature of Officer D. Jones]* #142

*JD 8/135*

*[Handwritten initials MB inside a circle]*



**City of Grove City**  
**Division of Police**  
**CORE VALUES AWARD**



To: Chief Eric Scott *E-56*

From: Sergeant Brittany Hennessy

CC: Lt. K. Holmstrom *LT. #426/54*

Date: 09/24/2025

Re: Core Values Award

**COPY**

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of teamwork.

Brief description of what took place:

On 09/21/2025 at 2110 hours, officers were dispatched on an injury crash involving a golf cart in the area of 4747 Haughn Rd. Grove City, Ohio 43123. Upon arrival, the scene was very chaotic with 7 potential injured people, multiple under 3 years of age, and a language barrier. Perez-Jackson stayed with the seriously injured victim until transported and then attempted to locate video footage and witnesses, Reeser did a good job gathering names and details of those involved and identifying injured kids for the medics, Gorsuch assisted [REDACTED] with maintaining the scene and the moving pieces.

This is an outstanding reflection of [REDACTED]  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *Sgt B [Signature] Sub*



|                  |          |                                          |      |
|------------------|----------|------------------------------------------|------|
| 07/01/2025 17:20 | 31301    | M - OBEDIENCE TO TRAFFIC CONTROL DEVICES |      |
| 07/14/2025 21:30 | 335074A  | UM - DUS FRA                             | GCPD |
| 07/14/2025 21:30 | 33728    | M - TINTED WINDOWS                       | GCPD |
| 07/15/2025 16:10 | 31301    | M - OBEDIENCE TO TRAFFIC CONTROL DEVICES | GCPD |
| 07/16/2025 20:39 | 33117    | M - RIGHT OF WAY WHEN TURNING LEFT       | GCPD |
| 07/27/2025 15:40 | 33303C   | M - SPEED                                | GCPD |
| 07/27/2025 16:40 | 33727    | M - SEAT BELT RESTRAINT                  | GCPD |
| 07/27/2025 16:40 | 33724    | M - NO BRAKE LIGHTS OR STOP LIGHTS       | GCPD |
| 07/27/2025 16:40 | 31301    | M - OBEDIENCE TO TRAFFIC CONTROL DEVICES | GCPD |
| 07/27/2025 17:50 | 33303C   | M - SPEED                                | GCPD |
| 07/27/2025 18:15 | 33303C   | M - SPEED                                | GCPD |
| 07/27/2025 20:00 | 33303C   | M - SPEED                                | GCPD |
| 07/28/2025 17:30 | 335071A2 | UM- DUS PHYSICAL LIMITATIONS             | GCPD |
| 07/28/2025 17:30 | 33509E   | M - PLATES From Previous Owner           | GCPD |
| 07/21/2025 16:45 | 335071A  | DUS                                      | GCPD |

Thank you for your hard work & enforcement of Traffic laws that place our Residents At Risk!

K Telford



City of Grove City  
Division of Police  
CORE VALUES AWARD



To: Chief Eric Scott *ECS*

From: Sergeant Brittany Hennessy S66

CC:

Date: 08/09/2025

Re: Core Values Award

**COPY**

*LT. Wm 2-164*

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence & Teamwork.

Brief description of what took place:

On 07/19/25, [REDACTED] came to me and requested our shift conduct roll call training utilizing tactics SRT members learned during their team training the week prior. He ran second shift through it that evening and wanted to work towards running the whole shift and department through the tactics. [REDACTED] created a roll call training to distribute agency wide to officers to help them improve their tactics while on the job. [REDACTED] was not asked to do this, but he stepped up and created the training lesson plan to make officers better.

This is an outstanding reflection of Excellence & Teamwork  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *Sgt B Hennessy S66*



**City of Grove City**  
**Division of Police**  
Recommendation for Commendation



☐ AWARD

☒ CITATION

☐ DEVICE

OFFICER/EMPLOYEE: \_\_\_\_\_

ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: \_\_\_\_\_ responded to an attempted suicide call where the female had cut her forearm extremely deep and was bleeding heavily. \_\_\_\_\_ immediately removed his tourniquet and applied it to the female's left arm in order to save her and her arm. Once medics arrived on scene, they responded with her to the hospital. \_\_\_\_\_ displayed prompt and alert actions resulting in saving the female's life. The run was also featured by OSU hospital with them commending the police officers for patient care, proper tourniquet application and prompt transport to the hospital.



Call for Service Number

Sgt. Hennessy S66

12/25/2024

Person Recommending Commendation

Date

Supporting Documents Attached:



Yes



No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Life Saving.

