



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



2024-1376

Officer Involved Critical Incident - Interstate 77 Southbound
at Exit 85 , New Philadelphia, OH 44663

Investigative Activity: Personnel and Training File Review
Involves: OSHP ██████████ (S)
Activity Date: 06/27/2024
Activity Location: BCI - Richfield
Authoring Agent: SA Jesse Bynum #179

Narrative:

On May 14, 2024, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) Joe Goudy (Goudy) received the personnel file for ██████████ (██████) from Ohio State Highway Patrol (OSHP) Sergeant Shawn Allar. SA Jesse Bynum (Bynum) reviewed the personnel file and noted the following:

██████████ has been a ██████████ with the OSHP since April 5, 2013. Prior to his employment with OSHP, ██████████ was an Officer with the Massillon Police Department from April 1, 2008, to November 6, 2012.

██████████ had positive annual reviews every year during the course of employment with the OSHP. In 2019, ██████████ was placed on a performance improvement plan from August 25, 2019, to November 23, 2019, to help improve his knowledge of the Ohio Revised Code and probable cause traffic stops.

Training:

██████████ attended the Ohio Peace Officer Basic Training Program at Stark State College on ██████████ and completed it on ██████████ (BAS07-067 - Certificate # ██████████). ██████████ later attended the Ohio Peace Officer Basic Training Program at the Ohio State Highway Patrol Troopers Academy on ██████████ and completed it on ██████████ (OSP # ██████████).

██████████ received multiple advanced training certificates from the Ohio Peace Officers Training Academy and the OSHP. Notably, in 2017 and 2023, ██████████ participated in Active Aggressor Training and in 2020 he attended Crisis Intervention Team Familiarization Training. In addition, ██████████ has completed his annual firearms training to date, along with multiple annual training courses for CPR, Tourniquet, HyFin Chest Seals and IFAK First Aid Kits (2020). ██████████ also participated in annual training for Taser Conducted Energy Weapon. In 2024, ██████████ participated in Mental Health Training and Civil Disturbance Training.

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also participated in various E-OPOTA online trainings.

Roll Call Training - Mental Health October 2023	10/11/2023	12/31/2023	Online	10/11/2023	10/24/2023	0.50
Mental Health Training	12/22/2023	01/31/2024	Online	12/22/2023	12/26/2023	0.50
All Hazards and Incident Command	01/01/2024	12/31/2024	Online	04/09/2024	05/02/2024	0.50
CPR Annual Online Review	01/01/2024	07/01/2024	Online	01/24/2024	01/30/2024	0.50
NARCAN (Naloxone Hydrochloride)	01/01/2024	07/01/2024	Online	01/24/2024	01/29/2024	0.50
First Amendment Online Training Video	01/29/2024	12/31/2024	Online	01/29/2024	01/30/2024	0.15
2023 Legal Updates - 23CPT181 Arrest, Search and Seizure - 23CPT182 Human Trafficking - 23CPT225	02/01/2024	12/31/2024	Online	02/01/2024	02/02/2024	9.00
OSP Policy 203.20 Response Resistance-203.20-002 Motor Vehicle and Foot Pursuits	03/15/2024	09/15/2024	Online	03/15/2024	05/02/2024	0.50
TASER 2024 Annual Update Training	03/21/2024	12/31/2024	Online	03/21/2024	05/02/2024	0.50
HyFin Chest Seals and IFAK First Aid Kits	04/09/2024	10/09/2024	Online	04/09/2024	05/02/2024	0.50
Mobile Field Force Quarterly Training	04/09/2024	04/09/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/27/2023	04/09/2024	8.00
2024 Troopers and PO's Sworn In-Service Training	04/17/2024	04/19/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/04/2024	04/19/2024	22.00
Run, Hide, Fight - Surviving An Active Shooter Event	11/05/2012	02/17/2017	Online	11/09/2012	07/18/2013	0.50
Any Responder Training - Law Enforcement	01/07/2013	03/11/2016	Online	07/12/2013	07/22/2013	1.00
Warren District 2013 Spring Civil Disturbance	05/15/2013	05/15/2013	Youngstown Pistol and Rifle Club, 8920 Shaffer Road North, Jackson, OH 44451	05/15/2013	05/15/2013	8.00
Firearms, Arrest, and Self Defense Tactics (FAST)	10/21/2013	10/25/2013	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/08/2013	10/25/2013	40.00
Civil Disturbance (CD) Fall Training	09/16/2014	09/16/2014	Youngstown Pistol and Rifle Club, 8920 Shaffer Road North, Jackson, OH 44451	07/15/2014	09/16/2014	8.00
Advanced FAST	09/22/2014	09/26/2014	OSHP Academy			40.00
Firearms, Arrest, and Self-Defense (ADVANCED CLASS)	09/22/2014	09/26/2014	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/02/2014	09/26/2014	40.00
Advanced Trooper Tactical Training	10/01/2014	10/01/2014	Margaret Park Elementary School, 1413 Manchester Road, Akron, OH 44314	07/28/2014	10/01/2014	4.00

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Civil Disturbance (CD) Fall Training	09/18/2015	09/18/2015	Cleveland PD Gun Range, 3666 West 58th Street, Cleveland, OH 44102	07/06/2015	09/18/2015	8.00
Civil Disturbance Readiness Training	02/17/2016	02/17/2016	Ohio National Guard, 4303 Green Road, Cleveland, OH 44128	01/05/2016	02/17/2016	1.00
Civil Disturbance (CD) Spring Training	04/05/2016	04/05/2016	Summit County Sheriff's Office Training Academy, 2825 Greensburg Road, North Canton, OH 44720	02/09/2016	04/05/2016	8.00
CPR Video	05/23/2016	12/18/2018	Online	05/25/2016	10/10/2016	0.50
CPR Video	01/01/2017	01/31/2018	Online	02/02/2017	02/14/2017	0.50
Surviving an Active Aggressor/Threat	03/01/2017	09/06/2018	Online	03/06/2017	03/06/2017	1.00
OSP Policy 203.20 Response to Resistance Quiz	08/29/2017	12/21/2018	Online	08/31/2017	05/10/2018	0.50
CPR Online Review	01/03/2018	11/12/2019	Online	01/03/2018	11/12/2019	0.50
SOF Tactical Tourniquet Training	01/05/2018	11/12/2019	Online	01/05/2018	03/08/2018	0.50
MFF - Cincinnati Police Department	02/23/2018	02/23/2018	Cincinnati Police Department Range, 10139 Spartan Drive, Cincinnati, OH 45215	02/14/2018	02/23/2018	8.00
MFF Less Lethal Grenadier Recertification Course	04/20/2018	04/20/2018	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	03/09/2018	04/20/2018	4.00
HyFin Chest Seals and IFAK First Aid Kits	04/30/2018	11/12/2019	Online	05/14/2018	05/14/2018	0.50
Civil Disturbance (CD) Spring Training	05/08/2018	05/08/2018	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	02/08/2018	05/08/2018	8.00
Mobile Field Force In-Service Training	06/11/2018	06/12/2018	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	05/30/2018	06/12/2018	16.00
Mobile Field Force Regional Training	09/14/2018	09/14/2018	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	06/08/2018	09/14/2018	6.00
Mobile Field Force Regional Training	12/05/2018	12/05/2018	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	10/12/2018	12/05/2018	6.00

