



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



2024-1837
Officer Involved Critical Incident – 223 Durling Dr., Wadsworth,
Ohio 44281

Investigative Activity: Records Received, Review of Records
Involves: [REDACTED] (S)
Date of Activity: 06/27/2024
Activity Location: BCI RICHFIELD OFFICE – 4055 Highlander Parkway, Richfield, OH 44286
Author: SA John P. Tingley, #154

Narrative:

On Thursday, June 27, 2024, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) John Tingley (Tingley) reviewed the Ohio Peace Officer Training Academy (OPOTA) Polaris, Wadsworth Police Department (WPD) personnel file, WPD training records, and WPD firearms qualification records for WPD [REDACTED] ([REDACTED]). SA Tingley reviewed the provided documentation and noted the following:

Personnel File:

[REDACTED] was hired by the WPD as a full-time officer on [REDACTED] [REDACTED]. [REDACTED] has no other work experience related to law enforcement.

Basic Training:

[REDACTED] attended and successfully completed the OPOTA Basic Training Class [REDACTED] at the Kent State University. [REDACTED] also took and passed the OPOTA certification examination and was issued Peace Officer Certificate [REDACTED] by the Ohio Peace Officer Training Commission.

Current Peace Officer Status:

Based on the records received and reviewed from OPOTA, it is noted that [REDACTED] was a duly certified and sworn Ohio Peace Officer at the time of the Officer-Involved Critical Incident.

Training File:

[REDACTED] has completed a limited number of advanced training classes from various

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sources due to his short time at being a Certified Peace Officer. This class was:

- NIBIN Overview
- Responding to Mental Health Crisis
- Crisis De-Escalation
- Trauma Informed Policing
- Report Writing
- Pursuit Operations

Firearms Qualifications:

██████████ qualified with a WPD Patrol Rifle on October 25, 2023.

Disciplinary Records:

██████████ received discipline for a Use of Force related to striking a suspect's vehicle at the end of a pursuit with a WPD cruiser.

The OPOTA Polaris Report, WPD Personnel File, Training File, and WPD Qualification records are attached to this report.

Attachments:

- Attachment # 01: 2024-1837 WPD ██████████ ██████████ OPOTC POLARIS REPORT
- Attachment # 02: ██████████ ██████████ Trg Record and Certificates
- Attachment # 03: ██████████ ██████████ Qualifications Record
- Attachment # 04: Personnel File - ██████████ ██████████

References:

No references.



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



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

[Redacted], Wadsworth Police Department, ID: [Redacted]

Appointment History*

Agency	Employee Status	Start Date	End Date
Wadsworth Police Department	Full-time	[Redacted]	

Basic Academy Records

School Number	School	Start Date	End Date	Exam Date	Certificate Number	Certificate Date	Appointed By	Appointe Date
[Redacted]	Kent State University	[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]	Wadsworth Police Department	[Redacted]

OPOTA Advanced Training Records**

Course Title	Start Date	End Date
No Records Found		

LMS Training Records

Date Completed	Course Title	Officer Number	Officer
6/10/2024	NIBIN Overview	[Redacted]	[Redacted]

Canine Training Records

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

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

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

Canine Training Records

No Records Found

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

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

Employee Training

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
██████████	██	Firearms	03/27/2023	1.00	0.00	Patrol Handgun	
██████████	██	Firearms	03/27/2023	1.00	0.00	Patrol Rifle	
██████████	██	LEADS	04/18/2023	1.00	0.00	LEADS INQUIRY TEST	
██████████	██	LEADS CJIS SECURITY ANI	04/18/2023	1.00	0.00	LEADS CJIS SECURITY AND AWARENESS TRAINING	
██████████	██	OHLEG SECURITY	06/05/2023	1.00	0.00		
██████████	██	X2 TASER TRAINING	07/21/2023	1.00	0.00		
██████████	██	Intoxilyzer I-8000	09/07/2023	8.00	0.00		
██████████	██	BASIC LIFE SUPPORT (CPF	09/27/2023	1.00	0.00		
██████████	██	FIREARMS	10/25/2023	1.00	0.00	DISTANCE: 20 ROUNDS: 36 DISTANCE: 15 ROUNDS: 36 REMARKS: SUPER FAST	
██████████	██	Know Be4 Security Awarene	10/25/2023	1.00	0.00		
██████████	██	Firearms	10/25/2023	1.00	0.00	Off-duty handgun	
██████████	██	Firearms	10/25/2023	1.00	0.00	Patrol Handgun	
██████████	██	Firearms	10/25/2023	1.00	0.00	Patrol Rifle	
██████████	██	LEADS TAC IN SERVICE	11/15/2023	0.00	0.00	2023 READ AND SIGN	
██████████	██	Legally Confident Tactically C	11/28/2023	8.00	0.00	CPT	
██████████	██	Reflex Chemical Agent	12/08/2023	1.00	0.00		
██████████	██	MEDINA COUNTY C.I.T.	02/05/2024	32.00	0.00	CPT (PART)	
██████████	██	RESPONDING TO MENTAL	02/05/2024	4.00	0.00	CPT	
██████████	██	CRISIS DE-ESCALATION	02/08/2024	6.00	0.00	CPT	
██████████	██	Firearms	02/12/2024	1.00	0.00	Patrol Handgun	
██████████	██	Firearms	02/12/2024	1.00	0.00	Patrol Rifle	
██████████	██	PURSUIT SUPERVISION	02/23/2024	8.00	0.00	1-DAY SUPERVISION RESPONSIBILITY DURING A PURSUIT PROGRAM	
██████████	██	BULLETPROOF REPORT W	03/23/2024	0.00	0.00		

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
██████████	██	Pursuit Operations	04/16/2024	8.00	0.00	Drive Team 24CPT386	
██████████	██	Firearms	04/22/2024	1.00	0.00		
██████████	██	Trauma Informed Response..	04/25/2024	2.00	0.00	...to Persons in Crisis Training for LE	
██████████	██	ARIDE	05/08/2024	16.00	0.00	CPT	
██████████	██	Non-Fatal Strangulation	05/11/2024	2.00	0.00	Domestic Violence and Strangulation Virtual Training for LE	
██████████	██	NIBIN Overview	06/10/2024	1.00	0.00	CPT eOPOTA	

WADSWORTH POLICE - Firearms Training

Date 10/25/23

Location: WPD Range

Course #: B-Oct2023

Approx. Temp: 48 70

Instructor: 

Precipitation: Rain Snow Mix Other _____

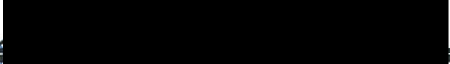
Light Conditions: Daytime Sun Overcast Low Night

Officer  Time 1530 Duty Weapon Handgun Rifle 

Other:

Exercise	Distance	Rounds	Unsat.	Sat.	Malfunction/Corrective Action	Instructor Remarks
1	20	36		<input checked="" type="checkbox"/>		Super fast.
2	15	36		<input checked="" type="checkbox"/>		
3						
4						
5						
6						
7						
8						

Satisfactory
 Unsatisfactory

Instructor Signature 

Officer 20 Time 1600 Duty Weapon Handgun Rifle 

Other:

Exercise	Distance	Rounds	Unsat.	Sat.	Malfunction/Corrective Action	Instructor Remarks
1	20	36		<input checked="" type="checkbox"/>		
2	15	36		<input checked="" type="checkbox"/>		Needs to slow down.
3						
4						
5						
6						
7						
8						
9						

Satisfactory
 Unsatisfactory

Instructor Signature 

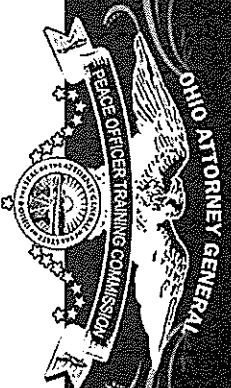
Officer 10 Time 1740 Duty Weapon Handgun Rifle 

Other:

Exercise	Distance	Rounds	Unsat.	Sat.	Malfunction/Corrective Action	Instructor Remarks
1	20	36		<input checked="" type="checkbox"/>		Shot well.
2	15	36		<input checked="" type="checkbox"/>		
3						
4						
5						
6						
7						
8						
9						

Satisfactory
 Unsatisfactory

Instructor Signature 



OHIO PEACE OFFICER TRAINING COMMISSION &

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that

██████████
has completed the Ohio
Peace Officer Basic Training Program

Conducted by
Kent State University

Awarded On

██████████

██████████
Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission

██████████
Dave Post
Attorney General

██████████
Vernon P. Stanforth, Chairman
Ohio Peace Officer Training Commission



Certificate # ██████████
School # ██████████



CERTIFICATE OF COMPLETION

This is to certify that





Has successfully completed the

DRIVETEAM

1-DAY Emergency Response Operations Course- Pursuit /Vehicle Dynamics Training

Comprised of 6 hours of hands-on & 2 hours of classroom given this 16th Day of April, 2024


Thérèse Voisine, EROCC Instructor


R. A. Salver, President, DriveTeam, LLC

M. S. O. & CPT Steele



This is to certify that



has successfully completed the Ohio LEADS testing on

April 18, 2023

by completing the following exam:

Inquiry Test

This certificate is good through

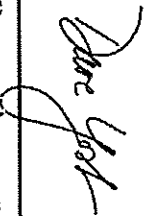
April 18, 2025

OHIO ATTORNEY GENERAL
RECOGNITION OF COMPLETION AWARD

This certificate of completion is awarded to

has completed the Ohio Attorney General's online training course

OHLEG Security
Training 2023



DAVE YOST, OHIO ATTORNEY GENERAL

June 5, 2023



DAVE YOST
OHIO ATTORNEY GENERAL

LEADS



This is to certify that

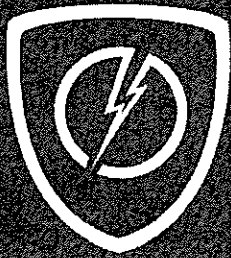


has successfully completed the

CJIS Security and Awareness Training

on

April 18, 2023



AXON

TRAINING

THIS CERTIFICATE OF COMPLETION IS HEREBY GRANTED TO



The above named is certified as an operator for TASER Energy Weapons.

COMPLETED TRAINING FOR THE FOLLOWING TASER ENERGY WEAPON:

X2

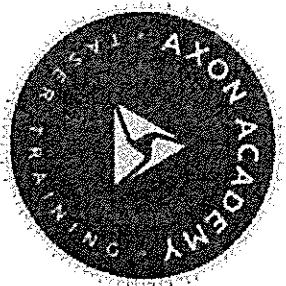
VALID FOR 1 CALENDAR YEAR FROM THE DATE OF TRAINING COMPLETION

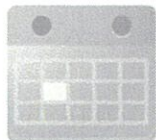
Nathan Ball

7/21/2023

Issued by
(Certifying Instructor Name)

Issued On
(Date)





Portage County SO - I-8000 Basic Day 1 of 1

Created by: Dave Dorland

Time

08:00 - 17:00 (Eastern Time -
New York)

Guests



Date

Thu Sep 7, 2023

Where

Portage County SO, 8240 Infirmary Rd,
Ravenna, OH 44266

Description

Portage County SO - I-8000 Basic Day 1 of 1
Portage County SO, 8240 Infirmary Rd, Ravenna,
OH 44266

Confirmation number



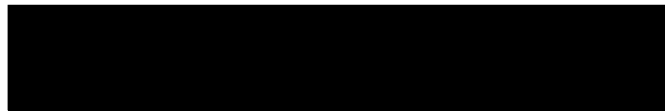
My Notes



Revolutionizing Non-Lethal Defense

Chemical Agent Aerosol User

THIS IS TO CERTIFY THAT



has successfully completed all requirements for *User Certification* in the Basic Program on the 8th day of December 2023.

Congratulations

December 8, 2025

EXPIRES



CERTIFICATE NUMBER

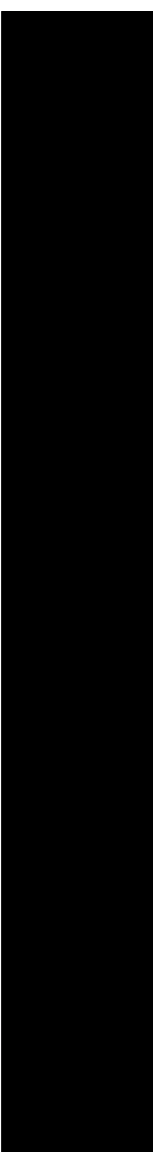
Nathan Ball

INSTRUCTOR TRAINER



CERTIFICATE OF ACHIEVEMENT

PRESENTED TO



FOR THE SUCCESSFUL COMPLETION OF

2023 KnowBe4 Security Awareness Training - 30 minutes

DURATION: 30 MINUTES

OCTOBER 25, 2023

Wadsworth P.D

2023 CPT Training (Approved under 23CPT066)

Legally Confident Tactically Confident

TRAINING LOG

TRAINING TOPIC: Legally Confident Tactically Confident (2hrs Arrest, Search & Seizure 6hrs General 2023 CPT approved under 23CPT066)	TRAINING ID #:
PRESENTING OFFICER: Bob Meader Esq. and Chief Scott Hughes	DATE: 11/28/23

MATERIALS USED DURING PRESENTATION			
POWER POINT <input type="checkbox"/>	VIDEO <input type="checkbox"/>	DEMONSTRATION <input type="checkbox"/>	OTHER <input type="checkbox"/>

PRINTED NAME	SIGNATURE	DATE
Luke Yehmi +		11/28/23
[REDACTED]	[REDACTED]	11/28/23
Cody Seiler		11/28/23
[REDACTED]	[REDACTED]	11/28/23

Instructors
Signature

TIT -

BASIC LIFE SUPPORT

**BLS
Provider**



**American
Heart
Association.**

[REDACTED]
has successfully completed the cognitive and skills evaluations
in accordance with the curriculum of the American Heart Association
Basic Life Support (CPR and AED) Program.

Issue Date

9/27/2023

Renew By

09/2025

Training Center Name

Summa Health

Instructor Name

Richard Potter

Training Center ID

OH03272

Instructor ID

11180737703

Training Center City, State

Akron, OH

eCard Code



**Training Center Phone
Number**

(330) 375-3000

QR Code



Training Site Name

To view or verify authenticity, students and employers should scan this QR code with their mobile device or go to www.heart.org/cpr/mycards.

© 2023 American Heart Association. All rights reserved. 20-3001 R3/23

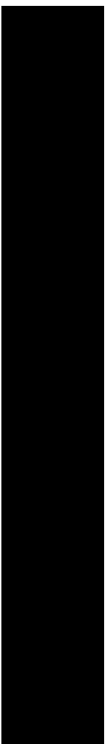
Crisis De-escalation

Presenter: Thomas Huggins, RN

February 8, 2024

8:00 am to 2:00 pm

This certificate is awarded to



for completion of **5 hours** of continuing professional training. **2 hours in De-escalation, 3 general hours** offered by Alternative Paths, Inc. and the Medina County Sheriff's Office. This training is approved by the Ohio Peace Officer Training Commission and meets criteria outlined in the Ohio Administrative Code (OAC 109:2-18-03, et al.) **Course Number: 24CPT054.** Sponsors:




Gail R. Houk, LPCC-S
Alternative Paths, Inc.

CPT ✓

Medina County Crisis Intervention Team Training

February 5 - 8, 2024



Wadsworth Police Department

has completed the 32 hour CIT course conducted by Alternative Paths, Inc.

Sponsored by:



Responding to Mental Health

Presenter: Gail Houk, LPCC-S

February 5, 2024

8:00 am to 12:00 pm

This certificate is awarded to



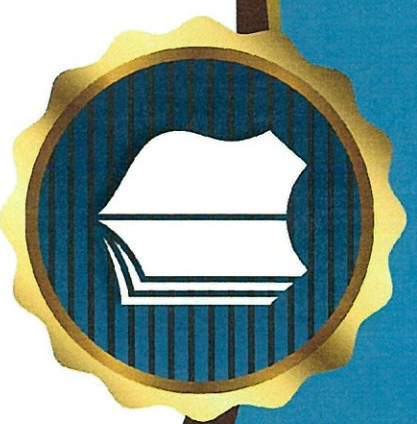
for completion of **4 hours** of continuing professional training. **2 hours in Responding to Mental Health, 2 general hours** offered by Alternative Paths, Inc. and the Medina County Sheriff's Office. This training is approved by the Ohio Peace Officer Training Commission and meets criteria outlined in the Ohio Administrative Code (OAC 109:2-18-03, et al.)
Course Number: 24CPT053. Sponsors:



Gail Houk, LPCC-S
Gail R. Houk, LPCC-S
Alternative Paths, Inc.

CPTV

CERTIFICATE OF COMPLETION



Completed 8 hours of on-demand training in

Bulletproof Report Writing

This certificate is awarded to



ANTHONY BANDIERO, JD, ALM
Senior Legal Instructor



Issued: 2024-03-23

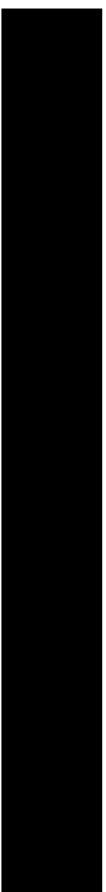
Certificate ID:





CERTIFICATE OF COMPLETION

This is to certify that





Has successfully completed the

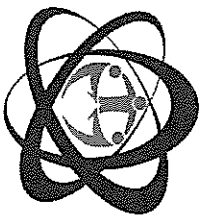
DRIVETEAM

1-Day Supervisor Responsibility During a Pursuit Program

Comprised of an 8-hour class on supervising a pursuit and workshop scenarios
Given this 23rd day of February 2024


Thurston Voisnie, EROC Instructor


R. A. Salver, President, DriveTeam, LLC



Forensic Nursing Network

THIS IS TO CERTIFY THAT:



HAS SUCCESSFULLY COMPLETED

Domestic Violence and Strangulation Virtual Training for Law Enforcement

FNN#: 24.29.1/ LE: 24CPT076 for 2 General Hours

CPTs sponsored by: Columbus City Attorney Zach Klein

Date of Completion: 5/11/2024

Contact Hours: 2.0 Contact Hours

FNN Contact Information

175 South Sandusky Street Ste #109
Delaware, OH 43015

*Forensic Nursing Network Inc. is approved as a provider of nursing continuing professional development by the Wisconsin Nurses Association, an accredited
approver by the American Nurses Credentialing Center's Commission on Accreditation. (#4002574))*

CPT ✓ SD

**Trauma Informed Response to Persons in Crisis
Training for Law Enforcement**

Presenter:

Varunee Faii Sangganjanavanich, PhD, LPCC-S

April 25, 2024

2:00 pm to 4:15 pm

This certificate is awarded to



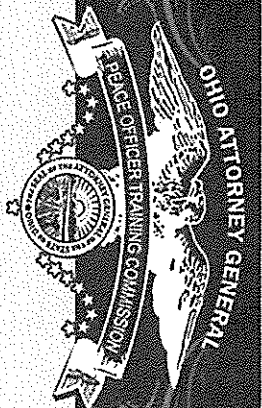
for completion of 2 hours of continuing professional training offered by
Alternative Paths, Inc., Medina County Sheriff's Office and Medina County Prosecutor.

Ohio Peace Officer Training Commission approved training. Course Number 24CPT351.