Award/Citation/Device

Award/Citation/Device Approved:



Yes



No

[Signature]  
Chief of Police

2-5-25  
Date



City of Grove City  
Division of Police  
CORE VALUES AWARD



To: Chief Eric Scott

From: Sgt. J. Roach S143

CC: Lt. K. Holmstrom

Date: 02/07/2025

Re: Core Values Award

*ES 50*  
*1/16/24*  
**COPY**

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 02/04/2025, [REDACTED] provided a "what-if" scenario to Ofc. Trimble. [REDACTED] then discovered the training rubrics were outdated and not providing the proper policy, training, and techniques that are used by officers today. [REDACTED] attention to detail and ensuring that proper training to his recruit was delivered, aligns with the agency's core value of excellence.

This is an outstanding reflection of Excellence  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

*[Signature]* S143



**City of Grove City**  
**Division of Police**  
**CORE VALUES AWARD**



To: Chief Eric Scott

From: Sgt. J. Roach S143

CC: Lt. Jason Stern

Date: 11/09/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Duty and Excellence.

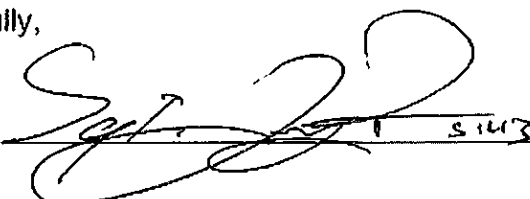
Brief description of what took place:

On 11/01/2024, Officer Ragland and [REDACTED] while performing their bike patrol duties, located a male in the Key Bank parking lot that had a warrant for his arrest. Officer Ragland and [REDACTED] later assisted [REDACTED] in locating two juveniles who fled from [REDACTED]. Officer Ragland and [REDACTED] utilized the bike patrol in order to covertly sneak up on the juveniles, who then fled on foot from them. Both officers then successfully apprehended the juveniles without issues. Both officers took advantage of the valuable tool that bike patrol officers have to apprehend three people in a three hour window. Officer Ragland and [REDACTED] dedication and actions align with the agency's core values of Duty and Excellence.

This is an outstanding reflection of Duty and Excellence  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

  
Sgt. J. Roach S143



**City of Grove City**  
**Division of Police**  
**CORE VALUES AWARD**



To: Chief Eric Scott *E550*

From: Sergeant Brittany Hennessy S66

CC:

Date: 11/01/2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 09/10/2024, [REDACTED] and Danny Jones were dispatched to 2991 Irwin Ave. Grove City, Ohio 43123 on report of a suicidal female who had cut herself with glass. Upon arrival, both officers remained extremely calm and were very polite and respectful the entire time. [REDACTED] applied a tourniquet to the female's left arm, while Officer Danny Jones continued to talk to the female in attempt to keep her calm. Both officers demonstrated excellence during this incident. This call also made OSU Hospital's Run of the Week and the hospital commended Jackson Township and Grove City Police for their collaborative patient care, tourniquet application and prompt transport during a time of complex crisis.

This is an outstanding reflection of Excellence  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *Sgt. B Hennessy S66*



**City of Grove City**  
**Division of Police**  
**CORE VALUES AWARD**



To: Chief Eric M. Scott *E950*

From: Lt. K. M. Holmstrom

CC:

**COPY**

Date: June 25, 2024

Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence and Duty.

Brief description of what took place:

On May 13th, 2024, [REDACTED] responded to a vehicle fire at Speedway East,  
1895 Stringtown Road at 2154 hours. [REDACTED] quickly extinguished the fire,  
preserving valuable evidence the was used to solve the criminal investigation. Due to  
his quick action, a suspect was later identified and charged with Arson.

This is an outstanding reflection of Excellence and Duty  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *Lt. H. M. 6/54*



4/19/24

MAYOR RICHARD L. (IKE) STAGE

*Kevin Teaford, Safety Director*

During a recent review of traffic citation data, I recognized your strong commitment to our enforcement efforts, particularly OVI & texting & driving enforcement. Thank you for your leadership! You are making our City a safer place to live & work.

D. R. Teaford





**City of Grove City**  
**Division of Police**  
Recommendation for Commendation



☐ AWARD

☒ CITATION

☐ DEVICE

OFFICER/EMPLOYEE



ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: On 01-29-23, [REDACTED] was securing a death scene when an emotionally distraught father arrived and demanded entry. The father's emotions caused him to act aggressively and irrationally for a few moments. [REDACTED] having reason to anticipate a potential assault, remained calm and was empathetic while still securing his post. [REDACTED] allowed the man to physically display his emotions without making demands of the man. The man quickly calmed down and apologized for his outburst. [REDACTED] made his outburst okay and the grieving father called the next day to compliment Officer [REDACTED]. He stated he was a former police officer and complimented [REDACTED] by saying, "I don't know if it's your training or if it's just him as a human being, but he stayed even keeled." [REDACTED] should be acknowledged for his compassion during a tragic situation that would cause some to fear an assault.