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HyFin Chest Seals and IFAK First Aid Kits	02/01/2019	02/02/2020	Online	02/12/2019	03/15/2019	0.50
MFF Less Lethal Grenadier Re-certification Course	03/04/2019	03/04/2019	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	01/09/2019	03/04/2019	4.00
Crucial Conversations	03/12/2019	03/12/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/28/2019	03/12/2019	4.00
Responding to Conflict	04/17/2019	04/17/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/08/2019	04/17/2019	4.00
Ohio Communication Disability Law Enforcement Training Video	05/01/2019	05/01/2020	Online	05/01/2019	05/03/2019	0.50
Civil Disturbance (CD) Spring Training	05/06/2019	05/06/2019	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	02/27/2019	05/06/2019	8.00
Mobile Field Force Regional Training	05/15/2019	05/15/2019	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	04/16/2019	05/15/2019	6.00
2019 Weapons Transition Course	06/25/2019	06/25/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/04/2019	06/25/2019	9.00
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	07/09/2019	03/14/2020	Online	07/09/2019	07/10/2019	1.00
Mobile Field Force Regional Training	10/22/2019	10/22/2019	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, Ohio 44266	08/21/2019	10/22/2019	6.00
Mental Health Training Video	12/13/2019	10/01/2020	Online	12/13/2019	12/25/2019	0.50
CPR Online Review	01/02/2020	12/11/2020	Online	01/02/2020	01/03/2020	0.50
NARCAN (Naloxone Hydrochloride)	01/02/2020	11/30/2020	Online	01/02/2020	01/03/2020	0.50
HyFin Chest Seals and IFAK First Aid Kits	02/07/2020	11/30/2020	Online	02/07/2020	02/22/2020	0.50
SOF Tactical Tourniquet Training	02/07/2020	02/01/2021	Online	02/07/2020	02/22/2020	0.05
MFF Less Lethal Grenadier Re-certification Course	03/10/2020	03/10/2020	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	01/27/2020	03/10/2020	4.00
Mobile Field Force Training	03/19/2020	03/19/2020	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, OH 44266	02/12/2020	03/19/2020	16.00

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2020 Civil Disturbance (CD) Fall Training	10/05/2020	10/05/2020	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/12/2020	10/05/2020	4.00
Hypothermia Training Video	10/08/2020	02/08/2021	Online	10/13/2020	10/14/2020	0.50
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	10/08/2020	01/18/2021	Online	10/08/2020	10/14/2020	1.00
2020 Diversity Segment One	10/26/2020	01/15/2022	Online	10/26/2020	10/30/2020	0.67
Crisis Intervention Team (CIT) Familiarization Training	10/26/2020	10/27/2020	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/27/2020	10/27/2020	16.00
Diversity Training Quiz 1 - 2020	10/26/2020	10/21/2021	Online	10/26/2020	10/30/2020	0.08
SOF Tactical Tourniquet Training	10/27/2020	10/26/2020	Online	02/05/2019	02/07/2019	0.50
Mental Health Training Video	10/29/2020	10/19/2020	Online	10/29/2020	10/30/2020	0.50
2020 Diversity Segment Two	12/02/2020	01/15/2022	Online	12/02/2020	12/02/2020	0.50
Police Legitimacy and the Community Bank Account Quiz - 2020	12/02/2020	10/21/2021	Online	12/02/2020	12/02/2020	1.00
2020 Diversity Segment Three	12/15/2020	01/15/2022	Online	12/23/2020	12/24/2020	0.50
CPR Online Review	01/04/2021	01/15/2022	Online	01/04/2021	03/30/2021	0.50
NARCAN (Naloxone Hydrochloride)	01/04/2021	10/21/2021	Online	01/04/2021	03/31/2021	0.50
OSP 203-20 - Response to Resistance	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50
OSP 902.04 - Officer Safety and Deadly Errors	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50
Taser CEW Annual Conducted Energy Weapon User Update	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50
HyFin Chest Seals and IFAK First Aid Kits	02/08/2021	01/15/2022	Online	02/08/2021	03/31/2021	0.50
SOF Tactical Tourniquet Training	02/08/2021	10/21/2021	Online	02/08/2021	03/31/2021	0.05
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	03/26/2021	01/15/2022	Online	03/26/2021	03/30/2021	1.00
Mobile Field Force LL In-Service 2021	04/06/2021	04/06/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/17/2021	04/06/2021	8.00
Mobile Field Force In-Service 2021	04/07/2021	04/07/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/16/2021	04/07/2021	8.00
MFF - East Platoon	08/17/2021	08/17/2021	Ohio National Guard Camp Garfield, East Gate - 1438 State Route 534 SW, Newton Falls, OH 44444	07/29/2021	08/17/2021	6.00
2021 Civil Disturbance Training	09/27/2021	09/27/2021	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/09/2021	09/27/2021	8.00
Mental Health Training	09/30/2021	04/07/2022	Online	09/30/2021	11/11/2021	0.50

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CPR Online Review	01/03/2022	12/31/2022	Online	01/03/2022	01/06/2022	0.50
NARCAN (Naloxone Hydrochloride)	01/03/2022	11/30/2022	Online	01/03/2022	01/06/2022	0.50
Axon Body Camera Training	01/05/2022	02/01/2023	Online	01/05/2022	01/06/2022	0.50
Taser CEW Annual Conducted Energy Weapon User Update	01/21/2022	11/30/2022	Online	01/24/2022	01/27/2022	0.50
AXON, TASER Energy Weapon Annual Operator Update - Feb. 2022	02/09/2022	03/31/2023	Online	02/09/2022	02/10/2022	0.50
2022 Domestic Violence Legal Updates	02/17/2022	01/31/2023	Online	02/17/2022	07/22/2022	4.00
MAT - Trauma Video #1	02/24/2022	02/01/2023	Online	02/24/2022	02/25/2022	0.50
Mobile Field Force - East Platoon Civil Disturbance Training	03/15/2022	03/15/2022	SRT Range, 11271 State Route 762, Orient, OH 43146	01/19/2022	03/15/2022	8.00
Impact 22 Crisis Communications Strategy	03/22/2022	11/30/2022	Online	03/22/2022	06/26/2022	0.50
All Hazards and Incident Command	04/05/2022	12/31/2022	Online	04/05/2022	06/26/2022	0.50
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	04/13/2022	01/31/2023	Online	04/13/2022	06/26/2022	1.00
MAT - Trauma Video #2	04/25/2022	06/30/2023	Online	04/25/2022	07/23/2022	0.50
MAT - Trauma Video #3	05/26/2022	06/30/2023	Online	05/26/2022	07/23/2022	0.50
MAT - Trauma Video #4	06/07/2022	12/31/2022	Online	06/07/2022	06/26/2022	0.50
Mobile Field Force LL In-Service 2022	07/15/2022	07/15/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/10/2022	07/15/2022	8.00
Mobile Field Force In-Service 2022	07/16/2022	07/16/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/10/2022	07/16/2022	8.00
MAT - FULL Trauma Video #5	08/10/2022	03/15/2023	Online	08/10/2022	08/11/2022	0.50
Rifle Operators Course 2022	08/18/2022	08/19/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/09/2022	08/19/2022	16.00
2022 Weapons Transition Course	08/19/2022	08/19/2022	OSHP Academy			8.00
Cultural Awareness & Respect Education/Stress First Aid/In-Service CPT 2022	10/20/2022	10/20/2022	Southeastern Equipment Training Facility 11406 Old National Road Cambridge, OH, 43725	09/13/2022	10/20/2022	8.00
Mobile Field Force Quarterly Training	11/21/2022	11/21/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	10/14/2022	11/21/2022	6.00
Roll Call Training - Mental Health January 2023	11/28/2022	12/31/2023	Online	01/06/2023	01/12/2023	0.50
Taser 7 Transition Presentation	01/13/2023	10/31/2023	Online	01/13/2023	01/18/2023	0.50
Roll Call Training - Mental Health February 2023	02/01/2023	12/31/2023	Online	02/01/2023	02/19/2023	0.50
TASER 7 Transition	02/09/2023	02/09/2023	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	02/08/2023	02/09/2023	7.00