Ohio Counselor, Social Worker, Marriage and Family Therapy Board approved training. Provider RCS022301



✓ CPT + SW



OHIO PEACE OFFICER TRAINING COMMISSION &

THE OFFICE OF THE ATTORNEY GENERAL

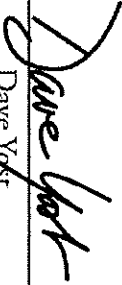
This is to certify that



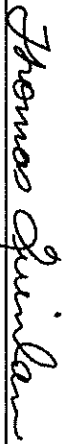
has successfully met the prescribed program requirements for

2024 CPT - NIBIN Overview Course

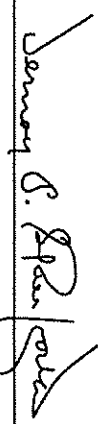
June 10, 2024



Dave Yost
Ohio Attorney General



Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

CPTA 50 ✓

Certificate of Training



has successfully completed the 16-hour course

Advanced Roadside Impaired Driving Enforcement (ARIDE)

On this 7th and 8th Day of May, 2024
2024CPT116




Instructor

DRE 24006 Course ID-AR24-2

Ohio DRE State Coordinator



DRE 19011 Course ID-AR24-2

Samuel C. Criswell


Instructor

Employee Qualifications

EmployeeName	Unit ID	Rank	Qualification	Date	Remarks
██████████	██	████	LEADS	04/18/2023	EXP. 04-18-2025
██████████	██	████	X2 TASER TRAINING	07/21/2023	EXP, 07-21-2024
██████████	██	████	BASIC LIFE SUPPORT (CPR AND AED)	09/27/2023	



PROBATIONARY EMPLOYEE STATUS REPORT:

The following is a Probationary Employee Status Report for your employee. You must complete this report and discuss it with the employee. It must be signed and dated by you and your employee. It is **MANDATORY** that the completed report be returned to Human Resources by the due date stated on the Report. **Please return the signed original to HUMAN RESOURCES upon completion.**

The purpose of this report is designed to provide feedback regarding achievements and areas that require improvement in the performance and development of probationary employees. The form provides an opportunity for the supervisor to objectively rate the progress of the probationary employee. This status report should serve as an ongoing tool to aid in the development of the new employee and also to give the appointing authority the necessary tools to determine if the employee should be retained prior to the expiration of the probationary period.

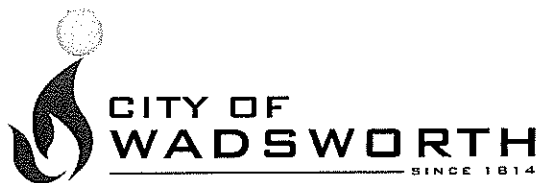
SUPERVISOR: DAN CHAFIN DATE: 4/20/23
 EMPLOYEE: [REDACTED] **HIRED/PROMOTED DATE:** [REDACTED]
 DUE DATE: 3/27/24

1st - 3 Months 2nd - 6 Months 3rd - 9 Months 4th - 12 Months

PROBATIONARY EMPLOYEE STATUS REPORT - RECAP

	<u>EXEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEED IMPROVEMENT</u>
QUANTITY:	<u>X</u>	<u>_____</u>	<u>_____</u>	<u>_____</u>
QUALITY:	<u>_____</u>	<u>← X</u>	<u>_____</u>	<u>_____</u>
JOB KNOWLEDGE:	<u>_____</u>	<u>← X</u>	<u>_____</u>	<u>_____</u>
COOPERATION:	<u>X</u>	<u>_____</u>	<u>_____</u>	<u>_____</u>
INITIATIVE:	<u>X</u>	<u>_____</u>	<u>_____</u>	<u>_____</u>
ATTITUDE:	<u>X</u>	<u>_____</u>	<u>_____</u>	<u>_____</u>

[REDACTED] 4/5/24
 (Date)
[Signature] 4/5/24
 (Supervisor's Signature) (Date)



**(PLEASE COMPLET NEXT PAGE BEFORE COMPLETING ABOVE RECAP)
PROBATIONARY EMPLOYEE STATUS REPORT:**

QUANTITY:

<input type="checkbox"/>	Slow Worker
<input type="checkbox"/>	Requires Some Pushing
<input checked="" type="checkbox"/>	Produces Full Day's Work
<input checked="" type="checkbox"/>	Hard Worker
<input type="checkbox"/>	Other: _____

QUALITY:

<input type="checkbox"/>	Frequent Errors
<input checked="" type="checkbox"/>	Work is Acceptable
<input checked="" type="checkbox"/>	Meticulous and Accurate
<input checked="" type="checkbox"/>	Dependable Results
<input type="checkbox"/>	Employee Not in Position Long Enough to Summarize
<input type="checkbox"/>	Other: _____

JOB KNOWLEDGE:

<input type="checkbox"/>	Lacking in Job Understanding
<input type="checkbox"/>	Has Some Skills
<input checked="" type="checkbox"/>	Learning Job Procedures
<input checked="" type="checkbox"/>	Able to Substitute for Other Employees Within the Department
<input type="checkbox"/>	Other: _____

COOPERATION:

<input type="checkbox"/>	Resents Suggestions and Criticism
<input checked="" type="checkbox"/>	Carries Out Instructions Willingly
<input checked="" type="checkbox"/>	Is Tactful in Relations with Others (Including Public)
<input checked="" type="checkbox"/>	Pitches in on Special Emergency Situations
<input type="checkbox"/>	Other: _____

INITIATIVE:

<input type="checkbox"/>	Needs Constant Direction
<input type="checkbox"/>	Needs Frequent Reminders
<input checked="" type="checkbox"/>	Continues to Improve on Job Duties
<input checked="" type="checkbox"/>	Anxious to Learn as Much as Possible About Job and Department
<input type="checkbox"/>	Other: _____

ATTITUDE:

<input type="checkbox"/>	Indifferent
<input type="checkbox"/>	Uncooperative
<input type="checkbox"/>	Takes Undue Advantage of Break Times/Privileges
<input checked="" type="checkbox"/>	Strong Employer Oriented
<input type="checkbox"/>	Other: _____



PROBATIONARY EMPLOYEE STATUS REPORT:

The following is a Probationary Employee Status Report for your employee. You must complete this report and discuss it with the employee. It must be signed and dated by you and your employee. It is **MANDATORY** that the completed report be returned to Human Resources by the due date stated on the Report. **Please return the signed original to HUMAN RESOURCES upon completion.**

The purpose of this report is designed to provide feedback regarding achievements and areas that require improvement in the performance and development of probationary employees. The form provides an opportunity for the supervisor to objectively rate the progress of the probationary employee. This status report should serve as an ongoing tool to aid in the development of the new employee and also to give the appointing authority the necessary tools to determine if the employee should be retained prior to the expiration of the probationary period.

SUPERVISOR: DAN CHAFIN DATE: 4/20/23
EMPLOYEE: [REDACTED] HIRED/PROMOTED DATE: [REDACTED]
DUE DATE: 12/28/23

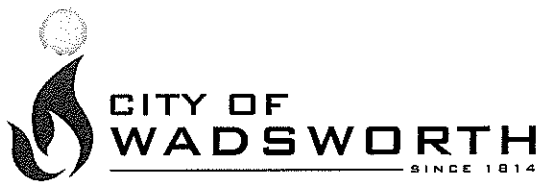
1st - 3 Months 2nd - 6 Months 3rd - 9 Months 4th - 12 Months

PROBATIONARY EMPLOYEE STATUS REPORT - RECAP

	<u>EXEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEED IMPROVEMENT</u>
QUANTITY:	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
QUALITY:	<u> </u>	<u>X</u>	<u> </u>	<u> </u>
JOB KNOWLEDGE:	<u> </u>	<u>X</u>	<u> </u>	<u> </u>
COOPERATION:	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
INITIATIVE:	<u>X</u>	<u> </u>	<u> </u>	<u> </u>
ATTITUDE:	<u>X</u>	<u> </u>	<u> </u>	<u> </u>

[REDACTED] 1/8/24
(Date)

[Signature] 1-7-24
(Supervisor's Signature) (Date)



(PLEASE COMPLETE NEXT PAGE BEFORE COMPLETING ABOVE RECAP)
PROBATIONARY EMPLOYEE STATUS REPORT:

QUANTITY:

<input type="checkbox"/>	Slow Worker
<input type="checkbox"/>	Requires Some Pushing
<input checked="" type="checkbox"/>	Produces Full Day's Work
<input checked="" type="checkbox"/>	Hard Worker
<input type="checkbox"/>	Other: _____

QUALITY:

<input type="checkbox"/>	Frequent Errors
<input type="checkbox"/>	Work is Acceptable
<input type="checkbox"/>	Meticulous and Accurate
<input checked="" type="checkbox"/>	Dependable Results
<input type="checkbox"/>	Employee Not in Position Long Enough to Summarize
<input type="checkbox"/>	Other: _____

JOB KNOWLEDGE:

<input type="checkbox"/>	Lacking in Job Understanding
<input type="checkbox"/>	Has Some Skills
<input checked="" type="checkbox"/>	Learning Job Procedures
<input checked="" type="checkbox"/>	Able to Substitute for Other Employees Within the Department
<input type="checkbox"/>	Other: _____

COOPERATION:

<input type="checkbox"/>	Resents Suggestions and Criticism
<input checked="" type="checkbox"/>	Carries Out Instructions Willingly
<input checked="" type="checkbox"/>	Is Tactful in Relations with Others (Including Public)
<input checked="" type="checkbox"/>	Pitches in on Special Emergency Situations
<input type="checkbox"/>	Other: _____

INITIATIVE:

<input type="checkbox"/>	Needs Constant Direction
<input type="checkbox"/>	Needs Frequent Reminders
<input checked="" type="checkbox"/>	Continues to Improve on Job Duties
<input checked="" type="checkbox"/>	Anxious to Learn as Much as Possible About Job and Department
<input type="checkbox"/>	Other: _____

ATTITUDE:

<input type="checkbox"/>	Indifferent
<input type="checkbox"/>	Uncooperative
<input type="checkbox"/>	Takes Undue Advantage of Break Times/Privileges
<input checked="" type="checkbox"/>	Strong Employer Oriented
<input type="checkbox"/>	Other: _____



PROBATIONARY EMPLOYEE STATUS REPORT:

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SUPERVISOR: DAN CHAFIN DATE: 4/20/23
 EMPLOYEE: [REDACTED] HIRED/PROMOTED DATE: [REDACTED]
 DUE DATE: 9/28/23

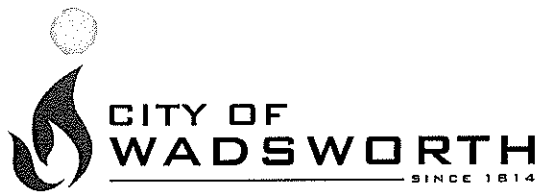
1 st - 3 Months	2 nd - 6 Months	3 rd - 9 Months	4 th - 12 Months
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PROBATIONARY EMPLOYEE STATUS REPORT - RECAP

	<u>EXEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEED IMPROVEMENT</u>
QUANTITY:	<u>X</u>	_____	_____	_____
QUALITY:	_____	<u>X</u>	_____	_____
JOB KNOWLEDGE:	_____	<u>X</u>	_____	_____
COOPERATION:	<u>X</u>	_____	_____	_____
INITIATIVE:	<u>X</u>	_____	_____	_____
ATTITUDE:	<u>X</u>	_____	_____	_____

[REDACTED] 10-25-23
 (Date)

[Signature] 10-25-23
 (Supervisor's Signature) (Date)



(PLEASE COMPLETE NEXT PAGE BEFORE COMPLETING ABOVE RECAP)
PROBATIONARY EMPLOYEE STATUS REPORT:

QUANTITY:

<input type="checkbox"/>	Slow Worker
<input type="checkbox"/>	Requires Some Pushing
<input checked="" type="checkbox"/>	Produces Full Day's Work
<input checked="" type="checkbox"/>	Hard Worker
<input type="checkbox"/>	Other: _____

QUALITY:

<input type="checkbox"/>	Frequent Errors
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<input type="checkbox"/>	Other: _____

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<input checked="" type="checkbox"/>	Able to Substitute for Other Employees Within the Department
<input type="checkbox"/>	Other: _____

COOPERATION:

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<input checked="" type="checkbox"/>	Carries Out Instructions Willingly
<input checked="" type="checkbox"/>	Is Tactful in Relations with Others (Including Public)
<input checked="" type="checkbox"/>	Pitches in on Special Emergency Situations
<input type="checkbox"/>	Other: _____

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<input checked="" type="checkbox"/>	Anxious to Learn as Much as Possible About Job and Department
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ATTITUDE:

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<input type="checkbox"/>	Uncooperative
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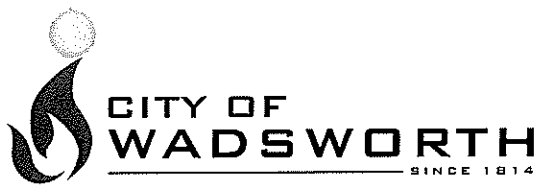
SUPERVISOR: DAN CHAFIN DATE: 4/20/23
 EMPLOYEE: [REDACTED] HIRED/PROMOTED DATE: [REDACTED]
 DUE DATE: 6/28/23

1 st - 3 Months	2 nd - 6 Months	3 rd - 9 Months	4 th - 12 Months
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PROBATIONARY EMPLOYEE STATUS REPORT - RECAP

	<u>EXEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEED IMPROVEMENT</u>
QUANTITY:	_____	<u>X</u>	_____	_____
QUALITY:	<u>X</u>	<u>X</u>	_____	_____
JOB KNOWLEDGE:	_____	<u>X</u>	_____	_____
COOPERATION:	<u>X</u>	_____	_____	_____
INITIATIVE:	<u>X</u>	<u>X</u>	_____	_____
ATTITUDE:	<u>X</u>	_____	_____	_____

[REDACTED] 6/5/23
 (Date)
[Signature] #21 6/5/23
 (Supervisor's Signature) (Date)



(PLEASE COMPLETE NEXT PAGE BEFORE COMPLETING ABOVE RECAP)
PROBATIONARY EMPLOYEE STATUS REPORT:

QUANTITY:

<input type="checkbox"/>	Slow Worker
<input checked="" type="checkbox"/>	Requires Some Pushing
<input type="checkbox"/>	Produces Full Day's Work
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<input checked="" type="checkbox"/>	Takes Undue Advantage of Break Times/Privileges
<input checked="" type="checkbox"/>	Strong Employer Oriented
<input type="checkbox"/>	Other: _____



[REDACTED]

[REDACTED]

Re: Appointment to Patrol Officer

Dear [REDACTED]

Congratulations! You have been appointed to the full-time position of Patrol Officer in the City of Wadsworth Police Department.

The rate of compensation for Patrol Officer is determined by the collective bargaining agreement between the City of Wadsworth and the Ohio Patrolmen's Benevolent Association (OPBA). The current union contract states a Patrol Officer possessing an Ohio Police Officer Training Academy (OPOTA) certification shall earn a rate of \$31.42 per hour.

The effective date of your new appointment will be [REDACTED]. Please note that you will serve a one (1) year probationary period in the Patrol Officer classification.

As a full-time employee, you are entitled to life insurance and health insurance benefits including medical, dental, prescription and optional vision coverage. If coverage is elected, the benefits will become effective April 1, 2023. Please contact Human Resources for additional information regarding your life and health insurance benefits.

Congratulations on your appointment and we look forward to a long and rewarding career with the City of Wadsworth!

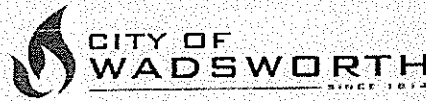
Sincerely,

Matthew Hiscock
Director of Public Safety

cc: Robin Laubaugh, Mayor
Dan Chafin, Police Chief
Tara McCulloch, Human Resources Director



Application for Employment



120 Maple Street * Wadsworth, Ohio * 44281 * www.wadsworthcity.com * (330) 335-1521

Name: [Redacted] [Redacted] [Redacted]
Last Name First Name Middle

Address: [Redacted] Apt. # _____

Uniontown OH 44685
City State Zip

How did you learn about the position/test?
 My Commander at Kent State University Police Academy provided the application

Are you interested in full-time work? Yes No
Are you interested in part-time work? Yes No
Temporary or seasonal work? Yes No

Cell Phone: ([Redacted]) [Redacted]

Home Phone: ([Redacted]) [Redacted] - [Redacted] [Redacted]

Alternate Phone (identify): ([Redacted]) [Redacted] - [Redacted] [Redacted]

Primary E-mail Address: [Redacted]

Alternate E-mail Address: [Redacted]

Driver's License # [Redacted] **State** OH **Expires** [Redacted]

Do you know anyone who works for the City of Wadsworth? If so, who? No I do not

EDUCATION:

School	School Name/Location	Major/Course of Study	Did You Graduate?	Degree Attained
High School	Medina High School 777 E Union St. Medina, OH 44256	General Education Core classes	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	High school Diploma
College	Kent Main 800 E Summit St. Kent, OH 44240 Kent Turnbull 4314 Mahoning Ave. W. Warren, OH 44483	Peace officers Training Academy & Core classes	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Should have associates after Police academy
Other			Yes <input type="checkbox"/> No <input type="checkbox"/>	

MILITARY SERVICE:

Beginning Date of Service	Ending Date of Service	Rank at Discharge	Duties Performed	Special Training and Work Experience
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]

SPECIAL SKILLS, QUALIFICATIONS AND/OR LICENSURES:

CPR and AED Certified, [Redacted] Extensive diversity Training, Firearms instructor, Proficient in room clearing, operation risk assessment Training Computer and Tech savvy, Typing speed of 55 WPM, can operate forklift and power tools.



EMPLOYMENT HISTORY:

Please use separate sheet of paper for additional work experience

Current or Most Recent Employer		Address, City and State		Job Title	
The Gutter Boys		1090 W Bagley Rd. Suite 103 Berea, OH 44017		Independent Subcontractor	
Assigned Duties/Responsibilities			Company Telephone	Name & Title of Supervisor	
Ensured daily tasks at residential units were properly conducted. Communicated daily with employment management to maintain quality work flow. - gutter cleaning - Deck cleaning			440-454-7040	Jason Casey Acting Supervisor and Scheduler	
Start Date (mo./yr.)	Still Employed?	If No, End Date (mo./yr.)	Reason for Leaving		Starting Pay
01-2021	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Work seasonally throughout the year. Weather dependant.		\$28,000
					\$33,000

Next Most Recent Employer		Address, City and State		Job Title	
Sainatos at Rivergate		1852 Columbus Rd. Cleveland, OH 44113		Front Desk Host	
Assigned Duties/Responsibilities			Company Telephone	Name & Title of Supervisor	
Provided excellent customer service to ensure a good name for the establishment. Problem solved for team members and customers on the regular. Answered phones			216-772-4400	Urvashi D'Toole - owner and supervisor	
Start Date (mo./yr.)	Still Employed?	If No, End Date (mo./yr.)	Reason for Leaving		Starting Pay
06-2021	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	08/2021	Had an opportunity open up for me at The Gutter Boys.		\$13/hour
					\$13/hour plus tips

Next Most Recent Employer		Address, City and State		Job Title	
Pneumatic Scale Angelus		10 Ascot Pkwy. Cuyahoga Falls, OH 44223		Assembler	
Assigned Duties/Responsibilities			Company Telephone	Name & Title of Supervisor	
Assembled multi million dollar machines. Primarily capter and filler machines for major brand name companies such as Coke-a-cola, Pepsi, Corona and many more.			330-923-0491	Mike Curley Assembly Team Leader	
Start Date (mo./yr.)	Still Employed?	If No, End Date (mo./yr.)	Reason for Leaving		Starting Pay
01-2012	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	09-2016			\$12.25/hour
					\$16.50/hour

May we contact the employer(s) above for reference purposes? Yes No
 If no, which employers should not be contacted and why? _____

By signing below, I hereby authorize the City of Wadsworth to conduct employment and education reference checks by asking former employers(s), co-workers and educators about my ability to perform my duties, interact with co-workers, management, the public and any other aspect of my past or current employment/education. I authorize the inspection, examination and copying of any record reflecting my education and employment. Further, I unconditionally release the City of Wadsworth and anyone else furnishing the requested information from any liability or damage that might result from the release of such information.

I hereby authorize any city, county, state or federal law enforcement agency or court related thereto to release to the City of Wadsworth any information they possess concerning me and any prior arrest which resulted in conviction or any pending matter which has not been finally adjudicated. I understand that any information gathered from the investigative methods described above may be used to make decisions about my employment status with the City of Wadsworth.

I acknowledge that the information provided on this application for employment is true, accurate and complete. I understand that, if employed, any misstatement, omission of fact, false declaration or concealment of material facts may result in disciplinary action including dismissal from employment.