Call for Service Number

[Signature] 2-1-2023  
Person Recommending Commendation Date

Supporting Documents Attached:



Yes



No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Distinguished Service 2022

Award/Citation/Device

Award/Citation/Device Approved:



Yes



No

[Signature] 3-9-2023  
Chief of Police Date



**City of Grove City  
Division of Police  
CORE VALUES AWARD**



To: Interim Chief Kevin Teaford

From: Sergeant Michael Waters S/140

CC:

Date: 07/04/2022

Re: Core Values Award

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

22-29819 - A male threatened to kill his wife and was also threatening suicide upon seeing police officers if they arrived at his residence. [REDACTED] arrived and through communication and teamwork, he and other officers were able to take the male into custody without incident.

This is an outstanding reflection of Teamwork  
commitment to the Grove City Division of Police Core Values.

GREAT WORK

Respectfully,

Signature SGT. M. Waters S/140



**City of Grove City  
Division of Police  
CORE VALUES AWARD**



**To:** Lt. Scott

**From:** Ben Ferree

**CC:**

**Date:** 6/9/2022

**Re:** Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

In February, [REDACTED] did a safety talk at Community of Christ Church. [REDACTED] volunteered for this assignment, and it was the first time he spoke at an event as an officer. His presence at the event and connection with the congregation had such a great impact, that four months later the congregation made a donation of children's items to the department for officers to pass out when out in the community. They specifically mentioned that [REDACTED] was the inspiration for their donation, and that after listening to him talk they wanted to get more involved with the community.

This is an outstanding reflection of [REDACTED]  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Ben Ferree

*GREAT WORK  
Thank you for your passion  
in helping others.*  
K



**City of Grove City**  
**Division of Police**  
**CORE VALUES AWARD**



**To:** I/Chief Kevin Teaford

**From:** Sergeant Josh Smith

**CC:** A/Lieutenant Justin Gallo

**Date:** 5/18/2022

**Re:** Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

[REDACTED] conducted a traffic stop on a vehicle after observing a traffic violation and attempt to avoid contact with him. [REDACTED] observed the driver attempting to conceal items on the passenger seat when he approached and detected an odor of marijuana coming from the vehicle. During a search of the vehicle, [REDACTED] seized a bulk amount of marijuana, several packages of psilocybin mushrooms, and a large quantity of other THC and psilocybin products. [REDACTED] also seized electronics with drug trafficking evidence on them and over \$73,000 in currency suspected to be drug trafficking proceeds.

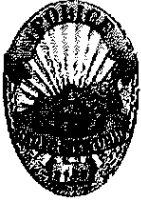
This is an outstanding reflection of [REDACTED]  
commitment to the Grove City Division of Police Core Values.

Great Work!

Respectfully,

Signature

26.104 Rev. 2017



**City of Grove City  
Division of Police  
CORE VALUES AWARD**



To: Interim Chief Kevin Teafora

From: Lieutenant Jason Stern

CC:

Date: May 6, 2022

Re: Core Values Award

Sir,

I wish to recognize ██████████ Ragland, Shaw, Jones for demonstrating the  
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On April 9, 2022, Officers Dan Jones, Aaron Ragland, Pat Shaw, and ██████████ all  
attended the Penny for a Pound fund raiser, representing GCPD. The fund raiser is a  
competitive weightlifting competition organized by Hilliard PD.

The total amount raised was \$1,886. All officers represented the division with  
excellence.

This is an outstanding reflection of these four officers'  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature LT Jason Stern 5/6/22

Grove City Police Chief Richard Butsko  
3360 Park Street  
Grove City, OH 43123  
July 21, 2021

Dear Chief Butsko,

Several weekends back, I am thinking it was late afternoon of Saturday, June 26<sup>th</sup>, a male driver in a White Tacoma Truck was driving through our Quail Creek subdivision trying to sell local residents an offering of frozen meats, seafood and poultry from the back of his truck. He approached me from the curb, him sitting inside his cab and me in my driveway, and asked if I was interested, that he could give me a great deal, etc. I told him I was not interested.

At that moment, I was back and forth between my house and the house next door to the south, helping my neighbor, Phyllis Cockrell who lives at 5833 Birch Bark Court, with her yard work. She is approximately 84 years old with diminished cognitive skills. The next thing I noticed as I came out of my house, was the same guy talking to her at the curb about her buying some of his frozen items. Then I saw the two of them go into her house, him carrying 6 boxes of frozen foods. I was a bit nervous that she let him in her house, a total stranger to her. He was in there for like 15-20 minutes so I called the GCPD non-emergency number to let them know I was concerned for her well-being.

A few minutes later, the man left her house and left the court in his Tacoma. Your police officer, [REDACTED] came into the court just as the Tacoma was leaving. Phyllis came out of her house and [REDACTED] talked to her on her driveway. I also went out to let Phyllis know I called the police as I was worried about him being in there so long and that perhaps he had bad intent.

[REDACTED] handled her with the utmost dignity and respect and coached her gently about not letting strangers into her house. How that can lead to other things, especially if he is casing her place, looking for her habits etc. He also sensitively explained that often times these kind of people prey on senior citizens. Together, we did some math on the amount Phyllis paid him and determined that she paid \$30/lb for a total cost of \$450 or so. It wasn't necessarily a crime, but it was very expensive and he took advantage of her. It was not a crime, but it was an unfortunate case of someone preying on someone unsuspecting.