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CPR Annual Online Review	05/08/2023	12/31/2023	Online	05/08/2023	05/09/2023	0.50
Roll Call Training - Mental Health May 2023	05/16/2023	12/31/2023	Online	05/16/2023	06/12/2023	0.50
Mobile Field Force In-Service 2023	06/14/2023	06/15/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	04/14/2023	06/15/2023	16.00
Roll Call Training - Mental Health June 2023	06/22/2023	12/31/2023	Online	06/22/2023	07/06/2023	0.50
Sworn In-Service Active Aggressor Training 23CPT400	06/22/2023	06/22/2023	Pike Elementary, 4533 Peters Creek Road, Cambridge, OH 43725	05/11/2023	06/22/2023	8.00
Securing Ohio 2023-24	08/18/2023	10/27/2023	Online	08/18/2023	08/21/2023	1.00
Roll Call Training - Mental Health August 2023	08/25/2023	12/31/2023	Online	08/25/2023	10/24/2023	0.50

Firearms Qualification:

██████████ qualified with his department-issued duty weapon, described as a Sig Sauer, model P320 - 9mm, serial number ██████████ on January 17, 2024. This Sig Saur handgun is the same serialized firearm that ██████████ utilized during the incident. ██████████ also qualified with his department-issued duty weapon, described as a Sig Sauer, model P365 - 9mm, serial number ██████████ on January 17, 2024. ██████████ also qualified with his department-issued duty weapon, described as a Remington, model 870P - 12GA, serial number ██████████ on January 17, 2024. ██████████ also qualified with his department-issued duty weapon, described as an Aero Precision, model M4E1 - 9mm, serial number ██████████ on January 17, 2024, with both iron sights and with optics.

██████████'s personnel file, training records and firearm qualifications are attached to this report. Please refer to the attachments for further details.

Prior Internal Investigations:

██████████ had three documented Internal Affairs investigations in his provided personnel file. They were for job performance and none of them were related to use of force investigations.

References:

None

Attachments:

1. OSHP ██████████ Personnel File
2. OSHP ██████████ Firearms Training Record

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3. OSHP [REDACTED] Training Record
4. OSHP [REDACTED] OPOTA Records
5. OSHP [REDACTED] Internal Investigation
6. OSHP [REDACTED] Internal Investigation continued
7. OSHP [REDACTED] Internal Investigation continued 2

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PERSONNEL ACTION STATE OF OHIO	AGENCY	DIVISION OR INSTITUTION	UNIT OR OFFICE	DATE STAMP
	FROM: PUBLIC SAFETY 285000 Training Academy			

NAME	DATE OF BIRTH	MARITAL STATUS	EDUCATION
FROM: LAST FIRST MI	MO DAY YR		YEARS DEGREE MAJOR
TO: [REDACTED]	M 03 26 84		13

ADDRESS	CITY	STATE	ZIP CODE	COUNTY
FROM: STREET				
TO: [REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

EFFECTIVE DATE	DEPARTMENT ID	POSITION NO.	UNION CODE	BARG UNIT	BU FLAG	PERM / TEMP	FOLD PART	HQ COUNTY
11 07 12	DPS285000	[REDACTED]		99	9	PERM	FULL	Fran
JOB CODE TITLE	JOB CODE	GRADE	STEP	BASE RATE	LONG	SUPPL	SUPPL	TOTAL STATUS
TO: Highway Patrol Cadet	[REDACTED]	0	0	18.66				18.66 U

NATIONAL ID: [REDACTED] EMPLOYEE ID: [REDACTED]

<input checked="" type="checkbox"/> HIR-EMR Emergency <input type="checkbox"/> HIR-PER Permanent <input type="checkbox"/> HIR-TEM Temporary <input type="checkbox"/> HIR-SEA Seasonal <input type="checkbox"/> HIR-INT Intermittent <input type="checkbox"/> HIR-FTS Fixed Term Salaried <input type="checkbox"/> HIR-DIM Fixed Term Per Diem <input type="checkbox"/> HIR-EXI Interim External <input type="checkbox"/> HIR-ETR Estab Term Regular <input type="checkbox"/> HIR-ETI Estab Term Irregular <input type="checkbox"/> HIR-PRJ Project Employee	DEM-DEM Demotion DTA-SCS Civil Service Status DTA-APC Appointment Change To: _____ DTA-XLV Extended Leave date DTA-RNP Reassign No Pay Incr. DTA-RPI Reassign Pay Incr. DTA-RPT Reassign 3 rd Party DTA-TWL Temp Work Level Job Code _____ Rate _____ Ends _____ Step _____ DTA-SVC Service Change DTA-SSN SSN Correction DTA-DCP DAS Class Plan DTA-ETW End Temp Work Level DTA-HQC HQ Location Change DTA-LAT Lateral Class Change DTA-NAM Name Change DTA-PGC Pay Group Change DTA-DPL Displacement DTA-RCD Recall Displacement DTA-CIM Cancel Interim DTA-TMP Interim Internal PAY-RTC Rate POS-POS Position Change PRO-PRO Promotion XFR-TRW Trans within Agency XFR-TRB Trans Between Agency	RET-DIR Disability Retirement RET-RET Retired TER-RES Resigned - Regular _____ Written _____ Oral TER-DEA Deceased TER-REM Removed TER-PRB Probation Removal TER-LOF Laid Off TER-UNR Unclass Termination TER-ORM Other Removal TER-CAP Cancel Appointment TER-DBS Disability Sep <u>NO</u> Insur. Reinstat By: _____ TWP-DSI Disability Sep with Insur. Reinstat By: _____ TER-IMS Interim Separation TER-NGS Resigned Not in Good Standing TER-NRR Resigned Not Recommended for Rehire TER-EFT End Fixed Term	PLA-MLF Military Leave- Fed PLA-MLS Military Leave - State PLA-PLB <u>BU</u> Personal Leave PLA-ETA Established Term PLA-BEL <u>BU</u> Educational Lv. PLA-VCS Volunt Cost Savings PLA-UNI Union Leave Ends PLA-EED <u>EX</u> Educational Lv. LOA-SEI Seasonal LOA-PRS <u>EX</u> Personal Lv SUS-SUS Suspension DTA-DVD Leave Debit DTA-DFN Penalty Fine DTA-DWS Working Suspension RFL-RFL Return from Leave RFL-MIL Return from Military
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DATE OF LAST PROMOTION	CERTIFICATION NO.	DATE OF CONTINUOUS SERVICE	STANDARD HOURS
		11-07-12	2080
REMARKS: NEW HIRE, FULL TIME PERMANENT, HIGHWAY PATROL CADET, (154TH CADET CLASS) ASSIGNED TO ACADEMY/ TRAINING, APPLICATION, SUPPLEMENTAL EMPLOYMENT AGREEMENT AND UNCLASSIFIED ACKNOWLEDGMENT ATTACHED			
ALL ITEMS ON PRE-HIRE FORM HAVE BEEN COMPLETED		APPROVED DISAPPROVED	Certification _____