11-07-2022
Date



...



...



1
2
3

[REDACTED]

[REDACTED]

40 Wadsworth Police Dept.
120 Maple St.
Wadsworth, Ohio 44281

Dear [REDACTED]

My son and I want you to know how much we appreciate you helping us to get safely home, when our car stalled at the intersection of #261 and Williams Reserve Blvd. on 03/18/2024. I have never been in such a situation, and felt like a panicked "sitting duck", as the traffic came barreling past! You are very pleasant, patient, reassuring, and were able to start the car! Not only that, but to follow us home to safety (Turns out I needed a new battery and a tierod). I think the public sometimes "misses" this aspect of a patrolman's job, but for this we will always be grateful. Thank you for your kindness and assistance, and keeping us safe!

Sincerely,

(Please give copy to your
*
captain for you
file)

[REDACTED]





Ohio Ethics Law for Public Employees

I acknowledge that I have received a copy of Section 2921.42 and Chapter 102 of the Ohio Revised Code. These sections pertain to the Code of Ethics for all public officials and public employees.

I understand and agree that it is my responsibility to read and adhere to the provisions contained within.

[Redacted Signature]

[Redacted Signature]

8-11-23

Date





The City of Wadsworth Receipt of Employee Handbook

The Employee Handbook (sometimes called a Policy Manual) is a compilation of Human Resources policies, practices and procedures currently in effect in the "City of Wadsworth".

The handbook is designed to introduce you to the organization, familiarize you with City policies as they pertain to you as an employee, provide general guidelines on work rules, procedures and other issues related to your employment, and to help answer many of the questions that may arise in connection with your employment.

This handbook is not a contract. Only City Council, the Mayor, the Service Director, the Safety Director or other authorized representative of the City have the authority to enter into an agreement guaranteeing employment for a specific term. The handbook is intended solely to describe the present policies and working conditions in the City. The handbook does not purport to include every conceivable situation; it is merely meant as a guideline, and unless laws prescribe otherwise, common sense shall prevail. Of course, federal, state and local laws and/or collective bargaining unit provisions will take precedent over City policies, where applicable.

These rules update, supercede and replace previous handbook material. These rules also supercede any other previous Human Resources policies and directives issued by City Council, the Mayor or other appointing authorities or department supervisors to the extent that those previous policies or directives conflict with these rules.

By signing below, you acknowledge that you have received a copy of the City of Wadsworth Employee Handbook and the revisions, and understand that it is your responsibility to read and comply with the policies contained therein and any revisions made to it.

/ /

8-11-23
Date

Police
Assigned Department

Please sign and date one copy of this notice and return it to Human Resources. Retain a second copy for your personal reference.

Handbook Effective Date: July 1, 2012



City of Wadsworth

OATH OF OFFICE

On this date, you are hereby appointed as a Peace Officer to serve as a Patrol Officer for the City of Wadsworth Police Department pursuant to ORC Section 737.02.

I, [REDACTED], do solemnly swear that I will support and comply with The Constitution of the United States of America; The Constitution and laws of the State of Ohio; the laws and ordinances of the City of Wadsworth; the Rules and Regulations of the Wadsworth Police Department; and the Law Enforcement Code of Ethics; and that I will faithfully discharge the duties of my office as a Patrol Officer to the best of my ability.

[REDACTED]

[REDACTED]

Date of Appointment

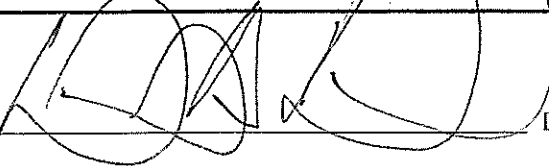
By signing below, I hereby swear or affirm that the above named individual is appointed to the above position pursuant to the authority vested in me by ORC Section 737.02, and that the individual has personally appeared before me and signed this oath in my presence.



Signature of Appointing Authority

Matthew G. Hiscock, Safety Director

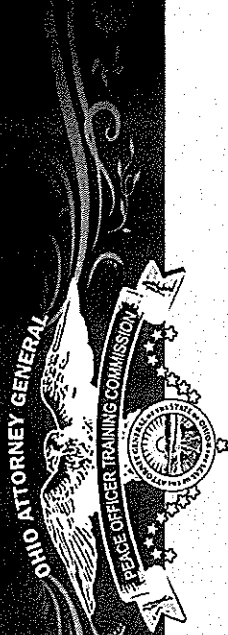
Typed Name/Title

Witnessed by: 

Date:

[REDACTED]





OHIO PEACE OFFICER TRAINING COMMISSION &

THE OFFICE OF THE ATTORNEY GENERAL

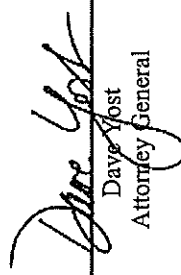
This is to certify that


[Redacted Name]

has completed the Ohio
Peace Officer Basic Training Program


Conducted by
Kent State University

[Redacted Address]


Dave Jost
Attorney General


Vernon P. Stanforth, Chairman
Ohio Peace Officer Training Commission




Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission

Certified
School
[Redacted]

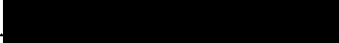


Acknowledgement of receipt of Auditor of State Fraud Reporting System information

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

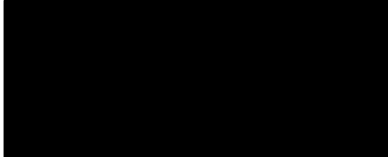
Each new employee has thirty days after beginning employment to confirm receipt of this information.

By signing below you are acknowledging (insert public employer) provided you information about the fraud-reporting system as described by Ohio Revised Code §117.103(A), and that you read and understand the information provided. You are also acknowledging you have received and read the information regarding Ohio Revised Code §124.341 and the protections you are provided as a classified or unclassified employee if you use the 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.

 Wadsworth

PRINT NAME, TITLE, AND DEPARTMENT

 _____

03-14-2023

DATE





February 12, 2024

Re: Notice of Discipline

Dear [REDACTED]

On or about January 3rd, 2024 you met with Chief Chafin and Detective Allenby as a union representative in reference to your participation in a pursuit and emergency response that occurred on November 30th 2023. You were informed at that meeting and acknowledged that you may face advanced disciplinary action up to and including removal/termination from employment for violations of Wadsworth Police Department (WPD) policies and/or work rules and/or Ohio Revised Code. On January 4th, 2024 I received a memorandum requesting a pre-disciplinary hearing from Chief Chafin, specifically pertaining to your violation of multiple standards of Conduct, Safety, Vehicle Pursuits, Pursuit Driving Tactics and Responses to Calls stemming from your actions on November 30, 2023. As I understand Chief Chafin's request was based upon his review of the following items:

- WPD Policy 341.5.9 Conduct – Unreasonable and unwarranted force to a person encountered;
- WPD Policy 341.5.10(a),(f),(g) Safety – Failing to observe or violating department safety standards or safe working practices; Unsafe driving habits or actions in the course of employment; Any personal action contributing to a preventable traffic collision;
- WPD Policy 314.3.2(e),(g),(h) Vehicle Pursuits – Extended pursuits of violators for misdemeanors or non-violent felonies; Hazards to uninvolved bystanders or motorists; when the identity of the offender is known and it does not reasonably appear that the need for immediate capture outweighs the risk associated with continuing the pursuit, officers should strongly consider discontinuing the pursuit and apprehending the offender at a later time;
- WPD Policy 314.4.4(b) Pursuit Driving Tactics – proceeding past a red or stop signal but only after slowing down as may be necessary for safe operation and pursuant to ORC 4511.03 (A) with due regard for the safety of all persons using the street or highway;
- WPD Policy 314.8.1 Pursuit Intervention – reasonable use of intervention tactics after approval of supervisor and balancing of need and safety to public;
- WPD Policy 314.8.1(a)(1)(2) Intervention Standards – use of force considerations, dangers to public, officers and those in pursued vehicle, consideration and factors when ramming of vehicles, present or immediately foreseeable serious threat to the public, and
- WPD Policy 316.4(a)(b)(c) Officer Response to Calls – the exercise of sound judgment and care with due regard for life and property per ORC 4511.041; proceeding past red or stop signal after slowing and with due regard per ORC 4511.03; exceeding speed limits, provided



this does not endanger life or property per ORC4511.24 and disregarding regulations governing direction of movement or turning in specified directions per ORC 4511.37.

You were hired by as a patrol officer in [REDACTED] and are currently in your new employee probationary period. As a probationary employee, you are an at-will employee and not entitled to a pre-disciplinary hearing. However, I believe it is important to hear all perspectives before rendering a decision on disciplinary matters and, as such, I held a meeting with you, Det. Allenby and Chief Chafin on January 26, 2024. At the meeting, I found you to be forthright in your depiction of your actions during the November 30th, 2023 incident and your acknowledgment of your violations of work rules and policies. I believe you understood the gravity of your violations and the wrongness of your actions while acknowledging the organizational need for discipline.

The facts and circumstances giving rise to these violations are thoroughly outlined in the following documents attached to and incorporated into this decision as:

- A. Exhibit 1 - Chief Chafin's Memorandum Requesting a Pre-Disciplinary Conference
- B. Exhibit 2 - Sergeant Feke's Memorandum to Lt. Dorland regarding her Pursuit Review
- C. Exhibit 3 - Lt. Dorland's Memorandum to Chief Chafin regarding his Pursuit Review
- D. Exhibit 4 - [REDACTED]'s Vehicle Pursuit Report
- E. Exhibit 5 - WPD Policy 314 Vehicle Pursuits
- F. Exhibit 6 - WPD Policy 341 Standards of Conduct
- G. Exhibit 7 - WPD Policy 316 Officer Response to Calls
- H. Exhibit 8 - WPD ICC & BWC Video from Car [REDACTED] & [REDACTED] (not attached)
- I. Exhibit 9 - WPD ICC & BWC Video from Car 7 & Ofc. Lamielle (not attached)

Pursuit Policy Violations

I will not restate all of the facts and circumstances summarized and depicted in the above listed documents and videos of the November 30th, 2023 pursuit. I find your actions and operation of WPD Cruiser # [REDACTED] were in violation of the identified Vehicle Pursuit, Pursuit Tactics and Pursuit Intervention policies from the point of your initiation of the pursuit to your termination of the pursuit. From the failure to communicate the pursuit initiation, to the decision to ram the offender's vehicle on two (2) separate occasions and without supervisor approval, to the unwarranted use of force based upon the circumstances, and the dangers to the public in a private parking lot and on City arterial and residential streets. Your actions were unreasonable at the time and arguably outside the legal bounds of good judgment and acceptable law enforcement practices.

Code of Conduct, Safety & Officer Response to Call Violations

Based upon the same and similar actions stated in the Pursuit Policy violations section above, your driving behavior and response to the call while operating WPD Cruiser # [REDACTED] were in violation of the WPD Conduct, Safety and Response to Calls policies. Throughout the pursuit and afterwards, your operation of the City's police cruiser at excessive speeds, through red lights and stop conditions, in opposing lanes of travel and in violation of emergency response due diligence standards were all separate violations of policy. Your improper driving behaviors while on duty during this incident caused unnecessary danger to bystanders and the motoring public. Your driving behaviors extended from the north end of City to the south end of the City and back. At times you even passed other units responding to the crash caused by the fleeing suspect. After reviewing the videos of the



incident, I would opine that you acted with a total disregard for departmental policies and operated the city's police cruiser with a shortsighted single minded fixation throughout rather than evaluating the entirety of the situation, hazards, dangers and risks, together with the underlying criminal conduct.

I am thankful that you, no other officers, no member of the public, or the suspect were seriously injured or killed during this incident. This incident could have been much worse and devastating for those involved, the public, you, the department, and the City. Your multiple violations of policy and work rules were egregious.

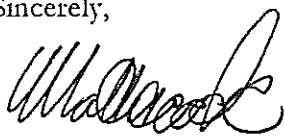
Your actions while on duty during this incident are extremely concerning. These types of actions can negatively impact community relations and damages the public's confidence in and expectation of professional operation of the City's police department. Your actions in uniform must always be within policy and above reproach and should never negatively impact the reputation of the WPD and the City. Your conduct in this matter did both.

However, it is important to me to note that throughout your probationary period of employment you have been an exemplary officer. I also believe your acknowledgement of the wrongness of your actions on November 30th 2023 and your willingness to be held accountable, together with your desire to improve your performance are exactly the right type of after-incident actions that are needed. Additionally, your post-incident work performance evidences to me your ability to move forward from the incident and poor decisions and return to being a proactive and positive contributing member of the patrol division. We all make mistakes. Acknowledging our mistakes, the willingness to be held accountable and learning from our mistakes are extremely important in law enforcement as in life.

After careful consideration of the facts and circumstances of the investigation, the supporting documentation and videos, department policies and procedures, I have decided to issue a five (5) day working suspension for the violations stemming from the November 30th, 2023 incident. Additionally, I will be extending your probationary period an additional six (6) months from the scheduled end date. I believe that you will benefit from additional training with reference to pursuits and will require and ensure that you have access to these types of advanced trainings in the immediate future. The effective date of this working suspension is Monday, February 12, 2024.

You have a bright future in law enforcement [REDACTED] I believe in your abilities and skillsets. I look forward to a long and rewarding career with the City of Wadsworth. Please feel free to contact me should you have any questions.

Sincerely,



Matthew G. Hiscock
Director of Public Safety
City of Wadsworth

cc: Robin Laubaugh, Mayor
Dan Chafin, Police Chief

Tara McCulloch, Human Resources Director
Det. James Allenby





WADSWORTH POLICE DEPARTMENT

120 MAPLE STREET, WADSWORTH, OHIO 44281 (330) 334-1511

MEMORANDUM

TO: Tara McCulloch, Director of Human Resources
CC: Mathew Hiscock, Director of Public Safety
FROM: Dan Chafin, Chief of Police
DATE: January 4, 2024
SUBJECT: Request for Pre-Disciplinary Hearing for [REDACTED]

I am recommending disciplinary action be taken against [REDACTED] therefore I am requesting a pre-disciplinary conference to be scheduled.

The request for a pre-disciplinary conference is based on a pursuit and subsequent emergency response that took place on November 30, 2023. During the pursuit and emergency response there were numerous policy violations which placed the suspect, [REDACTED] and the public at risk. Sgt. Vivian Feke conducted a review of the pursuit which details both the policy infractions and her debrief of [REDACTED] Lt. Dorland has also reviewed both Sgt. Feke's review and the relevant body worn cameras and "in-car" cameras. Lt. Dorland felt that the policy violations were "egregious" and constituted a need for "advanced corrective action."

Based on my review of the pursuit investigation/debrief, and relevant media available I believe that [REDACTED] violated the following standards of conduct and policies:

341.5.9 Conduct

(b) Unreasonable and unwarranted force to a person encountered or a person under arrest.

341.5.10 Safety

- (a) Failure to observe or violating department safety standards or safe working practices.
- (f) Unsafe or improper driving habits or actions in the course of employment or appointment.
- (g) Any personal action contributing to a preventable traffic collision.

314 Vehicle Pursuits

314.3.2 When to Terminate a Pursuit

EXHIBIT I

(e) Extended pursuits of violators for misdemeanors or non-violent felonies that do not involve the risk of serious harm (independent of the pursuit) are discouraged.

(g) The hazards to uninvolved bystanders or motorists

(h) When the identity of the offender is known and it does not reasonably appear that the need for immediate capture outweighs the risk associated with continuing the pursuit, officers should strongly consider discontinuing the pursuit and apprehending the offender at a later time.

314.4.4 Pursuit Driving Tactics

(b) Officers may proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).

314.8 Pursuit Intervention

314.8.1 When Use is Authorized

Use of pursuit intervention tactics should be employed only after approval of a supervisor. In deciding whether to use intervention tactics, officers/supervisors should balance the risk of allowing the pursuit to continue with the potential hazards arising from the use of each tactic to the public, the officers and persons in or on the pursued vehicle. With this in mind, the decision to use any intervention tactic should be reasonable in light of the circumstances apparent to the officer at the time of the decision. It is imperative that officers act within legal bounds using good judgment and accepted practices.

314.8.2 Intervention Standards

Any intervention tactic, depending upon the conditions and circumstances under which it is used, may present dangers to the officers, the public or anyone in or on the vehicle being pursued. Certain applications of intervention tactics may be construed to be a use of force, including deadly force, and are subject to Department policies guiding such use. Officers shall consider these facts and requirements prior to deciding how, when, where and if an intervention tactic should be employed.

(a) Ramming a fleeing vehicle should be done only after other reasonable tactical means at the officer's disposal have been exhausted. This tactic should be reserved for situations where there does not appear to be another reasonable alternative method. This policy is an administrative guide to direct officers in their decision-making process before ramming another vehicle. It is not a standard for civil or criminal litigation to judge the propriety of the act; that is a matter for the courts to determine by established law. When ramming is to be employed as a means to stop a fleeing vehicle, one or more of the following factors should be present:

1. The suspect is an actual or suspected felon who reasonably appears to represent a serious threat to society if not apprehended.
2. The suspect is driving with willful or wanton disregard for the safety of persons or driving in a reckless and life-endangering manner.

If there does not reasonably appear to be a present or immediately foreseeable serious threat to the public, the use of ramming is not authorized.

316 Officer Response to Calls

316.4 Responsibilities of Responding Officer

Officers shall exercise sound judgment and care with due regard for life and property when responding to an emergency call. During a response to an emergency call officers may (ORC § 4511.041):

(a) Proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).

(b) Exceed any speed limits, provided this does not endanger life or property (ORC § 4511.24).

(c) Disregard regulations governing direction of movement or turning in specified directions (ORC § 4511.37).

I met with [REDACTED] on 1/3/24. Det. Allenby, the Patrol Union Representative, was also present and prior to any conversations [REDACTED] was presented with his Garrity Rights. [REDACTED] acknowledged that he knew that his actions were wrong and of a very serious nature. He also understood that he was likely to face discipline for his actions. [REDACTED] was sincere, respectful, and engaged in our conversation. I felt that he understood the gravity of the situation and he indicated that he is committed to making sure that nothing like this occurs in the future. Sgt. Feke noted the same about [REDACTED] in her debriefing with him.





WADSWORTH POLICE DEPARTMENT

120 MAPLE STREET, WADSWORTH, OHIO 44281 (330) 334-1511

MEMORANDUM

TO: Dave Dorland, Lieutenant

FROM: Vivian Feke, Sergeant

DATE: December 5, 2023

SUBJECT: Pursuit Review - Case [REDACTED]

Officers Involved: [REDACTED] Officers Dakota Lamielle #15

Date of Incident: November 30, 2023

Time Initiated: 1521

Time Terminated: 1523

This memo includes a pursuit review for [REDACTED] and additional information about what occurred after the pursuit.

On December 5th, 2023, I reviewed the pursuit from WPD Case [REDACTED] with [REDACTED] in my office. We reviewed the body-worn camera and dashcamera, and discussed WPD Policy 314 – Vehicle Pursuits.

We talked about the following training points:

- [REDACTED] did not broadcast at any time that he was in pursuit of the suspect vehicle.
 - Regular updates about the pursuit were not broadcasted by the primary or secondary units. To include speeds, traffic conditions, traffic violations, locations and directions of travel.
- The secondary unit should take over radio traffic.
 - Officer Lamielle was behind [REDACTED] in pursuit of the suspect vehicle and should have taken over communications. The primary officer may need to request or remind the secondary unit if they do not immediately take over communications.
- [REDACTED] rammed the fleeing vehicle in the Walmart parking lot at speeds of about 25 miles per hour on the driver's side of the suspect vehicle.

Exhibit 2

Pursuit Review - [REDACTED]

- Observing additional emergency response vehicles driving northbound on High Street (Chief Chafin, a fire SUV, and an ambulance all with emergency lights on) and traveling between 49-79 mph as these vehicles approached.
- Driving at 73 mph while approaching an unoccupied crosswalk in the area of High Street and Prospect Street.
- Driving at 55 mph while approaching an unoccupied crosswalk at High Street and Maple Street.
- Driving at 47 mph while passing through another unoccupied crosswalk near Main Street and Wright Street.
- Proceeding past a red light at 67 mph without slowing down at Main Street and State Street.
- Traveling at 47-65 mph through an active school zone with lights flashing in the area of Main Street and Takacs Drive.