Anyway, [REDACTED] handled this call in an exemplary manner. I was very impressed and I want you to know how stellar he performed. I know Phyllis appreciated his empathy, his professionalism and his caring. I hope this letter can make its way to his personnel file.

Thank you,

*Mark Sigrist*

Mark Sigrist



**City of Grove City  
Division of Police  
CORE VALUES AWARD**



**To:** Chief Richard A. Butsko Jr.

**From:** Sgt. Michael Waters S/140

**CC:**

**Date:** 12/16/2020

**Re:** Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

[REDACTED] stopped a vehicle for a speeding violation. [REDACTED] was told by the driver that his wife was in need of medical attention for a possible heart attack. The driver was trying to get to a second hospital after being refused service at a separate hospital due to COVID-19. [REDACTED] radioed for Jackson Township Medics to assist at the scene and they transported the female to the hospital. The driver of the vehicle called the next day and left a message and said that he believes [REDACTED] saved his wife's life by getting her medical assistance after being refused at a hospital.

This is an outstanding reflection of Excellence

commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. M. Waters S/140



**City of Grove City  
Division of Police  
CORE VALUES AWARD**



**To:** Chief R. Butsko #26

**From:** Sgt. J. Gallo S/62

**CC:**

**Date:** 07/27/2020

**Re:** Core Values Award

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the  
Grove City Division of Police Core Value of Excellence and Duty.

Brief description of what took place:

On 07/20/2020 [REDACTED] and Officer Parker #138 observed a suspicious male get into a vehicle at Speedway East. The officers attempted to make a consensual encounter, but the male declined to identify himself. The male walked away on foot, but the officers continued their investigation and learned the plates didn't match the vehicle. [REDACTED] and Parker made contact with surrounding businesses and advised them to call if they observed the male. Hours later several businesses began calling to give the location of the male. [REDACTED] and Parker located the male at the Drury Inn. They identified the male, arrested him on warrants, towed the vehicle, and held the plates for investigation. The plates were later found to be stolen out of Muskingum County.

This is an outstanding reflection of Excellence and Duty  
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature Sgt. J. Gallo S/62  
ES 50  
(Signature)





# City of Grove City Division of Police PERFORMANCE EVALUATION



## EVALUATION RATINGS

Employee Name: [REDACTED]  
Position Title: **POLICE OFFICER (PATROL)**  
Evaluation Period: **01/01/2025-06/30/2025**

### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples

Work on increasing your crime prevention categories. More special watches and directed patrols could lead to locating more 48As.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

asks thorough questions when interviewing suspicious people. He had 63 criminal apprehensions for the reporting period.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

was in the bottom half of the shift for traffic stops with 124 and 26 citations, but he was coaching, training, and had scheduled sick leave for a majority of the reporting period.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

### Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

reports rarely have errors and are completed in a timely manner. completed a lengthy DV report and his report was very detailed and well-written



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ is respectful/professional during enforcement action. He maintains his equipment and his uniform is always professional.

#### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ is quick to jump calls and assist other officers.

#### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ continues to be an informal leader on the shift and tries to address issues before they become a problem to his sergeant. He assists others in making good decisions.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ participates in pass on information during roll call. He works well with other agency employees and remains professional on the radio.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ continues to grow his knowledge with case law and criminal law and seeks out training to assist him with this. He frequently brings up situations in roll call to generate discussions.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

#### Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

#### Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ is professional and calm during busy and chaotic incidents. He does not get rattled by negative arrestees.



**City of Grove City  
Division of Police  
PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

**Ratings/Points**

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

**Supporting Examples**

[REDACTED] worked 52.5 hours of overtime and used 9 hours of unscheduled sick time and 32 hours of scheduled sick leave.

**EMPLOYEE COMMENTS:**

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Supervisor Signature:

Sgt. Blum S/16

Date:

7/12/25

Employee Signature:

[REDACTED]

Date:

7-17-25

Subdivision Lieutenant Signature:

LT. Blum 6/57

Date:

07/28/2025

**CHIEF COMMENTS:**

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Chief Signature:

[Signature]

Date:

8-12-25



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



#### EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 07/01/2024 - 12/31/2024

#### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

#### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

#### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

#### Supporting Examples

Bottom half of shift in PPR's and house checks. However, [REDACTED] does locate criminal activity on special watches. Found three arrests in three hours during bike patrol.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ ability to investigate suspicious behaviors has him in the top four on the shift in apprehensions.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

Top half on shift in traffic stops and citations.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ completes report in a timely manner and can handle multiple reports at once. ██████████ reports are typically error free.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

#### Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████s professional and respectful in his enforcement action. He maintains his appearance and uniforms well.

#### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ prioritizes work and is very reliable. ██████████ has taken the steps in becoming an informal leader on the shift.

#### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ rarely needs redirection from supervision and uses good discretion. ██████████ has shown the desire to improve his decision making and taking the informal leader role.





# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ is respectful and professional when speaking with the public and his peers. ██████████ radio traffic is always clear and concise.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ has a good working knowledge of laws, case laws, and policy that he uses in his enforcement actions. ██████████ is constantly improving himself in this area and seeking advice/discussions.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

Level III

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

██████████ remains calm in UOF and high stress situations. ██████████ can handle critical incidents and still keep his professionalism when speaking with the public or difficult suspects.



**City of Grove City**  
**Division of Police**  
**PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

79 hours of OT.  
43 hours of unscheduled sick time.  
0 hours of scheduled sick time.

**EMPLOYEE COMMENTS:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Supervisor Signature: *[Signature]* 8143

Date: 1-19-25

Employee Signature: [Redacted]

Date: 1-19-25

Subdivision Lieutenant Signature: *[Signature]* 759

Date: 1-30-25

**CHIEF COMMENTS:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Chief Signature: *[Signature]*

Date: 2-1-25



# City of Grove City Division of Police PERFORMANCE EVALUATION



## EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 01/01/2024-06/30/2024

### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> non-cardio phases and greater than the 40<sup>th</sup> percentile in annual assessment.
- 1 - An individual who participated in the physical fitness assessment at the 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment at the 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

*Zero PPRs?  
In 6 months...  
Chief - I sent this to  
Go to find out his plan  
but I signed this  
-59*

### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime; makes checks of businesses and residences in the division crime prevention programs associated with position.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

Work on locating PPRs and conducting house checks during down time. [REDACTED] increased his house checks, but no PPRs.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

██████ asks thorough questions when interviewing suspicious people. He had 63 criminal apprehensions for the reporting period.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

██████ was in the bottom half of the shift for traffic stops in this reporting period with 64 stops and 23 citations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████ reports rarely have errors and are completed in a timely manner.



# City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

## Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

## Supporting Examples

██████████ conducts himself in a professional manner and his uniform always looks professional. He often exceeds expectations of professionalism in citizen contacts.

## Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

## Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

## Supporting Examples

██████████ is willing to jump calls and assist other officers. He recently has become an FTO.

## Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

## Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

## Supporting Examples

██████████ is an informal leader on the shift and officers go to him for questions. He often seeks self improvement and growth regarding patrol tactics and laws.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ radio traffic is always clear. He works well with others.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ continues to grow his knowledge with case law and criminal law and puts them to use on the street. He did not receive any discipline in the first half of the year.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

### Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

### Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

### Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ is professional during chaotic situations. ██████████ is evolving into an informal leader on 2nd shift and wants to assist his Sergeant with handling issues.



# City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

[REDACTED] worked 53.5 hours of overtime and used 16 hours of unscheduled sick time.

### EMPLOYEE COMMENTS:

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Supervisor Signature:

*Sgt. B. [Signature]*

Date:

*07/24/24*

Employee Signature:

[REDACTED]

Date:

*7-24-24*

Subdivision Lieutenant Signature:

*[Signature]*

Date:

*8-8-24*

### CHIEF COMMENTS:

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Chief Signature:

*[Signature]*

Date:

*8-13-24*



# City of Grove City Division of Police PERFORMANCE EVALUATION



## EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 07/01/2023-12/31/2023

### Ratings:

- 4 - Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 - Exceeds Performance Standards
- 2 - Meets Performance Standards
- 1 - Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 - Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples

Work on locating PPRs and conducting house checks during down time.





# City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

██████████ conducts himself in a professional manner and his uniform always looks professional.

## Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

██████████ participates in TCI inservice and is willing to help out on open crash cases.

## Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ has improved his decision making and is beginning to be an informal leader on the shift. He is always willing to help younger officers and if he sees a concern, he is not afraid to address it.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] interview skills are improving and he always seeks to improve further. He works well with others and his radio traffic remains clear despite the situation.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] continues to grow his knowledge with case law and criminal law and puts them to use on the street.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

[REDACTED] received the STAR award for Franklin County. [REDACTED] selflessness, teamwork, accountability, and respect. All of these together characterize professionalism. [REDACTED] remains professional during chaotic situations.



**City of Grove City  
Division of Police  
PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

**Ratings/Points**

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

**Supporting Examples**

██████████ worked 43 hours of overtime and used 22 hours of unscheduled sick time.

**EMPLOYEE COMMENTS:**

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Supervisor Signature: Det. B. [Signature]

Date: 12/28/23

Employee Sign: ██████████

Date: 12-28-23

Subdivision Lieutenant Signature: [Signature]

Date: 1-17-24

**CHIEF COMMENTS:**

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Chief Signature: [Signature]

Date: 1-18-24



# City of Grove City Division of Police PERFORMANCE EVALUATION



## EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 01/01/23 - 06/30/23

### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

[REDACTED] utilizes his SW's to find criminal behavior and make apprehensions. Was third on shift in arrests.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ consistently puts himself in high crimes areas and remains alert for criminal behaviors. Top half of shift in 48/48A's that sometimes result in arrests.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

██████████ is in the top half of the shift in number of traffic stops and citations. His OH-1's are typically submitted without errors.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████████ reports are typically error free when submitted. He is able to handle multiple reports at once and get them submitted on time.