APPROVAL OF APPOINTING AUTHORITY <i>Thomas P. Charles / SA</i> SIGNATURE	DATE 11/19/2012	SIGNATURE OF APPROVER _____ DATE _____
SIGNATURE OF RELEASING AUTHORITY		DATE

ACCOUNTING INFO / BENEFITS

Employee Class: HPRS
 Benefit Program: PEP
 Officer Code: None
 Account Information: _____

621-12



Ohio Civil Service Application for State and County Agencies

GEN-4268 (REVISED 10/08)

The state of Ohio is an Equal Opportunity Employer and provider of ADA services.

POSITION: [REDACTED]	AGENCY: <i>OSP</i>	POSITION NUMBER: [REDACTED]
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Please submit one application per position or examination to the address indicated on the job posting or examination announcement. Copies are acceptable. Applications lacking sufficient information will not be processed. Please ensure your application is received or postmarked by the closing date, as required by the hiring agency. Please be sure to complete the entire application. Also note that, once submitted to a governmental agency, this completed form will be subject to all applicable public records laws.

PLEASE TYPE OR PRINT IN INK

NAME: (Last, First, Middle) [REDACTED]	DATE OF BIRTH: [REDACTED] <i>Required</i>
ADDRESS: (Street, City, State, Zip Code) [REDACTED]	COUNTY: [REDACTED]
HOME PHONE: [REDACTED]	ALTERNATE PHONE: [REDACTED]
E-MAIL ADDRESS: [REDACTED] <i>@hotmail.com</i>	
DRIVER'S LICENSE: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No STATE: <i>oh</i> CLASS: <i>D</i>	LEGAL RIGHT TO WORK IN THE U.S.: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

PREFERENCES

PREFERRED SALARY:	ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
WHAT TYPE OF JOB ARE YOU LOOKING FOR? <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Temporary	TYPES OF WORK YOU WILL ACCEPT: <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time
SHIFTS YOU WILL ACCEPT: <input checked="" type="checkbox"/> Day <input checked="" type="checkbox"/> Evening <input checked="" type="checkbox"/> Night <input type="checkbox"/> Rotating <input checked="" type="checkbox"/> Weekends <input type="checkbox"/> On Call (as needed)	

EDUCATION

HIGH SCHOOL NAME: <i>Conotton Valley</i>	LOCATION: (City, State) <i>Bowling Green OH</i>	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
CHECK YEAR COMPLETED: <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input checked="" type="checkbox"/> 12	OBTAINED GED? <input type="checkbox"/> Yes <input type="checkbox"/> No	
SCHOOL NAME (College/University): <i>OH's Northern University</i>	LOCATION: (City, State) <i>Adelphi OH</i>	
CHECK YEAR COMPLETED: <input checked="" type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	DID YOU GRADUATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	MAJOR: <i>Business</i>
DEGREE RECEIVED:	NUMBER OF QUARTER/SEMESTER HOURS COMPLETED:	
SCHOOL NAME (College/University): <i>Kent State TUSC</i>	LOCATION: (City, State) <i>New Philadelphia OH</i>	
CHECK YEAR COMPLETED: <input checked="" type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	DID YOU GRADUATE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	MAJOR: <i>General</i>
DEGREE RECEIVED:	NUMBER OF QUARTER/SEMESTER HOURS COMPLETED:	
SCHOOL NAME (College/University):	LOCATION: (City, State)	
CHECK YEAR COMPLETED: <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	DID YOU GRADUATE? <input type="checkbox"/> Yes <input type="checkbox"/> No	MAJOR:
DEGREE RECEIVED:	NUMBER OF QUARTER/SEMESTER HOURS COMPLETED:	

EMPLOYMENT HISTORY

Please list your work experience beginning with your most recent employment. Military experience and volunteer work may also be included as employment. **NOTE:** To be considered for employment, you must fill in the information below, accurately and completely. You may submit a résumé *in addition* to completing this section. If applying for a civil service examination, only the information provided below will be considered. A résumé may not be used. If you need additional space, attach extra sheets to this application.

DATES: From: 4/1/08 To: present	EMPLOYER: Massillon Police Dept	POSITION TITLE: Patrolman
ADDRESS: (Street, City, State, ZIP Code) 2 James Duncan Plaza SE Massillon OH 44646		
COMPANY URL:	PHONE NUMBER: [REDACTED]	SUPERVISOR: Brian Muntean
HOURS PER WEEK: 40	SALARY: 22.53	MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
DUTIES: To patrol the city of Massillon and enforce the local and city ordinances		

REASON FOR LEAVING:

DATES: From: 12/04 To: Present	EMPLOYER: OHio National Guard	POSITION TITLE: Security force / Infantry
ADDRESS: (Street, City, State, ZIP Code) Columbus OH		
COMPANY URL:	PHONE NUMBER: 614 492 4321	SUPERVISOR: Griffin Taylor
HOURS PER WEEK: 16 hrs a month	SALARY: 3000 a month	MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
DUTIES: Provide security to the Base		

REASON FOR LEAVING:

DATES: From: 12/05 To: 10/07	EMPLOYER: Sherees Foods	POSITION TITLE: Machine operator
ADDRESS: (Street, City, State, ZIP Code) 692 Webster Ave North Bruster OH 44613		
COMPANY URL:	PHONE NUMBER: 530 767 3426	SUPERVISOR: Angie Hostetler
HOURS PER WEEK: 40	SALARY: 11.00	MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
DUTIES: To set up and operate the parking machines		

REASON FOR LEAVING: Police academy

EMPLOYMENT HISTORY (Continued)		
DATES: From: [REDACTED]	EMPLOYER: [REDACTED]	POSITION TITLE: [REDACTED]
ADDRESS: (Street, City, State, ZIP Code) [REDACTED]		
COMPANY URL:	PHONE NUMBER:	SUPERVISOR: Eric bester
HOURS PER WEEK: 60	SALARY: 1100 a month	MAY WE CONTACT THIS EMPLOYER: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
DUTIES: [REDACTED]		
REASON FOR LEAVING:		

DATES: From: To:	EMPLOYER:	POSITION TITLE:
ADDRESS: (Street, City, State, ZIP Code)		
COMPANY URL:	PHONE NUMBER:	SUPERVISOR:
HOURS PER WEEK:	SALARY:	MAY WE CONTACT THIS EMPLOYER: <input type="checkbox"/> Yes <input type="checkbox"/> No
DUTIES:		
REASON FOR LEAVING:		

CERTIFICATES AND LICENSES	
TYPE:	
LICENSE NUMBER:	ISSUING AGENCY:
TYPE:	
LICENSE NUMBER:	ISSUING AGENCY:

SKILLS
OFFICE SKILLS: Typing Speed: Data Entry Speed:
COMPUTER SKILLS:
OTHER SKILLS:
LANGUAGE(S):

The purpose of questions 1-9 is to obtain information relevant to employment with the state of Ohio. Responses to these questions are required.