[REDACTED] arrived at the Santee Landing apartments, 455 Seville Road, and stated over the radio that he had arrived at the Menwa Apartments. He then realized that he had mixed up Menwa Apartments with Santee Landing. At this time, there was no emergency traffic over the radio. While the fleeing suspect had not yet been caught, multiple Wadsworth officers and MCSO deputies were already in the area actively looking for the suspect. There was no need to continue to drive in an emergency response back to the correct area.

[REDACTED] turned on his lights and sirens again to proceed back to the north side of the city. I noted the following additional concerns:

- Entering the active school zone again at Main Street and Takacs Drive at speeds of about 52 mph.
- Proceeding through another red light without slowing down at Main Street and State Street at about 50 mph.
- Driving approximately 81 mph up the hill in the area of Main Street and Garfield Avenue, with limited ability to observe traffic at the top of the hill.
- Entering another active school zone with flashing lights outside of Sacred Heart School on Broad Street at approximately 54 mph. I observed an unoccupied crosswalk at Humbolt and Broad in which a vehicle parked on the side of the road appeared to be obstructing the view of the entrance to the crosswalk. [REDACTED] drives through this unoccupied crosswalk at 49 mph.
- Briefly driving without a siren in the area of Broad Street east of Sacred Heart.
- Driving 47 mph on Summit Street, an area with excessive speeding complaints, without use of lights or siren.
- Continuing to drive lights and sirens after the fleeing suspect had been taken into custody.

While the crosswalks that [REDACTED] drove through were unoccupied at the time, I explained my concern for driving through them at such a high rate of speed regardless. If a pedestrian or bicyclist suddenly entered the crosswalk and this was unexpected, at the speeds at which [REDACTED] was traveling at, he would likely not be able to come to a stop even if he began hitting his brakes.

Pursuit Review - [REDACTED]

We discussed additional training for the future, to include pursuit and driving classes, reviews of unrelated pursuits, and law enforcement related reading material. [REDACTED] was open to all of these ideas and had actually brought up the possibility of attending additional classes.

I advised that my review of the pursuit, dashcamera, and bodycamera, would be forwarded to Lieutenant Dorland for additional review and pending discipline.





WADSWORTH POLICE DEPARTMENT

120 MAPLE STREET, WADSWORTH, OHIO 44281 (330) 334-1511

MEMORANDUM

TO: Chief Chafin, #7
FROM: Lt. Dorland, #11
DATE: December 12, 2023
SUBJECT: Vehicle Pursuit Review ([REDACTED])

On December 6, 2023, I received Sgt. Feke's written review of the vehicle pursuit that occurred on November 30 during an investigation at the Home Depot. Prior to receiving her review, I watched the videos recorded by the in-car cameras located inside the patrol vehicles driven by Ptl. Lamielle and [REDACTED]. I also viewed the videos from their body-worn cameras.

These videos showed numerous policy violations committed by [REDACTED] during the pursuit and the events following the end of the pursuit. Many of these violations were egregious, which put the safety of the public and the suspect at significant risk. In her review, Sgt. Feke itemized [REDACTED]'s actions and driving behavior that occurred in various areas, including a private parking lot, residential streets, and school zones.

The most severe of [REDACTED]'s actions during this incident occurred when he made deliberate contact with the suspect's vehicle on two separate occasions. This deliberate contact was not authorized or warranted based on the circumstances. It constituted a use of force and could have resulted in serious injury to the suspect and any other motorists who may have been in the area at the time. [REDACTED]'s other actions, such as driving at excessive speeds, reckless driving, and failing to safely operate his patrol vehicle are also very serious infractions.

Due to the nature, degree, and quantity of serious policy violations committed by [REDACTED] during this incident, I believe that advanced corrective action is warranted and appropriate.

The below items are attached to this review.

- Vehicle pursuit report completed by [REDACTED]
- Sgt. Feke's written review
- DVD containing video from
 - In-car camera video from Car #7 and Car # [REDACTED]
 - Video from Ptl. Lamielle's and [REDACTED]'s body-worn cameras

Exhibit 3



WADSWORTH POLICE DEPARTMENT

VEHICLE PURSUIT REPORT

DATE: 11/30/23 TIME OF INCIDENT: 1512 hours CASE # [REDACTED]

OFFICER: [REDACTED] BADGE: [REDACTED] VEHICLE [REDACTED] VIDEO

(INDICATE YOUR ROLE IN THE PURSUIT BELOW WITH AN 'X')

INITIATING UNIT: SECONDARY UNIT: SUPPORT UNIT: FOOT PURSUIT:

SUSPECT VEHICLE / DRIVER

Year 2023 Make NISSAN Model ROGUE License LCF7664 Color GRAY

DRIVER [REDACTED] Injury Arrested Released Pending At-Large

PURSUIT DETAILS

TIME INITIATED: 1520 LOCATION: DOLLAR TREE PARKING LOT

TIME TERMINATED: 1523 LOCATION: E. SMOKERISE INFRONT OF CIRCLE K

REASON FOR PURSUIT

REASON FOR TERMINATION

Traffic Violation Suspected OVI
 Felony Criminal Misdemeanor Criminal
 Stolen Vehicle Suspicious Vehicle
 Mutual Aid Dept. _____
 Other _____

Crash: Officer Suspect
 Property Injury
 Suspect Stopped Terminated by Officer
 Terminated by Supervisor # 10
 Pursuit Termination Techniques (specify below)

WHAT PURSUIT TERMINATION TECHNIQUES DID YOU USE?

Stop Sticks Moving Roadblock Flare/Cone Roadblock Deliberate Contact
Were felony stop procedures followed at the end of the pursuit? Yes No *pursuit terminated*

WEATHER CONDITIONS: Clear Rain Snow Other _____

ROAD CONDITIONS: Dry Wet Icy Snow

TRAFFIC CONDITIONS: Light Medium Heavy None

LOCATION: Residential Business Interstate Other _____

LIGHT CONDITIONS: Daylight Dusk Night Other _____

PURSUIT LEAVE CITY: Yes No MUTUAL AID NEEDED: Yes No

MUTUAL AID DEPTS: MCSO Norton Rittman Other _____

OFFICER SIGNATURE: [REDACTED] (Remarks: Pg.2)

SHIFT SERGEANT SIGNATURE: [Signature] (Remarks: Pg.2)

CHIEF/LIEUTENANT SIGNATURE: [Signature] (Remarks: Pg.2)

EXHIBIT 4

WADSWORTH POLICE DEPARTMENT
VEHICLE PURSUIT REPORT

Page 2

OFFICER: [REDACTED]

BADGE: [REDACTED]

CASE #: [REDACTED]

Provide a detailed account of involvement to include streets, direction of travel, speeds, violations, etc.

[REDACTED] took off driving in the Dollar Tree parking lot, heading south west. He then entered the Walmart parking lot traveling south at 41mph, cutting across multiple rows and exiting the lot before approaching Marie's. I then made contact with the driver side rear door of [REDACTED]'s vehicle with my cruiser. I did this in efforts to stop him from continuing the pursuit onto busier main roads as I believed [REDACTED] had no regard for officer or civilian safety, considering his actions of ramming into officer cruisers and occupied civilian vehicles within the parking lot. After my contact with [REDACTED]'s vehicle, he began driving on the wrong side of the road. [REDACTED] failed to stop at the stop sign near Marie's just before E. Smokerise. While traveling west on E. Smokerise, [REDACTED] took a sharp left turn onto High St. [REDACTED] failed to activate his left turn signal when turning onto High. While traveling south on High, [REDACTED] entered into the left turn lane at High and Access Rd 6, failing to activate his turn signal and cutting off another vehicle. [REDACTED] then exited the left turn lane to his right, and continued traveling south on High at speeds of 61mph. When [REDACTED] reached the intersection of High and Great Oaks, he entered the farthest right turning lane, and then darted left across 3 lanes of traffic, entering Park Center Drive. When Brandon turned left from High onto Park Center, he did so by running a red light and failing to use his turn signal. While traveling east on Park Center, I followed behind [REDACTED] at speeds up to 80mph. [REDACTED] then turned left onto Lavern without using his turn signal and continued traveling north on Lavern. On Lavern I followed [REDACTED] at speeds up to 57mph. [REDACTED] then took a sharp left turn onto E. Smokerise traveling west. I made contact with [REDACTED]'s vehicle one last time before reaching Hinkle Dr. There were no other vehicles around at the time of contact and I was attempting to stop [REDACTED]'s vehicle before he got back onto High St or re-entered the busy Walmart parking lot. I continued to follow [REDACTED] west on E. Smokerise at speeds up to 61mph. As we continued west on E Smokerise, Sergeant Feke was stopped in traffic facing east near Marie's. Sergeant Feke was in patrol car 28, and attempted to make a road block with her cruiser in hopes [REDACTED] would stop his vehicle. [REDACTED] unfortunately dodged Sergeant Feke's patrol car by swerving left and continued travelling west into the oncoming traffic lane on E. Smokerise. [REDACTED] then darted far right into the right most lane of E Smokerise, and quickly turned left onto High St. When [REDACTED] turned onto High St, he ran a red light at the intersection of E. Smokerise and High, and failed to use his turn signal once again. At this time Sergeant Feke announced over the radio to terminate the pursuit. I then followed her termination orders and conducted a U-turn at High and Access Rd 6, so I could further assist Ofc Lamelle at Dollar Tree, as he searched for the other two male subjects.

SHIFT SERGEANT'S REMARKS

I terminated the pursuit after the suspect vehicle almost struck my cruiser at E. Smokerise near the Circle K gas station. I did not intentionally make a roadblock, I did not expect the suspect vehicle to be driving toward me on Smokerise and thought the suspect vehicle was still on Lavern. I reviewed the pursuit in its entirety with officer [REDACTED] on December 5th, 2023. We talked through many training points.

CHIEF/LIEUTENANT'S REMARKS

See accompanying notes

Vehicle Pursuits

314.1 PURPOSE AND SCOPE

Vehicle pursuits expose innocent citizens, law enforcement officers and fleeing violators to the risk of serious injury or death. The primary purpose of this policy is to provide officers with guidance in balancing the safety of the public and themselves against law enforcement's duty to apprehend violators of the law. Another purpose of this policy is to minimize the potential for pursuit-related collisions. Vehicle pursuits require officers to exhibit a high degree of common sense and sound judgment. Officers must not forget that the immediate apprehension of a suspect is generally not more important than the safety of the public and pursuing officers (ORC § 2935.031).

314.1.1 PHILOSOPHY

Deciding whether to pursue a motor vehicle is a critical decision that must be made quickly and under difficult and unpredictable circumstances. In recognizing the risk to public safety created by vehicle pursuits, no officer or supervisor shall be criticized or disciplined for deciding not to engage in a vehicle pursuit due to the risk involved. This includes circumstances where Department policy would permit the initiation or continuation of the pursuit. It is recognized that vehicle pursuits are not always predictable and decisions made pursuant to this policy will be evaluated according to the totality of the circumstances reasonably available at the time of the pursuit.

314.2 DEFINITIONS

Definitions related to this policy include:

Vehicle Pursuit - An event involving one or more peace officers attempting to apprehend a suspect who is trying to avoid arrest while operating a motor vehicle by failing to stop or using evasive tactics such as high speed, disregarding traffic warning signs, stop signs, red lights, driving off a roadway, turning suddenly or driving in a legal manner but willfully failing to yield to an officer's signal to stop.

Boxing In - A tactic designed to stop a violator's vehicle by surrounding it with law enforcement vehicles and then slowing all vehicles to a stop.

Ramming - The deliberate act of impacting a violator's vehicle with another vehicle to functionally damage or otherwise force the violator's vehicle to stop.

Roadblocks - A tactic designed to stop a violator's vehicle by intentionally placing a vehicle or other immovable object in the path of the violator's vehicle.

Tire Deflation Device, Stop Sticks- A device that extends across the roadway and is designed to puncture the tires of the pursued vehicle.

314.3 OFFICER RESPONSIBILITIES

It is the policy of this department that a vehicle pursuit shall be conducted with at least one red or blue flashing, rotating or oscillating light, visible under normal atmospheric conditions from a

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distance of 500 feet to the front of, and a siren activated on an authorized emergency vehicle (ORC § 4513.21, ORC § 4511.01(D) and ORC § 4511.041).

Operating an emergency vehicle in a pursuit with emergency lights and siren does not relieve the operator of an authorized emergency vehicle of the duty to drive with due regard for the safety of all persons and does not protect the driver from the consequences of his/her reckless disregard for the safety of others (ORC § 4511.45(B)). The following policy is established to provide officers with guidelines for driving with due regard and caution for the safety of all persons using the highway.

314.3.1 WHEN TO INITIATE A PURSUIT

Officers are authorized to initiate a pursuit when it is reasonable to believe that a suspect is attempting to evade arrest or detention by fleeing in a vehicle that has been given a signal to stop by a peace officer (ORC § 2921.331(B)).

The following factors individually and collectively shall be considered in deciding whether to initiate or continue a pursuit:

- (a) The seriousness of the known or reasonably suspected crime and its relationship to community safety.
- (b) The importance of protecting the public and balancing the known or reasonably suspected offense and the apparent need for immediate capture against the risks to officers, innocent motorists and others.
- (c) The identity of the suspect has been verified and there is comparatively minimal risk in allowing the suspect to be apprehended at a later time.
- (d) The safety of the public in the area of the pursuit, including the type of area, time of day, the amount of vehicular and pedestrian traffic (e.g., school zones) and the speed of the pursuit relative to these factors.
- (e) The pursuing officer's familiarity with the area of the pursuit, the quality of radio communication between the pursuing units and the dispatcher/supervisor, and the driving capabilities of the pursuing officers under the conditions of the pursuit.
- (f) The weather, traffic and road conditions that unreasonably increase the danger of the pursuit when weighed against the risks resulting from the suspect's escape.
- (g) The performance capabilities of the vehicles used in the pursuit in relation to the speed and other conditions of the pursuit.
- (h) Vehicle speeds.
- (i) Other persons in or on the pursued vehicle (e.g., passengers, co-offenders and hostages).
- (j) The police unit is carrying passengers other than on-duty police officers. Pursuits should not be undertaken with a prisoner in the pursuit vehicle unless exigent circumstances exist, and then only after the need to apprehend the suspect is weighed

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against the safety of the prisoner in transport. A unit containing more than a single prisoner should not participate in a pursuit.

314.3.2 WHEN TO TERMINATE A PURSUIT

Pursuits should be discontinued whenever the totality of objective circumstances known or which reasonably ought to be known to the officer or supervisor during the pursuit indicates that the present risk of continuing the pursuit reasonably appears to outweigh the risk resulting from the suspect's escape.

The above factors on when to initiate a pursuit are expressly included herein and will apply equally to the decision to discontinue, as well as the decision to initiate a pursuit. Officers and supervisors must objectively and continuously weigh the seriousness of the offense against the potential danger to innocent motorists, themselves and the public when electing to continue a pursuit. In the context of this policy, the term "terminate" shall be construed to mean to discontinue or to stop chasing the fleeing vehicle.

In addition to the factors listed above, the following factors should be considered when deciding whether to terminate a pursuit:

- (a) The distance between the pursuing officers and the fleeing vehicle is so great that further pursuit would be futile or require the pursuit to continue for an unreasonable time or distance.
- (b) The pursued vehicle's location is no longer definitively known.
- (c) The officer's pursuit vehicle sustains damage or a mechanical failure that renders it unsafe to drive.
- (d) The pursuit vehicle suffers an emergency equipment failure that causes the vehicle to no longer qualify for emergency operation use.
- (e) Extended pursuits of violators for misdemeanors or non-violent felonies that do not involve the risk of serious harm (independent of the pursuit) are discouraged.
- (f) Pursuits of violators operating motorcycles or ATV's are discouraged and should not go beyond the city limits for misdemeanor traffic offenses.
- (g) The hazards to uninvolved bystanders or motorists
- (h) When the identity of the offender is known and it does not reasonably appear that the need for immediate capture outweighs the risk associated with continuing the pursuit, officers should strongly consider discontinuing the pursuit and apprehending the offender at a later time.
- (i) When directed to terminate the pursuit by a supervisor.

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314.3.3 SPEED LIMITS

The speed of a pursuit is a factor that should be evaluated on a continuing basis by the officer and supervisor. Vehicle speeds shall be taken into consideration to prevent endangering public safety, officer safety and the safety of the occupants of the fleeing vehicle.

Should high vehicle speeds be reached during a pursuit, officers and supervisors shall also consider these factors when determining the reasonableness of the speed of the pursuit (ORC § 4511.24):

- (a) Pursuit speeds have become unreasonably unsafe for the surrounding conditions.
- (b) Pursuit speeds have exceeded the driving ability of the officer.
- (c) Pursuit speeds are beyond the capabilities of the pursuit vehicle, thus making its operation unsafe.

314.4 PURSUIT UNITS

Pursuit units should be limited to three vehicles (two units and a supervisor). However, the number of units involved will vary with the circumstances.

An officer or supervisor may request additional units to join a pursuit if, after assessing the factors outlined above, it appears that the number of officers involved would be insufficient to safely arrest the suspect. All other officers shall stay out of the pursuit but should remain alert to its progress and location. Any officer who drops out of a pursuit may then, if necessary, proceed to the termination point at legal speeds, following the appropriate rules of the road.

Distinctively marked patrol vehicles should replace unmarked vehicles involved in a pursuit whenever practicable.

314.4.1 VEHICLES WITHOUT EMERGENCY EQUIPMENT

Vehicles not equipped with a red or blue emergency light and siren are prohibited from initiating or joining in any pursuit. Officers in such vehicles may provide support to pursuing units as long as the vehicle is operated in compliance with all traffic laws (ORC § 4511.041 and ORC § 4513.21).

314.4.2 PRIMARY UNIT RESPONSIBILITIES

The initial pursuing officer will be designated as the primary pursuit unit and will be responsible for the conduct of the pursuit unless it is unable to remain reasonably close enough to the violator's vehicle. The primary responsibility of the officer initiating the pursuit is the apprehension of the suspect without unreasonable danger to him/herself or other persons. If an unmarked vehicle initiates a pursuit they will only remain the primary until a marked vehicle is able to assume their role.

The primary unit should notify the Dispatch Center that a vehicle pursuit has been initiated, and as soon as practicable, provide information including, but not limited to:

- (a) The reason for the pursuit.
- (b) The location and direction of travel.

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- (c) The speed of the fleeing vehicle.
- (d) The number of occupants.
- (e) The road and traffic conditions.
- (f) The identity of other agencies involved in the pursuit.
- (g) Information concerning the use of firearms, threat of force, injuries, hostages or other unusual hazards.

Unless relieved by a supervisor or secondary unit, the officer in the primary unit shall be responsible for broadcasting the progress of the pursuit. Unless circumstances reasonably indicate otherwise, the primary unit should relinquish the responsibility of broadcasting the progress of the pursuit to a secondary unit joining the pursuit to minimize distractions and allow the primary unit to concentrate foremost on safe pursuit tactics.

314.4.3 SECONDARY UNIT RESPONSIBILITIES

The second officer in the pursuit is responsible for:

- (a) Immediately notifying the dispatcher of his/her entry into the pursuit.
- (b) Remaining at a safe distance behind the primary unit unless directed to assume the role of primary officer, or if the primary unit is unable to continue the pursuit.
- (c) Broadcasting the progress of the pursuit unless the situation indicates otherwise.
- (d) Serving as backup to the primary unit once the subject has been stopped.