# City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

continues to grow as an officer and is becoming more reliable to his supervisors. He is respectful during his enforcement actions and keeps himself/uniforms looking professional.

### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

continues to improve his decision making as he gains more experience as an officer. He seeks direction when needed and responds positively to redirection.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

works well with other employees and his radio remains clear and concise even during stressful situations. continues to keep his supervisors updated with calls going on and decisions.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

93% overall in Spring test. Level III

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

has shown his ability to remain calm in UOF's and higher stress calls. He remains professional and respectful with arrestees who are very uncooperative.



# City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

Supporting Examples

Oral reprimand for being hour late for trade time.  
32.30 hours of OT worked.  
13 hours of unscheduled sick time used.

**EMPLOYEE COMMENTS:**

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Supervisor Signature: Sgt. B. H. [Signature]

Date: 07/22/23

Employee Signature: [Redacted]

Date: 7.22.23

Subdivision Lieutenant Signature: [Signature] #459

Date: 8.22.23

**CHIEF COMMENTS:**

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Chief Signature: [Signature]

Date: 8.22.23





# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



#### EVALUATION RATINGS

Employee Name: [REDACTED]  
Position Title: POLICE OFFICER (PATROL)  
Evaluation Period: 7/1/2022-12/31/2022

#### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

#### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

#### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

Supporting Examples

One of the shift leaders for criminal apprehensions. Consistently seeks out criminal activity and investigates it.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

Supporting Examples

Could place more emphasis on traffic enforcement. Could use it for criminal interdiction purposes.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

Looks professional in his uniform and almost always comes to work with positivity and ready to work.

### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

**Ratings/Points**

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

**Supporting Examples**

Radio communication has improved and he speaks well with both the public and GCPD personnel.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☐   ☐   ☐

☒ N/A – Did not participate in physical fitness assessment

**Supporting Examples**

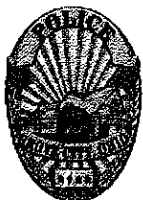
5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

**Ratings/Points**

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

**Supporting Examples**

Maintains composure during difficult encounters with the public. Does not get worked up easily.



# City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

Worked 67.5 hours of overtime this eval period.

### EMPLOYEE COMMENTS:

[REDACTED] YOU CLEARLY POSSESS WHAT IT  
TAKES TO BE SUCCESSFUL AND A MAJOR  
CONTRIBUTOR TO WHAT WE CAN COLLECTIVELY  
ACCOMPLISH. CONTINUE FOLLOWING THE ADVICE  
OF YOUR SUPERVISORS AND MENTORS TO AID  
IN YOUR OVERALL DEVELOPMENT.

Supervisor Sign: [REDACTED]

Date: 1/22/2023

Employee Sign: [REDACTED]

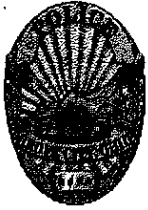
Date: 1-22-23

Subdivision Lieutenant Signature: [REDACTED]

Date: 2-6-2023

Chief Signature: [REDACTED]

Date: 4-5-2023



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



#### EVALUATION RATINGS

Employee Name: [REDACTED]  
Position Title: POLICE OFFICER (PATROL)  
Evaluation Period: 1/1/2022-6/30/2022

#### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

#### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

#### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

**Ratings/Points**

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

One of the shift leaders for criminal apprehensions. Has really honed his skills at locating and investigating criminal activity. Received multiple compliments for his criminal apprehensions.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

**Ratings/Points**

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

Was second on the shift for traffic stops and uses good discretion with the issuance of traffic citations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

**Ratings/Points**

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

**Supporting Examples**



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

#### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

Demonstrated commitment to the Division's goals and objectives during the 2022 Click It or Ticket campaign by making 14 traffic stops and issuing 13 citations.

#### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples





# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

Supporting Examples

Radio communications should be worked on. Frequently sounds muffled and is sometimes unreadable.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

☐ N/A – Did not participate in physical fitness assessment

Supporting Examples

Scored an 89% on the spring PT test.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

Supporting Examples



**City of Grove City  
Division of Police  
PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

**Ratings/Points**

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

Used 12.5 hours of sick time and worked 74 hours of overtime.