1. SUMMARY OF QUALIFICATIONS-In the area below, briefly describe the experience, education, training and other factors that qualify you for the position or examination for which you are applying. Refer to the Minimum Qualifications and any position-specific qualifications posted for this position or examination. If you need additional space, attach an extra sheet to this application.

4 plus years as a full time LEO with the city of messilion
Radar & Lidar certified (OSP)
SWAT certified
Basic Const certified (OSO)

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

College Prep
Opata Basic Academy

3. Are you a current state of Ohio employee?

Yes

No

4. If you are a current state of Ohio employee, please provide your Employee ID number. If you are not a current state of Ohio employee, please indicate N/A.

5. If you are not a current state of Ohio employee, have you ever been employed by the state of Ohio? (If you are a current state of Ohio employee, please select N/A.)

Yes

No

N/A

6. If you were previously employed by the state of Ohio, please choose one of the following:

Employment ended prior to 12-01-2004.

Employment ended on or after 12-01-2004.

N/A - Not previously employed by the state of Ohio or current state employee.

7. Have you ever been convicted of a felony? (A felony conviction may not automatically exclude you from consideration.)

Yes

No

8. If you answered Yes to the previous question, please give date(s) of conviction(s) and explain. If you answered No, please indicate N/A.

9. How did you learn about this employment or examination opportunity?

careers.ohio.gov

Monster.com

Trade journal

Walk-in

Ohio means jobs.com

Other Internet Web site

State of Ohio Employee Referral

Other

GovernmentJobs.com

Newspaper

Civil Service test announcement

CERTIFICATION

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

Signature of Applicant

[Redacted Signature]

Date 6/20/12

STATE OF OHIO

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

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

For all employees appointed to an unclassified position:

I, _____ (name), acknowledge the following:

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

Employee's Signature

10/31/12
Date

Additional acknowledgment for employees appointed FROM a classified position:

In addition to what is written above I, _____ (name) acknowledge the following:

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

Employee's Signature

Date

VETERAN / MILITARY INFORMATION

FIRST NAME [REDACTED]	MI [REDACTED]	LAST [REDACTED]
U.S. VETERAN <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	CURRENTLY ENLISTED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
MILITARY BRANCH [REDACTED]	YEARS OF MILITARY SERVICE (MM/DD/YY) FROM [REDACTED]	
CAMPAIGN / WAR IF APPLICABLE [REDACTED]		

HRM will update this information into your personal history files in the PeopleSoft database.

HRM WILL COMPLETE THIS SECTION

Return completed form to Brenda Miller / Shipley Building, HRM, 3rd Floor.

DATE ENTERED INTO PEOPLESFT	ENTERED BY
-----------------------------	------------

SUPPLEMENTAL NEPOTISM STATEMENT

I have no known relatives or business associates currently employed by the State of Ohio.

I have relatives or business associates currently employed by the State of Ohio and have listed them below:

RELATIVES OR BUSINESS ASSOCIATES

Name	Relationship	Position	Department
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

I have no interest in any business which currently or has in the past done business with the State of Ohio.

I have business interest which are or have been involved in state business and have listed them below.

BUSINESS INTERESTS

Name of Business	My Interest	Summary of Services

X
Signature

Date

2/15/12

DEFINITIONS

http://das.ohio.gov/Directives/directive_05-06/06-09.pdf

For the purposes of this directive, the following definitions apply:

"Relatives" are defined as "Closely related by blood or marriage" but is not limited to spouse, children (whether dependent or independent), parents, grandparents, siblings, aunts, uncles, in-laws, step-children, step-parents, step-grandparents, step-siblings, step-aunts, step-uncles, and other persons related by blood or marriage who reside in the same household.

"Significant relationship" means people' living together as a spousal or family unit when not legally married or related where the nature of the relationship may impair the objectivity or independence of judgment of one individual working with the other.

"Business Associates" are defined as parties who are joined together in a relationship for business purposes or acting together to pursue a common business purpose or enterprise.

**Statement Concerning Your Employment in a Job
Not Covered by Social Security**

Employee Name _____

Employee ID# _____

Employer Name ODPS

Employer ID# 31-6402847

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to Social Security Publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security (\$500 - \$400=\$100). Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to Social Security Publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security benefits.

Signature of Employee _____

Date 10/31/12

STATE OF OHIO

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

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

For all employees appointed to an unclassified position:

I, _____ (name), acknowledge the following:

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

Employee's Signature

10/31/12
Date

Additional acknowledgment for employees appointed FROM a classified position:

In addition to what is written above I, _____ (name) acknowledge the following:

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

Employee's Signature

Date



OHIO DEFERRED COMPENSATION

OHIO PUBLIC EMPLOYEES DEFERRED COMPENSATION PROGRAM

SUPPLEMENTAL RETIREMENT ACCOUNT ELECTION FORM

Instructions

1. As a public employee you are required to complete and file this form within 45 days of beginning employment. Please fill out the form in blue or black ink.
2. Sign the form in Section 4.
3. Your employer is required to send the completed form to Ohio Deferred Compensation immediately upon hire.

Section 1: Personal Information

Last Name _____ First Name _____

Gender: Male Female Date of Birth ____/____/____ (MM/DD/YYYY)

Address _____

City _____ State _____ Zip _____

Email Address _____

Work Phone _____ Home Phone _____ Cell Phone _____

Section 2: Employer Information

Employer Name Ohio Department of Public Safety

Department Name Ohio State Highway Patrol

Pension System: (circle one) OPERS STRS SERS OP&F HPRS Other _____

Section 3: Election

Yes, I would like to begin saving tax-deferred money for retirement. I would like to begin by saving \$ _____ per pay period (minimum \$15) into Ohio Deferred Compensation. A pre-tax deduction will be invested in a LifePath Portfolio closest to the year in which I turn age 65. My payroll deductions will begin on the next pay period following 30 days from the date my form is received by the Program. Upon receipt of this form I will be mailed a Program welcome kit with additional details. I can make changes to my deduction and my investment selection at any time.

Social Security Number (required) _____

No, I have received information about the Program and choose to decline the opportunity to save tax-deferred money for retirement.

Section 4: Signature & Acknowledgment

I acknowledge that I have read the terms and conditions on the reverse side of this form.