314.4.4 PURSUIT DRIVING TACTICS

The decision to use specific driving tactics requires the same assessment of considerations outlined in the factors to be considered concerning pursuit initiation and termination. The following are tactics for units involved in the pursuit:

- (a) Officers, considering their driving skills and vehicle performance capabilities, will space themselves from other involved vehicles such that they are able to see and avoid hazards or react safely to maneuvers by the fleeing vehicle.
- (b) Officers may proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).
- (c) As a general rule, officers should not pursue a vehicle driving the wrong way on a roadway, highway or freeway. In the event the pursued vehicle does so, the following tactics should be considered:
 1. Maintaining visual contact with the pursued vehicle by paralleling on the correct side of the roadway.
 2. Requesting other units to observe exits available to the suspect.

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- (d) Officers involved in a pursuit should not attempt to pass other units unless the situation indicates otherwise or they are requested to do so by the primary unit and a clear understanding of the maneuver process exists between the involved officers.

314.4.5 TACTICS/PROCEDURES FOR UNITS NOT INVOLVED IN THE PURSUIT

Paralleling of the pursuit route is permitted in order for a unit to get into position to assist in terminating the pursuit. Officers are authorized to use emergency equipment at intersections along the pursuit path to clear intersections of vehicular and pedestrian traffic to protect the public.

Non-pursuing personnel needed at the termination of the pursuit should respond in a non-emergency manner, observing the rules of the road.

314.5 SUPERVISORY CONTROL AND RESPONSIBILITIES

It is the policy of this department that available supervisory and management control will be exercised over all vehicle pursuits involving officers from this department.

The shift supervisor of the officer initiating the pursuit will be responsible for the following:

- (a) Upon becoming aware of a pursuit: obtain all reasonably available information and continuously assess the situation and risk factors associated with the pursuit in order to ensure that the pursuit is conducted within established Department guidelines.
- (b) Engaging in the pursuit, when appropriate, to provide on-scene supervision.
- (c) Exercising management and control of the pursuit even if not engaged in it.
- (d) Ensuring that no more than the number of required law enforcement units needed are involved in the pursuit under the guidelines set forth in this policy.
- (e) Directing that the pursuit be terminated if, in his/her judgment, it is not justified to continue the pursuit under the guidelines of this policy.
- (f) Ensuring that the proper radio channel is being used.
- (g) Ensuring the notification and/or coordination of outside agencies if the pursuit either leaves or is likely to leave the jurisdiction of this agency.
- (h) Controlling and managing WPD units when a pursuit enters another jurisdiction.
- (i) Reviewing all pertinent reports and forms for content and forwarding them to the Lieutenant.

314.6 COMMUNICATIONS

If the pursuit is confined within the City limits, radio communications will be conducted on the primary police channel unless instructed otherwise by a supervisor or communications dispatcher. If the pursuit leaves the jurisdiction of this department or such is imminent, involved units should, whenever available, switch radio communications to an emergency channel most accessible by participating agencies and units.

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314.6.1 THE DISPATCH CENTER RESPONSIBILITIES

Upon notification that a pursuit has been initiated, the Dispatch Center will be responsible for:

- (a) Announcing "99"/emergency radio traffic to all personnel.
- (b) Coordinating pursuit communications of the involved units and personnel.
- (c) Notifying and coordinating with other involved or affected agencies, as practicable.
- (d) Ensuring that the shift supervisor is notified of the pursuit.
- (e) Assigning an incident number and logging all pursuit activities.
- (f) Broadcasting pursuit updates, as well as, other pertinent information, as necessary.
- (g) Should the pursuit enter a different county, another agency should be requested to coordinate communications.

314.6.2 LOSS OF PURSUED VEHICLE

When the pursued vehicle is lost, the primary unit should broadcast pertinent information to assist other units in locating the vehicle. The primary unit will be responsible for coordinating any further search for either the pursued vehicle or suspects fleeing on foot.

314.7 INTERJURISDICTIONAL CONSIDERATIONS

When a pursuit enters another agency's jurisdiction, the primary officer or supervisor, taking into consideration distance traveled, unfamiliarity with the area and other pertinent facts, should determine whether to request the other agency to assume the pursuit.

314.7.1 ASSUMPTION OF PURSUIT BY ANOTHER AGENCY

Once another agency has assumed control of the pursuit, the primary unit from this department may continue on with supervisor approval. Depending on the circumstances, the supervisor may authorize one (1) additional unit to continue on with the pursuit or to trail the pursuit.

The term "trail" means to follow the path of the pursuit at a safe speed, while obeying all traffic laws and without activating emergency equipment. If the pursuit is at a slow rate of speed, the trailing unit will maintain sufficient distance from the pursuit units to clearly indicate an absence of participation in the pursuit.

314.7.2 PURSUITS EXTENDING INTO THIS JURISDICTION

The agency that initiates a pursuit shall be responsible for conducting the pursuit. Units from this department should not join a pursuit unless specifically requested to do so by the agency whose peace officers are in pursuit. The exception to this is when a single unit from the initiating agency is in pursuit. Under this circumstance, a unit from this department may join the pursuit until sufficient units from the initiating agency join the pursuit.

When a request is made for this department to assist or take over a pursuit from another agency that has entered this jurisdiction, the supervisor should consider these additional factors:

- (a) Ability to maintain the pursuit.

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- (b) Circumstances serious enough to continue the pursuit.
- (c) Adequate staffing to continue the pursuit.
- (d) The public's safety within this jurisdiction.
- (e) Safety of the pursuing officers.

As soon as practicable, a supervisor should review a request for assistance from another agency. The supervisor, after consideration of the above factors, may decline to assist in or assume the other agency's pursuit.

Assistance to a pursuing outside agency by officers of this department will terminate at the City limits provided that the pursuing peace officers have sufficient assistance from other sources. Ongoing participation from this department may continue with supervisor approval, but only until sufficient assistance is present.

In the event that a pursuit from another agency terminates within this jurisdiction, officers shall provide appropriate assistance to peace officers from the outside agency including, but not limited to, scene control, coordination and completion of supplemental reports and any other assistance requested or needed.

314.8 PURSUIT INTERVENTION

Pursuit intervention is an attempt to terminate the ability of a suspect to continue to flee in a motor vehicle through tactical application of technology, tire deflation devices, boxing, ramming or roadblock procedures.

314.8.1 WHEN USE IS AUTHORIZED

Use of pursuit intervention tactics should be employed only after approval of a supervisor. In deciding whether to use intervention tactics, officers/supervisors should balance the risk of allowing the pursuit to continue with the potential hazards arising from the use of each tactic to the public, the officers and persons in or on the pursued vehicle. With this in mind, the decision to use any intervention tactic should be reasonable in light of the circumstances apparent to the officer at the time of the decision.

It is imperative that officers act within legal bounds using good judgment and accepted practices.

314.8.2 INTERVENTION STANDARDS

Any intervention tactic, depending upon the conditions and circumstances under which it is used, may present dangers to the officers, the public or anyone in or on the vehicle being pursued. Certain applications of intervention tactics may be construed to be a use of force, including deadly force, and are subject to Department policies guiding such use. Officers shall consider these facts and requirements prior to deciding how, when, where and if an intervention tactic should be employed.

- (a) Ramming a fleeing vehicle should be done only after other reasonable tactical means at the officer's disposal have been exhausted. This tactic should be reserved for

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situations where there does not appear to be another reasonable alternative method. This policy is an administrative guide to direct officers in their decision-making process before ramming another vehicle. It is not a standard for civil or criminal litigation to judge the propriety of the act; that is a matter for the courts to determine by established law. When ramming is to be employed as a means to stop a fleeing vehicle, one or more of the following factors should be present:

1. The suspect is an actual or suspected felon who reasonably appears to represent a serious threat to society if not apprehended.
2. The suspect is driving with willful or wanton disregard for the safety of persons or driving in a reckless and life-endangering manner.

If there does not reasonably appear to be a present or immediately foreseeable serious threat to the public, the use of ramming is not authorized.

- (b) As with all intervention techniques, pursuing officers should obtain supervisor approval before attempting to box a suspect vehicle during a pursuit. The use of such a technique must be carefully coordinated with all involved units, taking into consideration the circumstances and conditions apparent at the time, as well as the potential risk of injury to officers, the public and occupants of the pursued vehicle.
- (c) Tire deflation devices should be deployed only when it is reasonably apparent that only the pursued vehicle will be affected by their use. Prior to the deployment of Stop Sticks, the officer shall notify pursuing units and the supervisor of the intent and location. Officers should carefully consider the limitations of such devices, as well as the potential risks to officers, the public and occupants of the pursued vehicle. If the pursued vehicle is a motorcycle or ATV, stop sticks shall not be deployed.
- (d) Because roadblocks involve a potential for serious injury or death to occupants of the pursued vehicle if the suspect does not stop, the intentional placement of roadblocks in the direct path of a pursued vehicle is generally discouraged and should not be deployed without prior approval of a supervisor, and only then under extraordinary conditions when other reasonable intervention techniques have failed and the need to immediately stop the pursued vehicle substantially outweighs the risk of injury or death to occupants of the pursued vehicle, officers or other members of the public. If a roadblock is established officers should do the following:
 1. Emergency lighting will be activated on police vehicles.
 2. Leave the suspect a reasonable stopping distance.
 3. Exit police vehicles and move a safe distance away.
 4. Ensure the safety of uninvolved pedestrians and motorists to the extent reasonably possible.

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314.8.3 CAPTURE OF SUSPECTS

Proper self-discipline and sound professional judgment are the keys to a successful conclusion of a pursuit and apprehension of evading suspects. Officers shall use only that amount of force that reasonably appears necessary under the circumstances to properly perform their lawful duties.

Unless relieved by a supervisor, the primary officer should coordinate efforts to apprehend the suspect following the pursuit. Officers should follow felony stop procedures when possible.

314.9 REPORTING AND REVIEW REQUIREMENTS

All appropriate reports shall be completed to comply with local and state regulations.

- (a) The primary officer shall complete appropriate incident/arrest reports and pursuit reports.
- (b) The shift sergeant will review all reports, video, and other pertinent information and include any comments prior to forwarding it to the Lieutenant.
- (c) After receiving copies of reports, logs and other pertinent information, the Chief of Police or designee shall conduct or assign the completion of a post-pursuit review as appropriate to the circumstances.
- (d) Annually, the Chief of Police should direct a documented review and analysis of Department vehicle pursuits to minimally include policy suitability, policy compliance and training needs.

314.9.1 REGULAR AND PERIODIC PURSUIT TRAINING

In addition to initial and supplementary training on pursuits, all sworn employees will participate, no less than annually, in regular and periodic training addressing this policy and the importance of vehicle safety and protecting the public at all times. Training will include a recognition of the need to balance the known offense and the need for immediate capture against the risks to officers and others.

314.9.2 POLICY REVIEW

Sworn members of this department shall certify in writing that they have received, read and understand this policy initially and upon any amendments (ORC § 2935.031).

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341.1 PURPOSE AND SCOPE

This policy establishes standards of conduct that are consistent with the values and mission of the Wadsworth Police Department and are expected of all department members. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions but they do identify many of the important matters concerning conduct. In addition to the provisions of this policy, members are subject to all other provisions contained in this manual, as well as any additional guidance on conduct that may be disseminated by this department, the City (e.g. Employee Handbook), or the member's supervisors.

341.1.1 CERTIFICATION STANDARDS

This policy contains content that pertains to the Ohio Collaborative Law Enforcement Agency Certification (OCLEAC) Standard.

See attachment: OCLEAC Standards Compliance Checklist Updated 2020.pdf

341.2 POLICY

The continued employment or appointment of every member of the Wadsworth Police Department shall be based on conduct that reasonably conforms to the guidelines set forth herein. Failure to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action.

341.3 DIRECTIVES AND ORDERS

Members shall comply with lawful directives and orders from any department supervisor or person in a position of authority, absent a reasonable and bona fide justification.

341.3.1 UNLAWFUL OR CONFLICTING ORDERS

Supervisors shall not knowingly issue orders or directives that, if carried out, would result in a violation of any law or department policy. Supervisors should not issue orders that conflict with any previous order without making reasonable clarification that the new order is intended to countermand the earlier order.

No member is required to obey any order that appears to be in direct conflict with any federal law, state law or local ordinance. Following a known unlawful order is not a defense and does not relieve the member from criminal or civil prosecution or administrative discipline. If the legality of an order is in doubt, the affected member shall ask the issuing supervisor to clarify the order or shall confer with a higher authority. The responsibility for refusal to obey rests with the member, who shall subsequently be required to justify the refusal.

Unless it would jeopardize the safety of any individual, members who are presented with a lawful order that is in conflict with a previous lawful order, department policy or other directive shall respectfully inform the issuing supervisor of the conflict. The issuing supervisor is responsible for either resolving the conflict or clarifying that the lawful order is intended to countermand the

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previous lawful order or directive, in which case the member is obliged to comply. Members who are compelled to follow a conflicting lawful order after having given the issuing supervisor the opportunity to correct the conflict, will not be held accountable for disobedience of the lawful order or directive that was initially issued.

The person countermanding the original order shall notify, in writing, the person issuing the original order, indicating the action taken and the reason.

341.3.2 SUPERVISOR RESPONSIBILITIES

Supervisors and managers are required to follow all policies and procedures and may be subject to discipline for:

- (a) Failure to be reasonably aware of the performance of their subordinates or to provide appropriate guidance and control.
- (b) Failure to promptly and fully report any known misconduct of a member to his/her immediate supervisor or to document such misconduct appropriately or as required by policy.
- (c) Directing a subordinate to violate a policy or directive, acquiesce to such a violation, or are indifferent to any such violation by a subordinate.
- (d) The unequal or disparate exercise of authority on the part of a supervisor toward any member for malicious or other improper purpose.

341.4 GENERAL STANDARDS

Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and Ohio constitutions and all applicable laws, ordinances, and rules enacted or established pursuant to legal authority.

Members shall familiarize themselves with policies and procedures and are responsible for compliance with each. Members should seek clarification and guidance from supervisors in the event of any perceived ambiguity or uncertainty.

Discipline may be initiated for any good cause. It is not mandatory that a specific policy or rule violation be cited to sustain discipline. This policy is not intended to cover every possible type of misconduct.

341.5 CAUSES FOR DISCIPLINE

The following are illustrative of causes for disciplinary action. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for violation of other rules, standards, ethics and specific action or inaction that is detrimental to efficient department service.

341.5.1 LAWS, RULES AND ORDERS

- (a) Violation of, or ordering or instructing a subordinate to violate any policy, procedure, rule, order, directive, requirement or failure to follow instructions contained in department or City manuals.

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- (b) Disobedience of any legal directive or order issued by any department member of a higher rank.
- (c) Violation of federal, state, local or administrative laws, rules or regulations.

341.5.2 ETHICS

- (a) Using or disclosing one's status as a member of the Wadsworth Police Department in any way that could reasonably be perceived as an attempt to gain influence or authority for non-department business or activity.
- (b) The wrongful or unlawful exercise of authority on the part of any member for malicious purpose, personal gain, willful deceit or any other improper purpose.
- (c) The receipt or acceptance of a reward, fee or gift from any person for service incident to the performance of the member's duties (lawful subpoena fees and authorized work permits excepted).
- (d) Acceptance of fees, gifts or money contrary to the rules of this department and/or laws of the state. This does not prohibit members from accepting a free or discounted meal and/or non-alcoholic beverage provided the member does not provide any special consideration in return and the value is no greater than \$10.00.
- (e) Offer or acceptance of a bribe or gratuity.
- (f) Misappropriation or misuse of public funds, property, personnel or services.
- (g) Any other failure to abide by the standards of ethical conduct.

341.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

341.5.4 RELATIONSHIPS

- (a) Unwelcome solicitation of a personal or sexual relationship while on-duty or through the use of one's official capacity.
- (b) Engaging in on-duty sexual activity including, but not limited to, sexual intercourse, excessive displays of public affection or other sexual contact.
- (c) Establishing or maintaining an inappropriate personal or financial relationship, as a result of an investigation, with a known victim, witness, suspect or defendant while a case is being investigated or prosecuted, or as a direct result of any official contact.
- (d) Associating with or joining a criminal gang, organized crime and/or criminal syndicate when the member knows or reasonably should know of the criminal nature of the organization. This includes any organization involved in a definable criminal activity or enterprise, except as specifically directed and authorized by this department.

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- (e) Associating on a personal, rather than official basis with persons who demonstrate recurring involvement in serious violations of state or federal laws after the member knows, or reasonably should know of such criminal activities, except as specifically directed and authorized by this department.

341.5.5 ATTENDANCE

- (a) Leaving the job to which the member is assigned during duty hours without reasonable excuse and proper permission and approval.
- (b) Unexcused or unauthorized absence or tardiness.
- (c) Excessive absenteeism or abuse of leave privileges.
- (d) Failure to report to work or to the place of assignment at the time specified and fully prepared to perform duties without reasonable excuse.

341.5.6 UNAUTHORIZED ACCESS, DISCLOSURE, OR USE

- (a) Unauthorized and inappropriate intentional release of confidential or protected information, materials, data, forms, or reports obtained as a result of the member's position with this department.
- (b) Disclosing to any unauthorized person any active investigation information.
- (c) The use of any information, photograph, video, or other recording obtained or accessed as a result of employment or appointment to this department for personal or financial gain or without the express authorization of the Chief of Police or the authorized designee.
- (d) Loaning, selling, allowing unauthorized use, giving away, or appropriating any department property for personal use, personal gain, or any other improper or unauthorized use or purpose.
- (e) Using department resources in association with any portion of an independent civil action. These resources include but are not limited to personnel, vehicles, equipment, and non-subpoenaed records.

341.5.7 EFFICIENCY

- (a) Neglect of duty.
- (b) Unsatisfactory work performance including but not limited to failure, incompetence, inefficiency, or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors without a reasonable and bona fide excuse.
- (c) Concealing, attempting to conceal, removing, or destroying defective or incompetent work.
- (d) Unauthorized sleeping during on-duty time or assignments.
- (e) Failure to notify the Department within 72 hours of any change in residence address or contact numbers.

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- (f) Failure to notify the Department of Human Resources of changes in relevant personal information (e.g., information associated with benefits determination) in a timely fashion.

341.5.8 PERFORMANCE

- (a) Failure to disclose or misrepresenting material facts, or making any false or misleading statement on any application, examination form, or other official document, report or form, or during the course of any work-related investigation.
- (b) The falsification of any work-related records, making misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration, destruction and/or mutilation of any department record, public record, book, paper or document.
- (c) Failure to participate in, or giving false or misleading statements, or misrepresenting or omitting material information to a supervisor or other person in a position of authority, in connection with any investigation or in the reporting of any department-related business.
- (d) Being untruthful or knowingly making false, misleading or malicious statements that are reasonably calculated to harm the reputation, authority or official standing of this department or its members.
- (e) Disparaging remarks or conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of this department or subverts the good order, efficiency and discipline of this department or that would tend to discredit any of its members.
- (f) Unlawful gambling or unlawful betting at any time or any place. Legal gambling or betting under any of the following conditions:
 - 1. While on department premises.
 - 2. At any work site, while on-duty or while in uniform, or while using any department equipment or system.
 - 3. Gambling activity undertaken as part of an officer's official duties and with the express knowledge and permission of a direct supervisor is exempt from this prohibition.
- (g) Improper political activity including:
 - 1. Unauthorized attendance while on-duty at official legislative or political sessions.
 - 2. Solicitations, speeches or distribution of campaign literature for or against any political candidate or position while on-duty or on department property except as expressly authorized by City policy, the employment agreement, or the Chief of Police.
- (h) Engaging in political activities during assigned working hours except as expressly authorized by City policy, the employment agreement, or the Chief of Police.
- (i) Any act on- or off-duty that brings discredit to this department.