**EMPLOYEE COMMENTS:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Supervisor Signature: *[Signature]* 5/135

Date: 7/21/2022

Employee Signature: [Redacted]

Date: 7-21-22

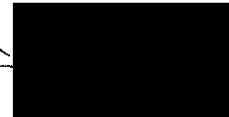
Subdivision Lieutenant Signature: *A/r. 7 6206*

Date: 08/01/22

Chief Signature: *[Signature]*

Date: 8/11/22

*Thanks for your leadership*



*[Signature]*



# City of Grove City Division of Police PERFORMANCE EVALUATION



## EVALUATION RATINGS

Employee Name: [REDACTED]  
Position Title: POLICE OFFICER (PATROL)  
Evaluation Period: 10/10/2021 - 12/31/2021

### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

**Ratings/Points**

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

Shift leader in criminal apprehensions. He aggressively looks for criminal activity and utilizes his experience in retail theft prevention to help him recognize active crimes.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

**Ratings/Points**

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

Very proactive in traffic enforcement and uses it to seek out criminal behavior. Could improve in his decision making on the issuance of citations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

**Ratings/Points**

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

Reports are thorough and detailed with only occasional errors. Above average in number of reports taken on second shift.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

Received compliments from investigators and supervisors on his work product and investigations.

### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

Continues to excel in his decision making abilities. Quick to ask questions on how to improve and learns from mistakes.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☐   ☐   ☐

☒ N/A – Did not participate in physical fitness assessment

**Supporting Examples**

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

No disciplinary issues this reporting period.



**City of Grove City**  
**Division of Police**  
**PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

Supporting Examples

████ used 16 hours of unscheduled sick time and worked 9 hours of overtime.

**EMPLOYEE COMMENTS:**

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Supervisor Signature: *[Signature]*

Date: 1/2/2022

Employee Signature: ████████████████████

Date: 1-2-22

Subdivision Lieutenant Signature: *Alex Toller* 62

Date: 01/10/2022

Chief Signature: *[Signature]*

Date: 1/31/22



# City of Grove City Division of Police PERFORMANCE EVALUATION



## EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 7/9/2021-10/9/2021

### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples

[REDACTED] needs to become more consistent with using the crime prevention programs.





# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

aggressively pursues criminal activity. will actively patrol in high crime areas and has no hesitation to take appropriate enforcement action.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

is able to use traffic control to assist with locating criminal activity, however, traffic control also needs to be utilized to assist with making the roadways safer to travel on.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

writes quality reports that have plenty of detail and have minimal errors.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

█████ remains accountable to his patrol sergeant and takes his position seriously. █████ provides professional services that are in line with the expectations of the division.

#### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

█████ successfully participated in the Drive Sober or Get Pulled Over Campaign.

#### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

█████ is able to take information and develop a plan of action. █████ still hasn't been exposed to all situations, but his willingness to learn will expedite his ability to make sound decisions.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

### Supporting Examples

██████ is easy to speak with and never hesitates to communicate when needed to perform his duties.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

### Supporting Examples

██████ has demonstrated he is able to comprehend the law and enforce it effectively.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

### Ratings/Points

4      3      2      1      0  
☐   ☐   ☐   ☐   ☐

☒ N/A – Did not participate in physical fitness assessment

### Supporting Examples

██████ did not participate in the physical fitness assessment. However, ██████ dedicates himself to maintaining physically fit

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

### Supporting Examples

██████ follows the chain of command and has the ability to remain calm in stressful situations.



# City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

8 hours of sick leave used for this period. 18 hours of shift coverage overtime.

**EMPLOYEE COMMENTS:**

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Supervisor Signature: \_\_\_\_\_

*Sgt. [Signature]* 5/4/4

Date: \_\_\_\_\_

*10/20/21*

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*10-20-21*

Subdivision Lieutenant Signature: \_\_\_\_\_

*Alt Lt. [Signature]* 5/1/2

Date: \_\_\_\_\_

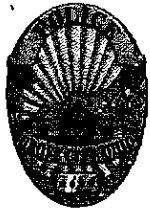
*10/28/21*

Chief Signature: \_\_\_\_\_

*Chief [Signature]*

Date: \_\_\_\_\_

*10/28/21*



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



#### EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 4/13/2021 - 7/11/2021

#### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

#### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

#### Part 1: Evaluation of Performance of Specific Job Duties

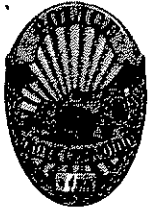
1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

#### Supporting Examples

[REDACTED] conducts criminal prevention activities in high crime areas and uses his time to seek out criminal behavior.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

#### Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

led second shift for the last 3 months in criminal apprehensions.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

was second in traffic stops the last 3 months and uses good discretion on the issuance of traffic citations.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████ received a compliment from a citizen for going above and beyond in helping find lost property.

## Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

### Supporting Examples

## Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

### Supporting Examples

██████ decision making is above expectations for a first year officer. When he does not have the answer for a question, he is quick to ask the supervisor for guidance.



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

██████ is able to speak with suspects and the general public easily.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☐ 1 ☐ 0 ☐

☒ N/A – Did not participate in physical fitness assessment

#### Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

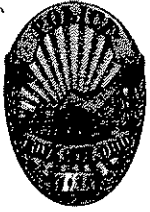
#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

██████ is professional with the chain of command and maintains his bearing during difficult incidents.