Signature

11/2/12
Date

Ohio Deferred Compensation
25 East Town Street, Suite 657
Columbus, Ohio 43215-1526
1-877-644-6526
614-221-6526
www.ohio457.org

PERSONNEL ACTION STATE OF OHIO		AGENCY		DIVISION OR INSTITUTION		UNIT OR OFFICE		DATE STAMP											
		FROM: PUBLIC SAFETY		285000		Training Academy													
		TO: PUBLIC SAFETY		290476		D4 Post 76 Canton													
NAME		DATE OF BIRTH		MARITAL STATUS		EDUCATION													
FROM: [REDACTED] [REDACTED] [REDACTED]		MO DAY YR		M		YEARS		DEGREE		MAJOR									
TO: [REDACTED] [REDACTED] [REDACTED]		[REDACTED] [REDACTED] [REDACTED]		[REDACTED]		13		[REDACTED]		[REDACTED]									
ADDRESS FROM:		CITY		STATE		ZIP CODE		COUNTY											
TO: [REDACTED] [REDACTED] [REDACTED]		[REDACTED] [REDACTED] [REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]											
EFFECTIVE DATE		DEPARTMENT ID		POSITION NO.		UNION CODE		BARG UNIT		BU FLAG		PERM / TEMP		FULL/PART		HQ COUNTY			
FROM: 04 05 13		DPS285000		[REDACTED]		A01		99		9		PERM		FULL		Fran			
TO: 04 05 13		DPS290476		[REDACTED]		A01		01		[REDACTED]		[REDACTED]		[REDACTED]		Star			
FROM: [REDACTED]		JOB CODE TITLE		JOB CODE		GRADE		STEP		BASE RATE		LONG		SUPPL		TOTAL		STATUS	
TO: [REDACTED]		Highway Patrol Cadet		[REDACTED]		0		0		18.66		[REDACTED]		[REDACTED]		18.66		U	
TO: [REDACTED]		[REDACTED]		[REDACTED]		11		1		21.52		[REDACTED]		[REDACTED]		21.52		P	
NATIONAL ID: [REDACTED]				EMPLOYEE ID: [REDACTED]															
HIR-EMR Emergency HIR-PER Permanent HIR-TEM Temporary HIR-SEA Seasonal HIR-INT Intermittent HIR-FTS Fixed Term Salaried HIR-DIM Fixed Term Per Diem HIR-EXI Interim External HIR-ETR Estab Term Regular HIR-ETI Estab Term Irregular HIR-PRJ Project Employee		<input checked="" type="checkbox"/> DEM-DEM Demotion <input checked="" type="checkbox"/> DTA-SCS Civil Service Status DTA-APC Appointment Change To: _____ DTA-XLV Extended Leave date DTA-RNP Reassign <u>No</u> Pay Incr. DTA-RPI Reassign Pay Incr. DTA-RPT Reassign 3 rd Party DTA-TWL Temp Work Level Job Code _____ Rate _____ Ends _____ Step _____ <input checked="" type="checkbox"/> DTA-SVC Service Change <input checked="" type="checkbox"/> DTA-SSN SSN Correction <input checked="" type="checkbox"/> DTA-DCP DAS Class Plan <input checked="" type="checkbox"/> DTA-ETW End Temp Work Level <input checked="" type="checkbox"/> DTA-HQC HQ Location Change <input checked="" type="checkbox"/> DTA-LAT Lateral Class Change <input checked="" type="checkbox"/> DTA-NAM Name Change <input checked="" type="checkbox"/> DTA-PGC Pay Group Change <input checked="" type="checkbox"/> DTA-DPL Displacement <input checked="" type="checkbox"/> DTA-RCD Recall Displacement <input checked="" type="checkbox"/> DTA-CIM Cancel Interim <input checked="" type="checkbox"/> DTA-TMP Interim Internal <input checked="" type="checkbox"/> PAY-RTC Rate <input checked="" type="checkbox"/> POS-POS Position Change <input checked="" type="checkbox"/> PRO-PRO Promotion <input checked="" type="checkbox"/> XFR-TRW Trans within Agency <input checked="" type="checkbox"/> XFR-TRB Trans Between Agency		RET-DIR Disability Retirement RET-RET Retired TER-RES Resigned - Regular _____ Written _____ Oral TER-DEA Deceased TER-REM Removed TER-PRB Probation Removal TER-LOF Laid Off TER-UNR Unclass Termination TER-ORM Other Removal TER-CAP Cancel Appointment TER-DBS Disability Sep <u>NO</u> Insur. Reinstated By: _____ TWP-DSI Disability Sep with Insur. Reinstated By: _____ TER-IMS Interim Separation TER-NGS Resigned Not in Good Standing TER-NRR Resigned Not Recommended for Rehire TER-EFT End Fixed Term		PLA-MLF Military Leave- Fed PLA-MLS Military Leave - State PLA-PLB <u>BU</u> Personal Leave PLA-ETA Established Term PLA-BEL <u>BU</u> Educational Lv. PLA-VCS Volunt Cost Savings PLA-UNI Union Leave Ends PLA-EED <u>EX</u> Educational Lv. LOA-SEI Seasonal LOA-PRS <u>EX</u> Personal Lv <hr/> SUS-SUS Suspension DTA-DVD Leave Debt DTA-OFN Penalty Fine DTA-DWS Working Suspension <hr/> RFL-RFL Return from Leave RFL-MIL Return from Military													
DATE OF LAST PROMOTION		CERTIFICATION NO.		DATE OF CONTINUOUS SERVICE		STANDARD HOURS		ACCOUNTING INFO / BENEFITS											
				11-07-12		2080													
REMARKS: PROMOTION FROM HIGHWAY PATROL CADET (154TH CADET CLASS) TO HIGHWAY PATROL TROOPER, TRANSFER FROM TRAINING ACADEMY TO DISTRICT 04, POST 76/ CANTON								Employee Class: <u>HPRS</u> Benefit Program: <u>PUP</u> Officer Code: <u>None</u> Account Information: _____											
<input type="checkbox"/> ALL ITEMS ON PRE-HIRE FORM HAVE BEEN COMPLETED _____ APPROVAL OF APPOINTING AUTHORITY SIGNATURE DATE								<input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED Certification _____ _____ SIGNATURE OF APPROVER DATE											
_____ SIGNATURE OF RELEASING AUTHORITY DATE								_____ SIGNATURE OF APPROVER DATE											

PERSONNEL ACTION STATE OF OHIO	AGENCY	DIVISION OR INSTITUTION	UNIT OR OFFICE	DATE STAMP
	FROM: PUBLIC SAFETY	285000	Training Academy	
	TO:			

NAME	DATE OF BIRTH	MARITAL STATUS	EDUCATION
FROM: LAST FIRST MI	MO DAY YR	STATUS	YEARS DEGREE MAJOR
TO: M			13

ADDRESS FROM: STREET	CITY	STATE	ZIP CODE	COUNTY
TO:				

EFFECTIVE DATE	DEPARTMENT ID	POSITION NO.	UNION CODE	BARG UNIT	BU FLAG	PERM / TEMP	FULL/PART	HQ COUNTY	
11 07 12	DPS285000			99	g	PERM	FULL	Fran	
JOB CODE TITLE	JOB CODE	GRADE	STEP	BASE RATE	LONG	SUPPL	SUPPL	TOTAL	STATUS
FROM: Highway Patrol Cadet		0	0	18.66				18.66	U
NATIONAL ID:					EMPLOYEE ID:				