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341.5.9 CONDUCT

- (a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law enforcement agency or that may result in criminal prosecution or discipline under this policy.
- (b) Unreasonable and unwarranted force to a person encountered or a person under arrest.
- (c) Exceeding lawful peace officer powers by unreasonable, unlawful or excessive conduct.
- (d) Unauthorized or unlawful fighting, threatening or attempting to inflict unlawful bodily harm on another.
- (e) Engaging in horseplay that reasonably could result in injury or property damage.
- (f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or the City.
- (g) Use of obscene, indecent, profane or derogatory language while on-duty or in uniform.
- (h) Criminal, dishonest, or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.
- (i) Unauthorized possession of, loss of, or damage to department property or the property of others, or endangering it through carelessness or maliciousness.
- (j) Attempted or actual theft of department property; misappropriation or misuse of public funds, property, personnel or the services or property of others; unauthorized removal or possession of department property or the property of another person.
- (k) Activity that is incompatible with a member's conditions of employment or appointment as established by law or that violates a provision of any employment agreement or contract to include fraud in securing the appointment or hire.
- (l) Initiating any civil action for recovery of any damages or injuries incurred in the course and scope of employment or appointment without first notifying the Chief of Police of such action.
- (m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

341.5.10 SAFETY

- (a) Failure to observe or violating department safety standards or safe working practices.
- (b) Failure to maintain current licenses or certifications required for the assignment or position (e.g., driver license, first aid).
- (c) Failure to maintain good physical condition sufficient to adequately and safely perform law enforcement duties.
- (d) Unsafe firearm or other dangerous weapon handling to include loading or unloading firearms in an unsafe manner, either on- or off-duty.

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- (e) Carrying, while on the premises of the work place, any firearm or other lethal weapon that is not authorized by the member's appointing authority.
- (f) Unsafe or improper driving habits or actions in the course of employment or appointment.
- (g) Any personal action contributing to a preventable traffic collision.
- (h) Concealing or knowingly failing to report any on-the-job or work-related accident or injury as soon as practicable but within 24 hours.

341.5.11 INTOXICANTS

- (a) Reporting for work or being at work while intoxicated or when the member's ability to perform assigned duties is impaired due to the use of alcohol, medication or drugs, whether legal, prescribed or illegal.
- (b) Possession or use of alcohol at any work site or while on-duty, except as authorized in the performance of an official assignment. A member who is authorized to consume alcohol is not permitted to do so to such a degree that it may impair on-duty performance.
- (c) Unauthorized possession, use of, or attempting to bring a controlled substance, illegal drug or non-prescribed medication to any work site.



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Officer Response to Calls

316.1 PURPOSE AND SCOPE

This policy provides officers with guidelines for the safe and appropriate vehicular response to emergency and non-emergency incidents or requests for assistance, whether these are dispatched or self-initiated.

316.2 POLICY

It is the policy of this department to appropriately respond to emergency and non-emergency calls for service or requests for assistance, whether these are dispatched or self-initiated.

316.3 RESPONSE TO CALLS

Officers responding to an emergency call shall proceed immediately. Officers responding to an emergency call shall continuously operate emergency lighting equipment and shall sound the siren (ORC § 4511.041).

Responding with emergency lights and siren does not relieve the operator of an authorized emergency vehicle of the duty to drive with due regard for the safety of all persons and does not protect the driver from the consequences of the driver's reckless disregard for the safety of others (ORC § 4511.041; ORC § 4511.45; ORC § 4511.452). The use of any other warning equipment without emergency lights and siren does not provide any exemption from the Ohio motor vehicle laws.

Officers should only respond as an emergency call response when so dispatched or when circumstances reasonably indicate an emergency response is required. Officers not responding as an emergency call response shall observe all traffic laws and proceed without the use of emergency lights and siren.

316.4 RESPONSIBILITIES OF RESPONDING OFFICER

Officers shall exercise sound judgment and care with due regard for life and property when responding to an emergency call. During a response to an emergency call officers may (ORC § 4511.041):

- (a) Proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).
- (b) Exceed any speed limits, provided this does not endanger life or property (ORC § 4511.24).
- (c) Disregard regulations governing direction of movement or turning in specified directions (ORC § 4511.37).
- (d) Disregard regulations governing parking or standing when using a warning lamp.

Continuing an emergency call response is at the discretion of the officer. If, in the officer's judgment, the roadway conditions or traffic congestion does not permit such a response without unreasonable risk, the officer may elect to respond to the call without the use of emergency lights

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and siren at the legal speed limit. In such an event, the officer should immediately notify the Dispatch Center. An officer shall also discontinue an emergency call response when directed by a supervisor or as otherwise appropriate.

Upon determining that an emergency call response is appropriate, an officer shall immediately give the location from which he/she is responding.

316.5 COMMUNICATIONS RESPONSIBILITIES

A dispatcher shall ensure acknowledgment and response of assisting units when an officer requests emergency assistance or when the available information reasonably indicates that the public is threatened with serious injury or death and an immediate law enforcement response is needed. The dispatcher shall:

- (a) Attempt to assign the closest available unit to the location requiring assistance.
- (b) Immediately notify the Shift Sergeant.
- (c) Confirm the location from which the unit is responding.
- (d) Notify and coordinate outside emergency services (e.g., fire and ambulance).
- (e) Continue to obtain and broadcast information as necessary concerning the response, and monitor the situation until it is stabilized or terminated.
- (f) Control all radio communication during the emergency and coordinate assistance under the direction of the Shift Sergeant or field supervisor.

316.6 SUPERVISORY RESPONSIBILITIES

Upon being notified that an emergency response has been initiated or requested, the Shift Sergeant or the field supervisor shall verify that:

- (a) The proper response has been initiated.
- (b) No more than those officers reasonably necessary under the circumstances are involved in the response.
- (c) Affected outside jurisdictions are being notified as practicable.

The field supervisor shall monitor the response until it has been stabilized or terminated and assert control by directing officers into or out of the response if necessary. If, in the supervisor's judgment, the circumstances require additional officers to be assigned an emergency response, the supervisor may do so.

It is the supervisor's responsibility to terminate an emergency response that, in the supervisor's judgment, is inappropriate due to the circumstances.

When making the decision to authorize an emergency call response, the Shift Sergeant or the field supervisor should consider the following:

- The type of call or crime involved.
- The type and circumstances of the request.

Officer Response to Calls

316.1 PURPOSE AND SCOPE

This policy provides officers with guidelines for the safe and appropriate vehicular response to emergency and non-emergency incidents or requests for assistance, whether these are dispatched or self-initiated.

316.2 POLICY

It is the policy of this department to appropriately respond to emergency and non-emergency calls for service or requests for assistance, whether these are dispatched or self-initiated.

316.3 RESPONSE TO CALLS

Officers responding to an emergency call shall proceed immediately. Officers responding to an emergency call shall continuously operate emergency lighting equipment and shall sound the siren (ORC § 4511.041).

Responding with emergency lights and siren does not relieve the operator of an authorized emergency vehicle of the duty to drive with due regard for the safety of all persons and does not protect the driver from the consequences of the driver's reckless disregard for the safety of others (ORC § 4511.041; ORC § 4511.45; ORC § 4511.452). The use of any other warning equipment without emergency lights and siren does not provide any exemption from the Ohio motor vehicle laws.

Officers should only respond as an emergency call response when so dispatched or when circumstances reasonably indicate an emergency response is required. Officers not responding as an emergency call response shall observe all traffic laws and proceed without the use of emergency lights and siren.

316.4 RESPONSIBILITIES OF RESPONDING OFFICER

Officers shall exercise sound judgment and care with due regard for life and property when responding to an emergency call. During a response to an emergency call officers may (ORC § 4511.041):

- (a) Proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).
- (b) Exceed any speed limits, provided this does not endanger life or property (ORC § 4511.24).
- (c) Disregard regulations governing direction of movement or turning in specified directions (ORC § 4511.37).
- (d) Disregard regulations governing parking or standing when using a warning lamp.

Continuing an emergency call response is at the discretion of the officer. If, in the officer's judgment, the roadway conditions or traffic congestion does not permit such a response without unreasonable risk, the officer may elect to respond to the call without the use of emergency lights

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Officer Response to Calls

and siren at the legal speed limit. In such an event, the officer should immediately notify the Dispatch Center. An officer shall also discontinue an emergency call response when directed by a supervisor or as otherwise appropriate.

Upon determining that an emergency call response is appropriate, an officer shall immediately give the location from which he/she is responding.

316.5 COMMUNICATIONS RESPONSIBILITIES

A dispatcher shall ensure acknowledgment and response of assisting units when an officer requests emergency assistance or when the available information reasonably indicates that the public is threatened with serious injury or death and an immediate law enforcement response is needed. The dispatcher shall:

- (a) Attempt to assign the closest available unit to the location requiring assistance.
- (b) Immediately notify the Shift Sergeant.
- (c) Confirm the location from which the unit is responding.
- (d) Notify and coordinate outside emergency services (e.g., fire and ambulance).
- (e) Continue to obtain and broadcast information as necessary concerning the response, and monitor the situation until it is stabilized or terminated.
- (f) Control all radio communication during the emergency and coordinate assistance under the direction of the Shift Sergeant or field supervisor.

316.6 SUPERVISORY RESPONSIBILITIES

Upon being notified that an emergency response has been initiated or requested, the Shift Sergeant or the field supervisor shall verify that:

- (a) The proper response has been initiated.
- (b) No more than those officers reasonably necessary under the circumstances are involved in the response.
- (c) Affected outside jurisdictions are being notified as practicable.

The field supervisor shall monitor the response until it has been stabilized or terminated and assert control by directing officers into or out of the response if necessary. If, in the supervisor's judgment, the circumstances require additional officers to be assigned an emergency response, the supervisor may do so.

It is the supervisor's responsibility to terminate an emergency response that, in the supervisor's judgment, is inappropriate due to the circumstances.

When making the decision to authorize an emergency call response, the Shift Sergeant or the field supervisor should consider the following:

- The type of call or crime involved.
- The type and circumstances of the request.



WADSWORTH POLICE DEPARTMENT

120 MAPLE STREET, WADSWORTH, OHIO 44281 (330) 334-1511

MEMORANDUM

TO: Tara McCulloch, Director of Human Resources
CC: Mathew Hiscock, Director of Public Safety
FROM: Dan Chafin, Chief of Police
DATE: January 4, 2024
SUBJECT: Request for Pre-Disciplinary Hearing for [REDACTED]

I am recommending disciplinary action be taken against [REDACTED] therefore I am requesting a pre-disciplinary conference to be scheduled.

The request for a pre-disciplinary conference is based on a pursuit and subsequent emergency response that took place on November 30, 2023. During the pursuit and emergency response there were numerous policy violations which placed the suspect, [REDACTED] and the public at risk. Sgt. Vivian Feke conducted a review of the pursuit which details both the policy infractions and her debrief of [REDACTED]. Lt. Dorland has also reviewed both Sgt. Feke's review and the relevant body worn cameras and "in-car" cameras. Lt. Dorland felt that the policy violations were "egregious" and constituted a need for "advanced corrective action."

Based on my review of the pursuit investigation/debrief, and relevant media available I believe that [REDACTED] violated the following standards of conduct and policies:

341.5.9 Conduct

(b) Unreasonable and unwarranted force to a person encountered or a person under arrest.

341.5.10 Safety

(a) Failure to observe or violating department safety standards or safe working practices.

(f) Unsafe or improper driving habits or actions in the course of employment or appointment.

(g) Any personal action contributing to a preventable traffic collision.

314 Vehicle Pursuits

314.3.2 When to Terminate a Pursuit

(e) Extended pursuits of violators for misdemeanors or non-violent felonies that do not involve the risk of serious harm (independent of the pursuit) are discouraged.

(g) The hazards to uninvolved bystanders or motorists

(h) When the identity of the offender is known and it does not reasonably appear that the need for immediate capture outweighs the risk associated with continuing the pursuit, officers should strongly consider discontinuing the pursuit and apprehending the offender at a later time.

314.4.4 Pursuit Driving Tactics

(b) Officers may proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).

314.8 Pursuit Intervention

314.8.1 When Use is Authorized

Use of pursuit intervention tactics should be employed only after approval of a supervisor. In deciding whether to use intervention tactics, officers/supervisors should balance the risk of allowing the pursuit to continue with the potential hazards arising from the use of each tactic to the public, the officers and persons in or on the pursued vehicle. With this in mind, the decision to use any intervention tactic should be reasonable in light of the circumstances apparent to the officer at the time of the decision. It is imperative that officers act within legal bounds using good judgment and accepted practices.

314.8.2 Intervention Standards

Any intervention tactic, depending upon the conditions and circumstances under which it is used, may present dangers to the officers, the public or anyone in or on the vehicle being pursued. Certain applications of intervention tactics may be construed to be a use of force, including deadly force, and are subject to Department policies guiding such use. Officers shall consider these facts and requirements prior to deciding how, when, where and if an intervention tactic should be employed.

(a) Ramming a fleeing vehicle should be done only after other reasonable tactical means at the officer's disposal have been exhausted. This tactic should be reserved for situations where there does not appear to be another reasonable alternative method. This policy is an administrative guide to direct officers in their decision-making process before ramming another vehicle. It is not a standard for civil or criminal litigation to judge the propriety of the act; that is a matter for the courts to determine by established law. When ramming is to be employed as a means to stop a fleeing vehicle, one or more of the following factors should be present:

1. The suspect is an actual or suspected felon who reasonably appears to represent a serious threat to society if not apprehended.
2. The suspect is driving with willful or wanton disregard for the safety of persons or driving in a reckless and life-endangering manner.

If there does not reasonably appear to be a present or immediately foreseeable serious threat to the public, the use of ramming is not authorized.

316 Officer Response to Calls

316.4 Responsibilities of Responding Officer

Officers shall exercise sound judgment and care with due regard for life and property when responding to an emergency call. During a response to an emergency call officers may (ORC § 4511.041):

- (a) Proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).
- (b) Exceed any speed limits, provided this does not endanger life or property (ORC § 4511.24).
- (c) Disregard regulations governing direction of movement or turning in specified directions (ORC § 4511.37).

I met with [REDACTED] on 1/3/24. Det. Allenby, the Patrol Union Representative, was also present and prior to any conversations [REDACTED] was presented with his Garrity Rights. [REDACTED] acknowledged that he knew that his actions were wrong and of a very serious nature. He also understood that he was likely to face discipline for his actions. [REDACTED] was sincere, respectful, and engaged in our conversation. I felt that he understood the gravity of the situation and he indicated that he is committed to making sure that nothing like this occurs in the future. Sgt. Feke noted the same about [REDACTED] in her debriefing with him.





WADSWORTH POLICE DEPARTMENT

120 MAPLE STREET, WADSWORTH, OHIO 44281 (330) 334-1511

MEMORANDUM

TO: Chief Chafin, #7
FROM: Lt. Dorland, #11
DATE: December 12, 2023
SUBJECT: Vehicle Pursuit Review ([REDACTED])

On December 6, 2023, I received Sgt. Feke's written review of the vehicle pursuit that occurred on November 30 during an investigation at the Home Depot. Prior to receiving her review, I watched the videos recorded by the in-car cameras located inside the patrol vehicles driven by Ptl. Lamielle and [REDACTED]. I also viewed the videos from their body-worn cameras.

These videos showed numerous policy violations committed by [REDACTED] during the pursuit and the events following the end of the pursuit. Many of these violations were egregious, which put the safety of the public and the suspect at significant risk. In her review, Sgt. Feke itemized [REDACTED]'s actions and driving behavior that occurred in various areas, including a private parking lot, residential streets, and school zones.

The most severe of [REDACTED]'s actions during this incident occurred when he made deliberate contact with the suspect's vehicle on two separate occasions. This deliberate contact was not authorized or warranted based on the circumstances. It constituted a use of force and could have resulted in serious injury to the suspect and any other motorists who may have been in the area at the time. [REDACTED]'s other actions, such as driving at excessive speeds, reckless driving, and failing to safely operate his patrol vehicle are also very serious infractions.

Due to the nature, degree, and quantity of serious policy violations committed by [REDACTED] during this incident, I believe that advanced corrective action is warranted and appropriate.

The below items are attached to this review.

- Vehicle pursuit report completed by [REDACTED]
- Sgt. Feke's written review
- DVD containing video from
 - In-car camera video from Car #7 and Car # [REDACTED]
 - Video from Ptl. Lamielle's and [REDACTED]'s body-worn cameras





WADSWORTH POLICE DEPARTMENT

120 MAPLE STREET, WADSWORTH, OHIO 44281 (330) 334-1511

MEMORANDUM

TO: Dave Dorland, Lieutenant

FROM: Vivian Feke, Sergeant

DATE: December 5, 2023

SUBJECT: Pursuit Review - Case [REDACTED]

Officers Involved: [REDACTED] Officers Dakota Lamielle #15

Date of Incident: November 30, 2023

Time Initiated: 1521

Time Terminated: 1523

This memo includes a pursuit review for [REDACTED] and additional information about what occurred after the pursuit.

On December 5th, 2023, I reviewed the pursuit from WPD Case [REDACTED] with [REDACTED] in my office. We reviewed the body-worn camera and dashcamera, and discussed WPD Policy 314 – Vehicle Pursuits.

We talked about the following training points:

- [REDACTED] did not broadcast at any time that he was in pursuit of the suspect vehicle.
 - Regular updates about the pursuit were not broadcasted by the primary or secondary units. To include speeds, traffic conditions, traffic violations, locations and directions of travel.
- The secondary unit should take over radio traffic.
 - Officer Lamielle was behind [REDACTED] in pursuit of the suspect vehicle and should have taken over communications. The primary officer may need to request or remind the secondary unit if they do not immediately take over communications.
- [REDACTED] rammed the fleeing vehicle in the Walmart parking lot at speeds of about 25 miles per hour on the driver's side of the suspect vehicle.

Pursuit Review - [REDACTED]

- Observing additional emergency response vehicles driving northbound on High Street (Chief Chafin, a fire SUV, and an ambulance all with emergency lights on) and traveling between 49-79 mph as these vehicles approached.
- Driving at 73 mph while approaching an unoccupied crosswalk in the area of High Street and Prospect Street.
- Driving at 55 mph while approaching an unoccupied crosswalk at High Street and Maple Street.
- Driving at 47 mph while passing through another unoccupied crosswalk near Main Street and Wright Street.
- Proceeding past a red light at 67 mph without slowing down at Main Street and State Street.
- Traveling at 47-65 mph through an active school zone with lights flashing in the area of Main Street and Takacs Drive.

[REDACTED] arrived at the Santee Landing apartments, 455 Seville Road, and stated over the radio that he had arrived at the Menwa Apartments. He then realized that he had mixed up Menwa Apartments with Santee Landing. At this time, there was no emergency traffic over the radio. While the fleeing suspect had not yet been caught, multiple Wadsworth officers and MCSO deputies were already in the area actively looking for the suspect. There was no need to continue to drive in an emergency response back to the correct area.

[REDACTED] turned on his lights and sirens again to proceed back to the north side of the city. I noted the following additional concerns:

- Entering the active school zone again at Main Street and Takacs Drive at speeds of about 52 mph.
- Proceeding through another red light without slowing down at Main Street and State Street at about 50 mph.
- Driving approximately 81 mph up the hill in the area of Main Street and Garfield Avenue, with limited ability to observe traffic at the top of the hill.
- Entering another active school zone with flashing lights outside of Sacred Heart School on Broad Street at approximately 54 mph. I observed an unoccupied crosswalk at Humbolt and Broad in which a vehicle parked on the side of the road appeared to be obstructing the view of the entrance to the crosswalk. [REDACTED] drives through this unoccupied crosswalk at 49 mph.
- Briefly driving without a siren in the area of Broad Street east of Sacred Heart.
- Driving 47 mph on Summit Street, an area with excessive speeding complaints, without use of lights or siren.
- Continuing to drive lights and sirens after the fleeing suspect had been taken into custody.

While the crosswalks that [REDACTED] drove through were unoccupied at the time, I explained my concern for driving through them at such a high rate of speed regardless. If a pedestrian or bicyclist suddenly entered the crosswalk and this was unexpected, at the speeds at which [REDACTED] was traveling at, he would likely not be able to come to a stop even if he began hitting his brakes.

We discussed additional training for the future, to include pursuit and driving classes, reviews of unrelated pursuits, and law enforcement related reading material. [REDACTED] was open to all of these ideas and had actually brought up the possibility of attending additional classes.

I advised that my review of the pursuit, dashcamera, and bodycamera, would be forwarded to Lieutenant Dorland for additional review and pending discipline.