**City of Grove City**  
**Division of Police**  
**PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

**Ratings/Points**

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

██████ used 8 hours of sick and worked 8 hours of shift coverage the last 3 months.

**EMPLOYEE COMMENTS:**

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Supervisor Signature: *[Signature]* 5/135

Date: 7/23/2021

Employee Signature: ████████████████████

Date: 7-23-2021

Subdivision Lieutenant Signature: LT *[Signature]* L12

Date: 7-30-21

Chief Signature: *[Signature]*

Date: 8/2/21



# City of Grove City Division of Police PERFORMANCE EVALUATION



## EVALUATION RATINGS

Employee Name: \_\_\_\_\_

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **1/12/2021 - 4/12/2021**

### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

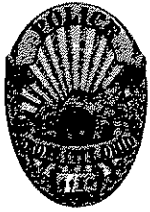
### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

Above average on second shift with 36 criminal apprehensions with 30 of those being self initiated.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

**Ratings/Points**

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

**Supporting Examples**

Above average on traffic stops with 44.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████ looks professional and respects the chain of command.

#### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

#### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

Speaks well with the public and has good radio discipline.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☐   ☐   ☐

☒ N/A – Did not participate in physical fitness assessment

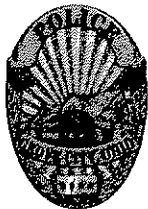
**Supporting Examples**

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**



# City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

**Ratings/Points**

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

██████ had 0 hours of non-COVID related unscheduled sick time and worked 20 hours of shift coverage.

**EMPLOYEE COMMENTS:**

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Supervisor Signature: [Signature]

Date: 4/18/2021

Employee Signature: ████████████████████

Date: 4-18-2021

Subdivision Lieutenant Signature: LT [Signature]

Date: 5-3-21

Chief Signature: [Signature]

Date: 5/4/21



# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



#### EVALUATION RATINGS

Employee Name: \_\_\_\_\_

Position Title: **POLICE OFFICER (PATROL)**

Evaluation Period: **90 Day Evaluation**

#### Ratings:

- 4 – Consistently Exceeds Performance Standards  
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards  
(SUPPORTING DOCUMENTATION REQUIRED)  
Development plan required unless performance has already been addressed through disciplinary / training action.

#### Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50<sup>th</sup> percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50<sup>th</sup> percentile in 4 of the 5 non-cardio phases and greater than the 40<sup>th</sup> percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20<sup>th</sup> percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20<sup>th</sup> percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

#### Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

#### Ratings/Points

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

#### Supporting Examples



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

**Ratings/Points**

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

**Supporting Examples**

██████████ has had a wide variety of self initiated calls that have led to good arrests. He has shown the ability to develop his skills to help further himself as an officer.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

**Ratings/Points**

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

**Supporting Examples**

██████████ took seven crash reports during this period. He had 94 traffic stops. He is actively patrolling our roadways to ensure safety.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

**Ratings/Points**

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

**Supporting Examples**





# City of Grove City

## Division of Police

### PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

#### Ratings/Points

4 ☐ 3 ☒ 2 ☐ 1 ☐ 0 ☐

#### Supporting Examples

██████████ is off to a great start as an Officer. He is very engaged with his fellow officers and supervisors. ██████████ maintains a professional image in demeanor and appearance.

#### Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

#### Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

#### Ratings/Points

4 ☐ 3 ☐ 2 ☒ 1 ☐ 0 ☐

#### Supporting Examples

██████████ is making sound decisions while patrolling. When he is unsure, he seeks advice.



# City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

██████████ reports are very complete and concise. He has had several incidents that he has detailed the fact pattern very well.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

**Ratings/Points**

4      3      2      1      0  
☐   ☒   ☐   ☐   ☐

☐ N/A – Did not participate in physical fitness assessment

**Supporting Examples**

Level II Fitness.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

**Ratings/Points**

4      3      2      1      0  
☐   ☐   ☒   ☐   ☐

**Supporting Examples**



**City of Grove City**  
**Division of Police**  
**PERFORMANCE EVALUATION**



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 ☒ 3 ☐ 2 ☐ 1 ☐ 0 ☐

Supporting Examples

No sick days used.

**EMPLOYEE COMMENTS:**

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Supervisor Signature: SGT. M. [Signature] 5/14/21  
Employee Signature: [Redacted]  
Subdivision Lieutenant Signature: [Signature]  
Chief Signature: [Signature]

Date: 1/15/2021  
Date: 1-15-2021  
Date: 1-25-2021  
Date: 2/10/21

**Statement Concerning Your Employment in a Job  
Not Covered by Social Security**

Employee Name

Employee ID#

Employer Name

City of Grove City

Employer ID#

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

**Windfall Elimination Provision**

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2013, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$395.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

**Government Pension Offset Provision**

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400 = \$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

**For More Information**

Social Security publications and additional information, including information about exceptions to each provision, are available at [www.socialsecurity.gov](http://www.socialsecurity.gov). You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

**I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security Benefits.**

Signature of Employee

Date

10-2-19