- HIR-EMR Emergency
- HIR-PER Permanent
- HIR-TEM Temporary
- HIR-SEA Seasonal
- HIR-INT Intermittent
- HIR-FTS Fixed Term Salaried
- HIR-DIM Fixed Term Per Diem
- HIR-EXI Interim External
- HIR-ETR Estab Term Regular
- HIR-ETI Estab Term Irregular
- HIR-PRJ Project Employee

- DEM-DEM Demotion
- DTA-SCS Civil Service Status
- DTA-APC Appointment Change
- To: _____
- DTA-XLV Extended Leave date
- DTA-RNP Reassign No Pay Incr.
- DTA-RPI Reassign Pay Incr.
- DTA-RPT Reassign 3rd Party
- DTA-TWL Temp Work Level

- RET-DIR Disability Retirement
- RET-RET Retired
- TER-RES Resigned - Regular
- Written _____
- Oral _____
- TER-DEA Deceased
- TER-REM Removed
- TER-PRB Probation Removal
- TER-LOF Laid Off
- TER-UNR Unclass Termination
- TER-ORM Other Removal
- TER-CAP Cancel Appointment
- TER-DBS Disability Sep NO Insur.
- Reinstate By: _____
- TWP-DSI Disability Sep with Insur.
- Reinstate By: _____
- TER-IMS Interim Separation
- TER-NGS Resigned
- Not in Good Standing
- TER-NRR Resigned
- Not Recommended for Rehire
- TER-EFT End Fixed Term

- PLA-MLF Military Leave- Fed
- PLA-MLS Military Leave - State
- PLA-PLB BU Personal Leave
- PLA-ETA Established Term
- PLA-BEL BU Educational Lv.
- PLA-VCS Volunt Cost Savings
- PLA-UNI Union Leave Ends
- PLA-EED EX Educational Lv.
- LOA-SEI Seasonal
- LOA-PRS EX Personal Lv

- REH-REH Rehire
- REH-REL Reemploy
- Layoff Appt. Type: _____
- REH-RCL Recall Layoff
- Appt. Type: _____
- REH-RSP Reinst Sep
- REH-RTP Reinst 3rd Party
- REH-RET Return from Retire

- DTA-SVC Service Change
- DTA-SSN SSN Correction
- DTA-DCP DAS Class Plan
- DTA-ETW End Temp Work Level
- DTA-HQC HQ Location Change
- DTA-LAT Lateral Class Change
- DTA-NAM Name Change
- DTA-PGC Pay Group Change
- DTA-DPL Displacement
- DTA-RCD Recall Displacement
- DTA-CIM Cancel Interim
- DTA-TMP Interim Internal
- PAY-RTC Rate
- POS-POS Position Change
- PRO-PRO Promotion
- XFR-TRW Trans within Agency
- XFR-TRB Trans Between Agency

- SUS-SUS Suspension
- DTA-DVD Leave Debit
- DTA-DFN Penalty Fine
- DTA-DWS Working Suspension
- RFL-RFL Return from Leave
- RFL-MIL Return from Military

DATE OF LAST PROMOTION	CERTIFICATION NO.	DATE OF CONTINUOUS SERVICE	STANDARD HOURS
		11-07-12	2080
REMARKS: ADD PREVIOUS SERVICE TIME FOR ARMY/ AIR NATIONAL GUARD SERVICE, DOCUMENTATION ATTACHED, HIGHWAY PATROL CADET, (164TH CADET CLASS) ASSIGNED TO ACADEMY/ TRAINING			

ACCOUNTING INFO / BENEFITS	
Employee Class:	HPRS
Benefit Program:	PEP
Officer Code:	None
Account Information:	

<input type="checkbox"/> ALL ITEMS ON PRE-HIRE FORM HAVE BEEN COMPLETED		<input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED	Certification _____
APPROVAL OF APPOINTING AUTHORITY <i>Thomas P. Charbonnet</i>	SIGNATURE	DATE	5/20/2013
SIGNATURE OF RELEASING AUTHORITY	DATE	SIGNATURE OF APPROVER	DATE

Employee's Agency: Ohio Department of Public Safety
Ohio State Highway Patrol
Personnel Officer: Colleen E. Peterson
Agency Address: 1970 West Broad Street
Columbus, OH 43223
FAX: (614) 752-9842

For Verification FAX To:
Oh Army Nat'l Guard : 614-336-7373
Oh Air Nat'l Guard : 614-336-7078
Separated Oh Nat'l Guard: 614-336-7305

NOTE: Submit completed form to the employee's personnel officer for submission to DAS for approval.

SUBJECT: Application to Claim Annual Leave Accrual Credit for Prior Service in the Ohio National Guard.

References:

- Section 9.44 (ORC)
- Section 124.181 (B) (ORC)
- OCSEA Arbitration Award 27-32-(00-03-10)-0245-01-03

OHIO NATIONAL GUARD PRIOR SERVICE INFORMATION:

1. [Redacted] [Redacted] [Redacted]
Last Name First MI

2. [Redacted]
SSN

3. 12/15/2004 16 DEC 2004 JC
Date of initial entry or transfer to ONG

4. Branch of National Guard Service
Army X Air X

5. Service History Dates (ONG only)
From 16 DEC 2004 - 12 MAY 2011 JC
12/15/2004 To Present
From _____ To _____
From _____ To _____

6. 121st AW / SFS
Current Unit of Assignment

39 days, 11 mos, 6 yrs JC
7. 23 days, 10 months, 7 years
Total Credit Claimed
(Days, Months, Years)

11/3/12 [Redacted]
Date Signature (Employee)

Information above has been verified by: (Employee of Adj. General's office)

JEANETTE COUGHENOUR Jeanette Coughenour 18 MAR 13
Print Name Sign Name Date
Title: Record Custodian

NOTE: The effective date of such adjustments will be the first day of the pay period in which DAS receives the Personnel Action. No employee, other than an employee who submits proof of prior service within ninety (90) days after the date of the employee's hiring, will receive retroactive accrual or longevity adjustment for the period prior to the director's approval of prior service credit.

08/04

CP

PERSONNEL ACTION STATE OF OHIO	AGENCY	DIVISION OR INSTITUTION	UNIT OR OFFICE	DATE STAMP
	FROM: PUBLIC SAFETY	285000	Training Academy	
TO:				

NAME FROM:	LAST	FIRST	MI	SEX	DATE OF BIRTH	MARITAL STATUS	EDUCATION
				M	MO DAY YR	YEARS	DEGREE MAJOR
TO:						13	

ADDRESS FROM:	STREET	CITY	STATE	ZIP CODE	COUNTY
TO:					

EFFECTIVE DATE	FROM:	DEPARTMENT ID	POSITION NO.	UNION CODE	BARG UNIT	BU FLAG	PERM / TEMP	FULL/PART	HQ COUNTY
11 07 12	TO:	DPS285000			99	9	PERM	FULL	Fran

FROM:	JOB CODE TITLE	JOB CODE	GRADE	STEP	BASE RATE	LONG	SUPPL	SUPPL	TOTAL	STATUS
TO:	Highway Patrol Cadet		0	0	18.66				18.66	U