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VEHICLE PURSUIT REPORT

DATE: 11/30/23 TIME OF INCIDENT: 1512 hours CASE # [REDACTED]

OFFICER: [REDACTED] BADGE: [REDACTED] VEHICLE [REDACTED] VIDEO

INITIATING UNIT: (INDICATE YOUR ROLE IN THE PURSUIT BELOW WITH AN 'X')
SECONDARY UNIT: SUPPORT UNIT: FOOT PURSUIT:

SUSPECT VEHICLE / DRIVER

Year 2023 Make NISSAN Model ROGUE License LCF7664 Color GRAY

DRIVER [REDACTED] Injury Arrested Released Pending At-Large

PURSUIT DETAILS

TIME INITIATED: 1520 LOCATION: DOLLAR TREE PARKING LOT

TIME TERMINATED: 1523 LOCATION: E. SMOKERISE INFRONT OF CIRCLE K

REASON FOR PURSUIT

- Traffic Violation
- Felony Criminal
- Stolen Vehicle
- Mutual Aid Dept. _____
- Other _____
- Suspected OVI
- Misdemeanor Criminal
- Suspicious Vehicle

REASON FOR TERMINATION

- Crash: Officer Suspect
- Property Injury
- Suspect Stopped Terminated by Officer
- Terminated by Supervisor # 10
- Pursuit Termination Techniques (specify below)

WHAT PURSUIT TERMINATION TECHNIQUES DID YOU USE?

- Stop Sticks
- Moving Roadblock
- Flare/Cone
- Roadblock
- Deliberate Contact

Were felony stop procedures followed at the end of the pursuit? Yes No *pursuit terminated*

WEATHER CONDITIONS: Clear Rain Snow Other _____

ROAD CONDITIONS: Dry Wet Icy Snow

TRAFFIC CONDITIONS: Light Medium Heavy None

LOCATION: Residential Business Interstate Other _____

LIGHT CONDITIONS: Daylight Dusk Night Other _____

PURSUIT LEAVE CITY: Yes No MUTUAL AID NEEDED: Yes No

MUTUAL AID DEPTS: MCSO Norton Rittman Other _____

OFFICER SIGNATURE: [REDACTED] (Remarks: Pg.2)

SHIFT SERGEANT SIGNATURE: *[Signature]* (Remarks: Pg.2)

CHIEF/LIEUTENANT SIGNATURE: *[Signature]* (Remarks: Pg.2)

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VEHICLE PURSUIT REPORT

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OFFICER: [REDACTED]

BADGE: [REDACTED]

CASE #: [REDACTED]

Provide a detailed account of involvement to include streets, direction of travel, speeds, violations, etc.

[REDACTED] took off driving in the Dollar Tree parking lot, heading south west. He then entered the Walmart parking lot traveling south at 41mph, cutting across multiple rows and exiting the lot before approaching Marie's. I then made contact with the driver side rear door of [REDACTED]'s vehicle with my cruiser. I did this in efforts to stop him from continuing the pursuit onto busier main roads as I believed [REDACTED] had no regard for officer or civilian safety, considering his actions of ramming into officer cruisers and occupied civilian vehicles within the parking lot. After my contact with [REDACTED]'s vehicle, he began driving on the wrong side of the road. [REDACTED] failed to stop at the stop sign near Marie's just before E. Smokerise. While traveling west on E. Smokerise, [REDACTED] took a sharp left turn onto High St. [REDACTED] failed to activate his left turn signal when turning onto High. While traveling south on High, [REDACTED] entered into the left turn lane at High and Access Rd 6, failing to activate his turn signal and cutting off another vehicle. [REDACTED] then exited the left turn lane to his right, and continued traveling south on High at speeds of 61mph. When [REDACTED] reached the intersection of High and Great Oaks, he entered the farthest right turning lane, and then darted left across 3 lanes of traffic, entering Park Center Drive. When [REDACTED] turned left from High onto Park Center, he did so by running a red light and failing to use his turn signal. While traveling east on Park Center, I followed behind Brandon at speeds up to 80mph. [REDACTED] then turned left onto Lavern without using his turn signal and continued traveling north on Lavern. On Lavern I followed [REDACTED] at speeds up to 57mph. [REDACTED] then took a sharp left turn onto E. Smokerise traveling west. I made contact with [REDACTED]'s vehicle one last time before reaching Hinkle Dr. There were no other vehicles around at the time of contact and I was attempting to stop [REDACTED]'s vehicle before he got back onto High St or re-entered the busy Walmart parking lot. I continued to follow [REDACTED] west on E. Smokerise at speeds up to 61mph. As we continued west on E Smokerise, Sergeant Feke was stopped in traffic facing east near Marie's. Sergeant Feke was in patrol car 28, and attempted to make a road block with her cruiser in hopes [REDACTED] would stop his vehicle. [REDACTED] unfortunately dodged Sergeant Feke's patrol car by swerving left and continued travelling west into the oncoming traffic lane on E. Smokerise. [REDACTED] then darted far right into the right most lane of E Smokerise, and quickly turned left onto High St. When Brandon turned onto High St, he ran a red light at the intersection of E. Smokerise and High, and failed to use his turn signal once again. At this time Sergeant Feke announced over the radio to terminate the pursuit. I then followed her termination orders and conducted a U-turn at High and Access Rd 6, so I could further assist Ofc Lameille at Dollar Tree, as he searched for the other two male subjects.

SHIFT SERGEANT'S REMARKS

I terminated the pursuit after the suspect vehicle almost struck my cruiser at E. Smokerise near the Circle K gas station. I did not intentionally make a roadblock, I did not expect the suspect vehicle to be driving toward me on Smokerise and thought the suspect vehicle was still on Lavern. I reviewed the pursuit in its entirety with officer [REDACTED] on December 5th, 2023. We talked through many training points.

CHIEF/LIEUTENANT'S REMARKS

See accompanying memo

Vehicle Pursuits

314.1 PURPOSE AND SCOPE

Vehicle pursuits expose innocent citizens, law enforcement officers and fleeing violators to the risk of serious injury or death. The primary purpose of this policy is to provide officers with guidance in balancing the safety of the public and themselves against law enforcement's duty to apprehend violators of the law. Another purpose of this policy is to minimize the potential for pursuit-related collisions. Vehicle pursuits require officers to exhibit a high degree of common sense and sound judgment. Officers must not forget that the immediate apprehension of a suspect is generally not more important than the safety of the public and pursuing officers (ORC § 2935.031).

314.1.1 PHILOSOPHY

Deciding whether to pursue a motor vehicle is a critical decision that must be made quickly and under difficult and unpredictable circumstances. In recognizing the risk to public safety created by vehicle pursuits, no officer or supervisor shall be criticized or disciplined for deciding not to engage in a vehicle pursuit due to the risk involved. This includes circumstances where Department policy would permit the initiation or continuation of the pursuit. It is recognized that vehicle pursuits are not always predictable and decisions made pursuant to this policy will be evaluated according to the totality of the circumstances reasonably available at the time of the pursuit.

314.2 DEFINITIONS

Definitions related to this policy include:

Vehicle Pursuit - An event involving one or more peace officers attempting to apprehend a suspect who is trying to avoid arrest while operating a motor vehicle by failing to stop or using evasive tactics such as high speed, disregarding traffic warning signs, stop signs, red lights, driving off a roadway, turning suddenly or driving in a legal manner but willfully failing to yield to an officer's signal to stop.

Boxing In - A tactic designed to stop a violator's vehicle by surrounding it with law enforcement vehicles and then slowing all vehicles to a stop.

Ramming - The deliberate act of impacting a violator's vehicle with another vehicle to functionally damage or otherwise force the violator's vehicle to stop.

Roadblocks - A tactic designed to stop a violator's vehicle by intentionally placing a vehicle or other immovable object in the path of the violator's vehicle.

Tire Deflation Device, Stop Sticks- A device that extends across the roadway and is designed to puncture the tires of the pursued vehicle.

314.3 OFFICER RESPONSIBILITIES

It is the policy of this department that a vehicle pursuit shall be conducted with at least one red or blue flashing, rotating or oscillating light, visible under normal atmospheric conditions from a

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distance of 500 feet to the front of, and a siren activated on an authorized emergency vehicle (ORC § 4513.21, ORC § 4511.01(D) and ORC § 4511.041).

Operating an emergency vehicle in a pursuit with emergency lights and siren does not relieve the operator of an authorized emergency vehicle of the duty to drive with due regard for the safety of all persons and does not protect the driver from the consequences of his/her reckless disregard for the safety of others (ORC § 4511.45(B)). The following policy is established to provide officers with guidelines for driving with due regard and caution for the safety of all persons using the highway.

314.3.1 WHEN TO INITIATE A PURSUIT

Officers are authorized to initiate a pursuit when it is reasonable to believe that a suspect is attempting to evade arrest or detention by fleeing in a vehicle that has been given a signal to stop by a peace officer (ORC § 2921.331(B)).

The following factors individually and collectively shall be considered in deciding whether to initiate or continue a pursuit:

- (a) The seriousness of the known or reasonably suspected crime and its relationship to community safety.
- (b) The importance of protecting the public and balancing the known or reasonably suspected offense and the apparent need for immediate capture against the risks to officers, innocent motorists and others.
- (c) The identity of the suspect has been verified and there is comparatively minimal risk in allowing the suspect to be apprehended at a later time.
- (d) The safety of the public in the area of the pursuit, including the type of area, time of day, the amount of vehicular and pedestrian traffic (e.g., school zones) and the speed of the pursuit relative to these factors.
- (e) The pursuing officer's familiarity with the area of the pursuit, the quality of radio communication between the pursuing units and the dispatcher/supervisor, and the driving capabilities of the pursuing officers under the conditions of the pursuit.
- (f) The weather, traffic and road conditions that unreasonably increase the danger of the pursuit when weighed against the risks resulting from the suspect's escape.
- (g) The performance capabilities of the vehicles used in the pursuit in relation to the speed and other conditions of the pursuit.
- (h) Vehicle speeds.
- (i) Other persons in or on the pursued vehicle (e.g., passengers, co-offenders and hostages).
- (j) The police unit is carrying passengers other than on-duty police officers. Pursuits should not be undertaken with a prisoner in the pursuit vehicle unless exigent circumstances exist, and then only after the need to apprehend the suspect is weighed

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against the safety of the prisoner in transport. A unit containing more than a single prisoner should not participate in a pursuit.

314.3.2 WHEN TO TERMINATE A PURSUIT

Pursuits should be discontinued whenever the totality of objective circumstances known or which reasonably ought to be known to the officer or supervisor during the pursuit indicates that the present risk of continuing the pursuit reasonably appears to outweigh the risk resulting from the suspect's escape.

The above factors on when to initiate a pursuit are expressly included herein and will apply equally to the decision to discontinue, as well as the decision to initiate a pursuit. Officers and supervisors must objectively and continuously weigh the seriousness of the offense against the potential danger to innocent motorists, themselves and the public when electing to continue a pursuit. In the context of this policy, the term "terminate" shall be construed to mean to discontinue or to stop chasing the fleeing vehicle.

In addition to the factors listed above, the following factors should be considered when deciding whether to terminate a pursuit:

- (a) The distance between the pursuing officers and the fleeing vehicle is so great that further pursuit would be futile or require the pursuit to continue for an unreasonable time or distance.
- (b) The pursued vehicle's location is no longer definitively known.
- (c) The officer's pursuit vehicle sustains damage or a mechanical failure that renders it unsafe to drive.
- (d) The pursuit vehicle suffers an emergency equipment failure that causes the vehicle to no longer qualify for emergency operation use.
- (e) Extended pursuits of violators for misdemeanors or non-violent felonies that do not involve the risk of serious harm (independent of the pursuit) are discouraged.
- (f) Pursuits of violators operating motorcycles or ATV's are discouraged and should not go beyond the city limits for misdemeanor traffic offenses.
- (g) The hazards to uninvolved bystanders or motorists
- (h) When the identity of the offender is known and it does not reasonably appear that the need for immediate capture outweighs the risk associated with continuing the pursuit, officers should strongly consider discontinuing the pursuit and apprehending the offender at a later time.
- (i) When directed to terminate the pursuit by a supervisor.

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Vehicle Pursuits

314.3.3 SPEED LIMITS

The speed of a pursuit is a factor that should be evaluated on a continuing basis by the officer and supervisor. Vehicle speeds shall be taken into consideration to prevent endangering public safety, officer safety and the safety of the occupants of the fleeing vehicle.

Should high vehicle speeds be reached during a pursuit, officers and supervisors shall also consider these factors when determining the reasonableness of the speed of the pursuit (ORC § 4511.24):

- (a) Pursuit speeds have become unreasonably unsafe for the surrounding conditions.
- (b) Pursuit speeds have exceeded the driving ability of the officer.
- (c) Pursuit speeds are beyond the capabilities of the pursuit vehicle, thus making its operation unsafe.

314.4 PURSUIT UNITS

Pursuit units should be limited to three vehicles (two units and a supervisor). However, the number of units involved will vary with the circumstances.

An officer or supervisor may request additional units to join a pursuit if, after assessing the factors outlined above, it appears that the number of officers involved would be insufficient to safely arrest the suspect. All other officers shall stay out of the pursuit but should remain alert to its progress and location. Any officer who drops out of a pursuit may then, if necessary, proceed to the termination point at legal speeds, following the appropriate rules of the road.

Distinctively marked patrol vehicles should replace unmarked vehicles involved in a pursuit whenever practicable.

314.4.1 VEHICLES WITHOUT EMERGENCY EQUIPMENT

Vehicles not equipped with a red or blue emergency light and siren are prohibited from initiating or joining in any pursuit. Officers in such vehicles may provide support to pursuing units as long as the vehicle is operated in compliance with all traffic laws (ORC § 4511.041 and ORC § 4513.21).

314.4.2 PRIMARY UNIT RESPONSIBILITIES

The initial pursuing officer will be designated as the primary pursuit unit and will be responsible for the conduct of the pursuit unless it is unable to remain reasonably close enough to the violator's vehicle. The primary responsibility of the officer initiating the pursuit is the apprehension of the suspect without unreasonable danger to him/herself or other persons. If an unmarked vehicle initiates a pursuit they will only remain the primary until a marked vehicle is able to assume their role.

The primary unit should notify the Dispatch Center that a vehicle pursuit has been initiated, and as soon as practicable, provide information including, but not limited to:

- (a) The reason for the pursuit.
- (b) The location and direction of travel.

Vehicle Pursuits

- (c) The speed of the fleeing vehicle.
- (d) The number of occupants.
- (e) The road and traffic conditions.
- (f) The identity of other agencies involved in the pursuit.
- (g) Information concerning the use of firearms, threat of force, injuries, hostages or other unusual hazards.

Unless relieved by a supervisor or secondary unit, the officer in the primary unit shall be responsible for broadcasting the progress of the pursuit. Unless circumstances reasonably indicate otherwise, the primary unit should relinquish the responsibility of broadcasting the progress of the pursuit to a secondary unit joining the pursuit to minimize distractions and allow the primary unit to concentrate foremost on safe pursuit tactics.

314.4.3 SECONDARY UNIT RESPONSIBILITIES

The second officer in the pursuit is responsible for:

- (a) Immediately notifying the dispatcher of his/her entry into the pursuit.
- (b) Remaining at a safe distance behind the primary unit unless directed to assume the role of primary officer, or if the primary unit is unable to continue the pursuit.
- (c) Broadcasting the progress of the pursuit unless the situation indicates otherwise.
- (d) Serving as backup to the primary unit once the subject has been stopped.

314.4.4 PURSUIT DRIVING TACTICS

The decision to use specific driving tactics requires the same assessment of considerations outlined in the factors to be considered concerning pursuit initiation and termination. The following are tactics for units involved in the pursuit:

- (a) Officers, considering their driving skills and vehicle performance capabilities, will space themselves from other involved vehicles such that they are able to see and avoid hazards or react safely to maneuvers by the fleeing vehicle.
- (b) Officers may proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).
- (c) As a general rule, officers should not pursue a vehicle driving the wrong way on a roadway, highway or freeway. In the event the pursued vehicle does so, the following tactics should be considered:
 1. Maintaining visual contact with the pursued vehicle by paralleling on the correct side of the roadway.
 2. Requesting other units to observe exits available to the suspect.

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- (d) Officers involved in a pursuit should not attempt to pass other units unless the situation indicates otherwise or they are requested to do so by the primary unit and a clear understanding of the maneuver process exists between the involved officers.

314.4.5 TACTICS/PROCEDURES FOR UNITS NOT INVOLVED IN THE PURSUIT

Paralleling of the pursuit route is permitted in order for a unit to get into position to assist in terminating the pursuit. Officers are authorized to use emergency equipment at intersections along the pursuit path to clear intersections of vehicular and pedestrian traffic to protect the public.

Non-pursuing personnel needed at the termination of the pursuit should respond in a non-emergency manner, observing the rules of the road.

314.5 SUPERVISORY CONTROL AND RESPONSIBILITIES

It is the policy of this department that available supervisory and management control will be exercised over all vehicle pursuits involving officers from this department.

The shift supervisor of the officer initiating the pursuit will be responsible for the following:

- (a) Upon becoming aware of a pursuit: obtain all reasonably available information and continuously assess the situation and risk factors associated with the pursuit in order to ensure that the pursuit is conducted within established Department guidelines.
- (b) Engaging in the pursuit, when appropriate, to provide on-scene supervision.
- (c) Exercising management and control of the pursuit even if not engaged in it.
- (d) Ensuring that no more than the number of required law enforcement units needed are involved in the pursuit under the guidelines set forth in this policy.
- (e) Directing that the pursuit be terminated if, in his/her judgment, it is not justified to continue the pursuit under the guidelines of this policy.
- (f) Ensuring that the proper radio channel is being used.
- (g) Ensuring the notification and/or coordination of outside agencies if the pursuit either leaves or is likely to leave the jurisdiction of this agency.
- (h) Controlling and managing WPD units when a pursuit enters another jurisdiction.
- (i) Reviewing all pertinent reports and forms for content and forwarding them to the Lieutenant.

314.6 COMMUNICATIONS

If the pursuit is confined within the City limits, radio communications will be conducted on the primary police channel unless instructed otherwise by a supervisor or communications dispatcher. If the pursuit leaves the jurisdiction of this department or such is imminent, involved units should, whenever available, switch radio communications to an emergency channel most accessible by participating agencies and units.

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314.6.1 THE DISPATCH CENTER RESPONSIBILITIES

Upon notification that a pursuit has been initiated, the Dispatch Center will be responsible for:

- (a) Announcing "99"/emergency radio traffic to all personnel.
- (b) Coordinating pursuit communications of the involved units and personnel.
- (c) Notifying and coordinating with other involved or affected agencies, as practicable.
- (d) Ensuring that the shift supervisor is notified of the pursuit.
- (e) Assigning an incident number and logging all pursuit activities.
- (f) Broadcasting pursuit updates, as well as, other pertinent information, as necessary.
- (g) Should the pursuit enter a different county, another agency should be requested to coordinate communications.

314.6.2 LOSS OF PURSUED VEHICLE

When the pursued vehicle is lost, the primary unit should broadcast pertinent information to assist other units in locating the vehicle. The primary unit will be responsible for coordinating any further search for either the pursued vehicle or suspects fleeing on foot.

314.7 INTERJURISDICTIONAL CONSIDERATIONS

When a pursuit enters another agency's jurisdiction, the primary officer or supervisor, taking into consideration distance traveled, unfamiliarity with the area and other pertinent facts, should determine whether to request the other agency to assume the pursuit.

314.7.1 ASSUMPTION OF PURSUIT BY ANOTHER AGENCY

Once another agency has assumed control of the pursuit, the primary unit from this department may continue on with supervisor approval. Depending on the circumstances, the supervisor may authorize one (1) additional unit to continue on with the pursuit or to trail the pursuit.

The term "trail" means to follow the path of the pursuit at a safe speed, while obeying all traffic laws and without activating emergency equipment. If the pursuit is at a slow rate of speed, the trailing unit will maintain sufficient distance from the pursuit units to clearly indicate an absence of participation in the pursuit.

314.7.2 PURSUITS EXTENDING INTO THIS JURISDICTION

The agency that initiates a pursuit shall be responsible for conducting the pursuit. Units from this department should not join a pursuit unless specifically requested to do so by the agency whose peace officers are in pursuit. The exception to this is when a single unit from the initiating agency is in pursuit. Under this circumstance, a unit from this department may join the pursuit until sufficient units from the initiating agency join the pursuit.

When a request is made for this department to assist or take over a pursuit from another agency that has entered this jurisdiction, the supervisor should consider these additional factors:

- (a) Ability to maintain the pursuit.

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- (b) Circumstances serious enough to continue the pursuit.
- (c) Adequate staffing to continue the pursuit.
- (d) The public's safety within this jurisdiction.
- (e) Safety of the pursuing officers.

As soon as practicable, a supervisor should review a request for assistance from another agency. The supervisor, after consideration of the above factors, may decline to assist in or assume the other agency's pursuit.

Assistance to a pursuing outside agency by officers of this department will terminate at the City limits provided that the pursuing peace officers have sufficient assistance from other sources. Ongoing participation from this department may continue with supervisor approval, but only until sufficient assistance is present.

In the event that a pursuit from another agency terminates within this jurisdiction, officers shall provide appropriate assistance to peace officers from the outside agency including, but not limited to, scene control, coordination and completion of supplemental reports and any other assistance requested or needed.

314.8 PURSUIT INTERVENTION

Pursuit intervention is an attempt to terminate the ability of a suspect to continue to flee in a motor vehicle through tactical application of technology, tire deflation devices, boxing, ramming or roadblock procedures.

314.8.1 WHEN USE IS AUTHORIZED

Use of pursuit intervention tactics should be employed only after approval of a supervisor. In deciding whether to use intervention tactics, officers/supervisors should balance the risk of allowing the pursuit to continue with the potential hazards arising from the use of each tactic to the public, the officers and persons in or on the pursued vehicle. With this in mind, the decision to use any intervention tactic should be reasonable in light of the circumstances apparent to the officer at the time of the decision.

It is imperative that officers act within legal bounds using good judgment and accepted practices.

314.8.2 INTERVENTION STANDARDS

Any intervention tactic, depending upon the conditions and circumstances under which it is used, may present dangers to the officers, the public or anyone in or on the vehicle being pursued. Certain applications of intervention tactics may be construed to be a use of force, including deadly force, and are subject to Department policies guiding such use. Officers shall consider these facts and requirements prior to deciding how, when, where and if an intervention tactic should be employed.

- (a) Ramming a fleeing vehicle should be done only after other reasonable tactical means at the officer's disposal have been exhausted. This tactic should be reserved for

Vehicle Pursuits

situations where there does not appear to be another reasonable alternative method. This policy is an administrative guide to direct officers in their decision-making process before ramming another vehicle. It is not a standard for civil or criminal litigation to judge the propriety of the act; that is a matter for the courts to determine by established law. When ramming is to be employed as a means to stop a fleeing vehicle, one or more of the following factors should be present:

1. The suspect is an actual or suspected felon who reasonably appears to represent a serious threat to society if not apprehended.
2. The suspect is driving with willful or wanton disregard for the safety of persons or driving in a reckless and life-endangering manner.

If there does not reasonably appear to be a present or immediately foreseeable serious threat to the public, the use of ramming is not authorized.

- (b) As with all intervention techniques, pursuing officers should obtain supervisor approval before attempting to box a suspect vehicle during a pursuit. The use of such a technique must be carefully coordinated with all involved units, taking into consideration the circumstances and conditions apparent at the time, as well as the potential risk of injury to officers, the public and occupants of the pursued vehicle.
- (c) Tire deflation devices should be deployed only when it is reasonably apparent that only the pursued vehicle will be affected by their use. Prior to the deployment of Stop Sticks, the officer shall notify pursuing units and the supervisor of the intent and location. Officers should carefully consider the limitations of such devices, as well as the potential risks to officers, the public and occupants of the pursued vehicle. If the pursued vehicle is a motorcycle or ATV, stop sticks shall not be deployed.
- (d) Because roadblocks involve a potential for serious injury or death to occupants of the pursued vehicle if the suspect does not stop, the intentional placement of roadblocks in the direct path of a pursued vehicle is generally discouraged and should not be deployed without prior approval of a supervisor, and only then under extraordinary conditions when other reasonable intervention techniques have failed and the need to immediately stop the pursued vehicle substantially outweighs the risk of injury or death to occupants of the pursued vehicle, officers or other members of the public. If a roadblock is established officers should do the following:
 1. Emergency lighting will be activated on police vehicles.
 2. Leave the suspect a reasonable stopping distance.
 3. Exit police vehicles and move a safe distance away.
 4. Ensure the safety of uninvolved pedestrians and motorists to the extent reasonably possible.

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314.8.3 CAPTURE OF SUSPECTS

Proper self-discipline and sound professional judgment are the keys to a successful conclusion of a pursuit and apprehension of evading suspects. Officers shall use only that amount of force that reasonably appears necessary under the circumstances to properly perform their lawful duties.

Unless relieved by a supervisor, the primary officer should coordinate efforts to apprehend the suspect following the pursuit. Officers should follow felony stop procedures when possible.

314.9 REPORTING AND REVIEW REQUIREMENTS

All appropriate reports shall be completed to comply with local and state regulations.

- (a) The primary officer shall complete appropriate incident/arrest reports and pursuit reports.
- (b) The shift sergeant will review all reports, video, and other pertinent information and include any comments prior to forwarding it to the Lieutenant.
- (c) After receiving copies of reports, logs and other pertinent information, the Chief of Police or designee shall conduct or assign the completion of a post-pursuit review as appropriate to the circumstances.
- (d) Annually, the Chief of Police should direct a documented review and analysis of Department vehicle pursuits to minimally include policy suitability, policy compliance and training needs.

314.9.1 REGULAR AND PERIODIC PURSUIT TRAINING

In addition to initial and supplementary training on pursuits, all sworn employees will participate, no less than annually, in regular and periodic training addressing this policy and the importance of vehicle safety and protecting the public at all times. Training will include a recognition of the need to balance the known offense and the need for immediate capture against the risks to officers and others.

314.9.2 POLICY REVIEW

Sworn members of this department shall certify in writing that they have received, read and understand this policy initially and upon any amendments (ORC § 2935.031).

Officer Response to Calls

316.1 PURPOSE AND SCOPE

This policy provides officers with guidelines for the safe and appropriate vehicular response to emergency and non-emergency incidents or requests for assistance, whether these are dispatched or self-initiated.

316.2 POLICY

It is the policy of this department to appropriately respond to emergency and non-emergency calls for service or requests for assistance, whether these are dispatched or self-initiated.

316.3 RESPONSE TO CALLS

Officers responding to an emergency call shall proceed immediately. Officers responding to an emergency call shall continuously operate emergency lighting equipment and shall sound the siren (ORC § 4511.041).

Responding with emergency lights and siren does not relieve the operator of an authorized emergency vehicle of the duty to drive with due regard for the safety of all persons and does not protect the driver from the consequences of the driver's reckless disregard for the safety of others (ORC § 4511.041; ORC § 4511.45; ORC § 4511.452). The use of any other warning equipment without emergency lights and siren does not provide any exemption from the Ohio motor vehicle laws.

Officers should only respond as an emergency call response when so dispatched or when circumstances reasonably indicate an emergency response is required. Officers not responding as an emergency call response shall observe all traffic laws and proceed without the use of emergency lights and siren.

316.4 RESPONSIBILITIES OF RESPONDING OFFICER

Officers shall exercise sound judgment and care with due regard for life and property when responding to an emergency call. During a response to an emergency call officers may (ORC § 4511.041):

- (a) Proceed past a red or stop signal or stop sign but only after slowing down as may be necessary for safe operation (ORC § 4511.03).
- (b) Exceed any speed limits, provided this does not endanger life or property (ORC § 4511.24).
- (c) Disregard regulations governing direction of movement or turning in specified directions (ORC § 4511.37).
- (d) Disregard regulations governing parking or standing when using a warning lamp.

Continuing an emergency call response is at the discretion of the officer. If, in the officer's judgment, the roadway conditions or traffic congestion does not permit such a response without unreasonable risk, the officer may elect to respond to the call without the use of emergency lights

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Officer Response to Calls

and siren at the legal speed limit. In such an event, the officer should immediately notify the Dispatch Center. An officer shall also discontinue an emergency call response when directed by a supervisor or as otherwise appropriate.

Upon determining that an emergency call response is appropriate, an officer shall immediately give the location from which he/she is responding.

316.5 COMMUNICATIONS RESPONSIBILITIES

A dispatcher shall ensure acknowledgment and response of assisting units when an officer requests emergency assistance or when the available information reasonably indicates that the public is threatened with serious injury or death and an immediate law enforcement response is needed. The dispatcher shall:

- (a) Attempt to assign the closest available unit to the location requiring assistance.
- (b) Immediately notify the Shift Sergeant.
- (c) Confirm the location from which the unit is responding.
- (d) Notify and coordinate outside emergency services (e.g., fire and ambulance).
- (e) Continue to obtain and broadcast information as necessary concerning the response, and monitor the situation until it is stabilized or terminated.
- (f) Control all radio communication during the emergency and coordinate assistance under the direction of the Shift Sergeant or field supervisor.

316.6 SUPERVISORY RESPONSIBILITIES

Upon being notified that an emergency response has been initiated or requested, the Shift Sergeant or the field supervisor shall verify that:

- (a) The proper response has been initiated.
- (b) No more than those officers reasonably necessary under the circumstances are involved in the response.
- (c) Affected outside jurisdictions are being notified as practicable.

The field supervisor shall monitor the response until it has been stabilized or terminated and assert control by directing officers into or out of the response if necessary. If, in the supervisor's judgment, the circumstances require additional officers to be assigned an emergency response, the supervisor may do so.

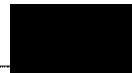
It is the supervisor's responsibility to terminate an emergency response that, in the supervisor's judgment, is inappropriate due to the circumstances.

When making the decision to authorize an emergency call response, the Shift Sergeant or the field supervisor should consider the following:

- The type of call or crime involved.
- The type and circumstances of the request.

**WADSWORTH POLICE DEPARTMENT
FIELD TRAINING AND EVALUATION PROGRAM**

PROBATIONARY OFFICER: _____



FIRST



M.

DATE ISSUED: 3-28-23

ISSUED BY: PIA Lannielle #15

THE PROBATIONARY OFFICER TRAINING MANUAL IS INTENDED TO SERVE AS YOUR GUIDE TO THE FIELD TRAINING AND EVALUATION PROCESS IN GENERAL, AND YOUR TRAINING AND DEVELOPMENT IN PARTICULAR. YOU ARE REQUIRED TO CARRY THE PROBATIONARY OFFICER TRAINING MANUAL WITH YOU WHEN ON DUTY. **IT IS YOUR RESPONSIBILITY TO BECOME FAMILIAR WITH THE CONTENTS OF THIS MANUAL.**

THE TRAINING PROGRAM HAS BEEN DESIGNED TO FOCUS ON PARTICULAR TASKS DURING A GIVEN WEEK. YOU SHOULD REVIEW ANY RELATED SECTIONS OF THE OHIO REVISED CODE OR DEPARTMENTAL POLICIES AND PROCEDURES PERTAINING TO THE TASKS. **IT IS YOUR RESPONSIBILITY TO REVIEW THIS MATERIAL PRIOR TO THE TIME THE TRAINING OFFICER EXPLAINS AND REVIEWS THE MATERIAL WITH YOU.** AT THE END OF EVERY TASK SHEET YOUR SIGNATURE WILL BE REQUIRED. YOUR SIGNATURE INDICATES YOU HAVE BEEN TRAINED ON THIS TASK, THAT YOU HAVE PERFORMED THE TASK (ACTUAL OR ROLE PLAYING), AND THAT YOU UNDERSTAND THE TASK. IF YOU DO NOT UNDERSTAND THE TASK OR FEEL THAT YOU REQUIRE MORE TRAINING YOU SHOULD NOT SIGN THE SHEET. TELL YOUR TRAINING OFFICER AND/OR THE SUPERVISOR ABOUT YOUR CONCERNS.

THE PROBATIONARY OFFICER TRAINING MANUAL IS NOT ALL INCLUSIVE OF THE WADSWORTH POLICE DEPARTMENT POLICIES, PROCEDURES, RULES OR REGULATIONS. THE DEVELOPMENT AND IMPLEMENTATION OF POLICIES, PROCEDURES, RULES AND REGULATIONS ARE THE FUNCTION AND SOLE RESPONSIBILITY OF THE CHIEF OF POLICE AND MAY BE CHANGED AT HIS/HER DISCRETION WITH OR WITHOUT PRIOR NOTICE.

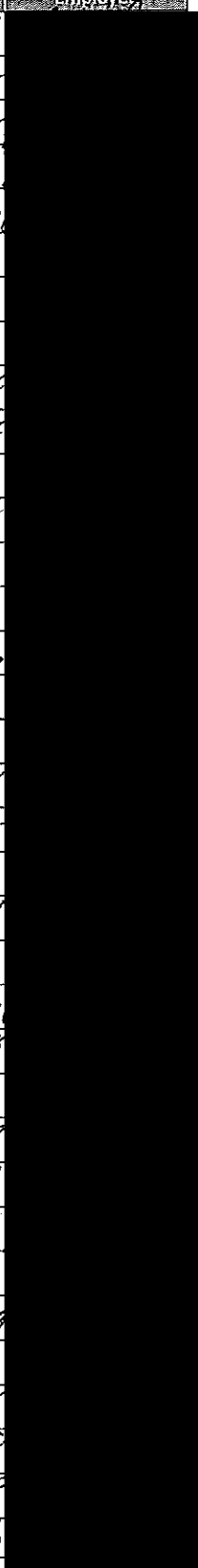
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3/28/23
DATE

Task Sheet Sign Off

Task	Training Date	Signed By	
		Trainer	Employee
911 Hang-up/Welfare Check	6/4/23	Nath Ball	
Accidents	06/22/23	[Signature]	
Adult Arrest/Booking	06/22/23	[Signature]	
Alarms	06/22/23	[Signature]	
Animal Complaints	06/22/23	[Signature]	
Assault	5/27/23	[Signature]	
Auto Theft	7/14/23	[Signature]	
Bomb Threat	7/14/23	[Signature]	
Burglary	06/22/23	[Signature]	
Citations	06/22/23	[Signature]	
CPO/TPO Violations	5/27/23	[Signature]	
Crimes Against Children	6/13/23	[Signature]	
Criminal Damaging	6/6/23	[Signature]	
Death Report	6/7/23	[Signature]	
Domestic Violence	5/28/23	[Signature]	
Drug Overdose	7/14/23	[Signature]	
DUS Stops	7/14/23	[Signature]	
Evidence/Property Processing	6/4/23	Nath Ball	
Handcuffing	06/22/23	[Signature]	
Hostage Situations	7/14/23	[Signature]	
Juvenile Offenses/Arrests	06/22/23	[Signature]	
Mental Illness	6/7/23	[Signature]	
Missing Persons/Runaway	6/7/23	[Signature]	
OVI	5/11/23	Nath Ball	
PTO Usage	5/27/23	[Signature]	
Request for Subpoenas/Records	6/13/23	[Signature]	
Robbery	06/22/23	[Signature]	
Sexual Assault	06/22/23	[Signature]	
Suspicious Person/Vehicle	6/4/23	Nath Ball	
Telephone Harassment	5/9/23	Nath Ball	
Testifying In Court	7/14/23	[Signature]	
Theft Offenses	06/22/23	[Signature]	
Traffic Stops	06/22/23	[Signature]	
Vehicle Impounds/Seizures	06/22/23	[Signature]	
Vehicle Pursuits	5/11/23	Nath Ball	



7 0

Date: 5/15/23

Week: 8

Shift: ■■■

Daily Observation Report

Trainee: ■■■■■

FTO: Nate Ball

- ■■■ conducted a traffic stop on a work truck with expired plates. Once the vehicle was stopped, his interaction with the driver was done well and safely. However, ■■■ still needed assistance with calling out the traffic stop. By the time he called out the stop, the vehicle was already on a different street, and his location had to be updated with dispatch. This was discussed and I further explained to ■■■ the proper way to call out a stop early
- ■■■ had two traffic complaints regarding vehicles driving poorly or blocking intersections. The vehicles were GOA. However ■■■ did a good job getting to the area by the most direct route, and in a timely manner.
- ■■■ received a traffic complaint regarding a vehicle swerving in and out of traffic, heading north through the square. He was able to locate this vehicle, and use his over head lights to safely turn around. The vehicle was at a traffic light, and ■■■ used solid judgement to wait until the vehicle was through the light to stop it in a safe location. He then was able to explain the reason for the stop to the driver, in a well spoken and easy to understand manner.
- ■■■ handled a telecommunications harassment/ menacing by stalking complaint. He was very thorough with checking if the information given by the complainant met the criteria to charge the suspect or not. ■■■ also spoke with the prosecutor to verify that he did not have probable cause for any charges. He was again, very personable and showed empathy when speaking with the complainant.
- ■■■ conducted a traffic stop on a vehicle in the 200 block of Simcox St. ■■■ was able to take the directions given from his earlier stop and made large improvement on being able to call out a stop ahead of time. He was able to run the license plate, advised dispatch of his stop (and chose a location further down the road), and then turn his over head lights on to initiate the stop.
- ■■■ was flagged down for a hit skip that had just taken place. He was advised that the vehicle had just turned right onto Akron Rd. from N. Lyman St. ■■■ confirmed no one had been in the victim vehicle when it was hit, and there were no injuries at the scene. He then went to attempt to stop the suspect vehicle. However, ■■■ did this without confirming the vehicle description, and then called out a pursuit without having a vehicle to pursue. ■■■ was also advised several times to slow down, however he had some tunnel vision and

continued on with lights and sirens at a fast speed. Once the actual vehicle was located, it was suspected of the driver being intoxicated. [REDACTED] took over the OVI investigation. He did well with his initial speaking with the driver on where he came from and how many drinks he had ect... [REDACTED] did okay with instructions with the divided attention tests. They were understandable, but could have been smoother. [REDACTED] also struggled some when giving the instructions for the SFST's. For example forgetting to ask about any injuries, and putting the driver in the wrong starting position. However, he was able to explain the instructions with some assistance, and properly evaluate the driver based on the SFST's, and his other observations. The only other thing to note would be from an officer safety stand point, [REDACTED] forgot to pat the driver down before beginning tests. Regarding the booking process, [REDACTED] completed most of the BMZ2255 without needing assistance. He also did well with the fingerprinting process. We have discussed all these matters in length.



WADSWORTH POLICE DEPARTMENT

120 MAPLE STREET, WADSWORTH, OHIO 44281 (330) 334-1511

INTERNAL AFFAIRS INVESTIGATION/GARRITY WARNING

I, [REDACTED] understand:

1. That I am being questioned as part of an official investigation by the Wadsworth Police Department.
2. That I will be asked questions related to the performance of my official duties or my conduct as it affects my ability to perform my duties;
3. That I must truthfully and completely answer all questions presented to me and that failure to answer truthfully or completely will be the bases for charged of insubordination which may result in discipline, including dismissal;
4. That I am entitled to all the rights and privileges guaranteed by the Constitution and the Laws of the State of Ohio and the Constitution of the United States, including the right to be accompanied, represented and advised by an attorney and/or a Union representative during this interview.
5. That I, if I so choose, may waive my right to be accompanied, represented and advised by an attorney and continue with this interview without the presence of an attorney.
6. That any admissions made in the course of this interview may be used against me in relation to subsequent administrative disciplinary charges or hearings;
7. That I am granted immunity and that neither my statements, nor any information or evidence gained by reason of this interview can be used against me in any subsequent criminal proceedings;
8. That I, the undersigned individual, hereby acknowledge that I have been advised of my rights.

[REDACTED]

1/3/24
Date

[Signature] #46
Witness Signature

1/3/24
Date



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