NATIONAL ID: _____ EMPLOYEE ID: _____

HIR-EMR Emergency HIR-PER Permanent HIR-TEM Temporary HIR-SEA Seasonal HIR-INT Intermittent HIR-FTS Fixed Term Salaried HIR-DIM Fixed Term Per Diem HIR-EXI Interim External HIR-ETR Estab Term Regular HIR-ETI Estab Term Irregular HIR-PRJ Project Employee	DEM-DEM Demotion DTA-SCS Civil Service Status DTA-APC Appointment Change To: _____ DTA-XLV Extended Leave date DTA-RNP Reassign <u>NO</u> Pay Incr. DTA-RPI Reassign Pay Incr. DTA-RPT Reassign 3 rd Party DTA-TWL Temp Work Level Job Code _____ Rate _____ Ends _____ Step _____	RET-DIR Disability Retirement RET-RET Retired TER-RES Resigned - Regular _____ Written _____ Oral TER-DEA Deceased TER-REM Removed TER-PRB Probation Removal TER-LOF Laid Off TER-UNR Unclass Termination TER-ORM Other Removal TER-CAP Cancel Appointment TER-DBS Disability Sep <u>NO</u> Insur. Reinstated By: _____ TWP-DSI Disability Sep with Insur. Reinstated By: _____ TER-IMS Interim Separation TER-NGS Resigned Not in Good Standing TER-NRR Resigned Not Recommended for Rehire TER-EFT End Fixed Term	PLA-MLF Military Leave- Fed PLA-MLS Military Leave - State PLA-PLB <u>BU</u> Personal Leave PLA-ETA Established Term PLA-BEL <u>BU</u> Educational Lv. PLA-VCS Volunt Cost Savings PLA-UNI Union Leave Ends PLA-EED <u>EX</u> Educational Lv. LOA-SEI Seasonal LOA-PRS <u>EX</u> Personal Lv
---	---	--	---

REH-REH Rehire REH-REL Reemploy Layoff Appt. Type: _____ REH-RCL Recall Layoff Appt. Type: _____ REH-RSP Reinst Sep REH-RTP Reinst 3 rd Party REH-RET Return from Retire
--

X DTA-SVC Service Change DTA-SSN SSN Correction DTA-DCP DAS Class Plan DTA-ETW End Temp Work Level DTA-HQC HQ Location Change DTA-LAT Lateral Class Change DTA-NAM Name Change DTA-PGC Pay Group Change DTA-DPL Displacement DTA-RCD Recall Displacement DTA-CIM Cancel Interim DTA-TMP Interim Internal PAY-RTC Rate POS-POS Position Change PRO-PRO Promotion XFR-TRW Trans within Agency XFR-TRB Trans Between Agency
--

SUS-SUS Suspension DTA-DVD Leave Debit DTA-DFN Penalty Fine DTA-DWS Working Suspension
RFL-RFL Return from Leave RFL-MIL Return from Military

4/1/2008 - 11/6/2012
4 yrs / 225 days

RECEIVED
ADMINISTRATIVE SERVICES
5/2 11:11:38

DATE OF LAST PROMOTION	CERTIFICATION NO.	DATE OF CONTINUOUS SERVICE	STANDARD HOURS
		11-07-12	2080

REMARKS:
ADD PRIOR SERVICE TIME FOR EMPLOYMENT WITHIN THE STATE OF OHIO (MASSILLON POLICE DEPARTMENT/ POLICE OFFICER) PER ATTACHED DOCUMENTATION, (HIGHWAY PATROL CADET - ASSIGNED TO ACADEMY/ TRAINING (164TH CADET CLASS))

ACCOUNTING INFO / BENEFITS

Employee Class: HPRS
 Benefit Program: PEP
 Officer Code: None
 Account Information: _____

ALL ITEMS ON PRE-HIRE FORM HAVE BEEN COMPLETED Signature: <i>Thomas P. Charlebois</i> APPROVAL OF APPOINTING AUTHORITY SIGNATURE	DATE: 5/23/2013	APPROVED Signature: <i>Robert Blainder</i> SIGNATURE OF APPROVER	Certification: _____ DATE: 5/10/13
--	-----------------	--	---------------------------------------

**STATE OF OHIO
PRIOR SERVICE CERTIFICATION FORM**

Instructions: The employee requesting prior service credit should complete section I and forward to the political subdivision of Ohio where previously employed. The political subdivision of Ohio must complete section II and mail to the address provided at the bottom of the form. PLEASE NOTE: A separate form is needed from each political subdivision for which the employee is requesting prior service credit.

Section I – completed by employee

Employee Last Name: _____	First Name: _____	M.I.: _____
Maiden Name: _____ <small>(if applicable during previous employment)</small>	Employee ID: _____	
Social Security Number (if required by political subdivision): _____		
_____ Employee Signature	_____ Date 11/2/12	
Previous Employer:		
Agency: <u>Massillon Police Dept</u>		
Address: <u>21 James Avenue Plaza SE</u>		
City: <u>Massillon</u>	State: <u>OH</u>	Zip Code <u>44646</u>
Dates of employment: <u>4/1/2008</u>	Job Title: <u>Police officer</u>	

Section II – completed by previous employer

Please provide the following information on the above named employee:	
Date of Hire: <u>04/01/2008</u>	Date of Separation: <u>11/06/2012</u>
Employment Status: <input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time (See note below for part-time & intermittent employees)	
Part-time/intermittent only: # of pay periods worked: _____ # of days worked: _____	
*Number of bi-weekly pay periods/days worked between 7/1/03 and 6/30/05: _____	
Is your agency a political subdivision of the State of Ohio? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Was this employment covered under by an Ohio Public Retirement System (e.g., STRS, SERS)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, please identify the retirement system: <u>THE POLICE & FIREMEN'S DISABILITY & PENSION FUND</u>	
Sick Leave Balance: <u>14.26</u>	

Information in Section II has been verified by: Print Name: WILLIAM C. PEEL
Title/Position: ACTING CAPTAIN / PATROL Phone Number: _____
W.C. Peel _____
Signature Date 11/02/12

PLEASE NOTE: PART TIME AND INTERMITTENT EMPLOYEES ONLY

If the employee referenced in section I worked every pay period, the dates of service will be used to calculate prior service credit. However, if he/she worked sporadic pay periods, please include the specific number of pay periods worked or if the employee was employed on an intermittent or "on call" status, please include the specific number of days worked.

*If the employee earned service by pay period, provide the number of pay periods that were worked during 7/1/2003 and 6/30/2005 or if the employee earned service by days worked, provide the number of days worked during this period.

Please return completed form to: Current Agency Name
Agency Address
Agency Fax Number

Cadets in the Training class to become Troopers are in "unclassified" status. It was our understanding that National Guard Service and Prior Service could not be added until their graduation date. We received forms for both National Guard Service and Prior Service from some new cadets at each of their orientations. They were put in a "follow up" folder. (The 153rd class started on 09-12-2012 and graduated on 02-08-2013. The 154th class started on 11-07-2012 and will graduate on 04-05-2013.) It has recently been brought to our attention that these employees' National Guard Service and Prior Service should not have been held, but should have been processed using their effective start date. Since the error was the fault of the agency, before they are processed, can you please confirm that these Personnel Actions can be completed with the date to going back to their first day? This error was not the fault of the employee's and we request that they not be penalized for the delay. Employees are listed below...

Thank you for your consideration.

Colleen

Started on 09-12-2012 and graduated on 02-08-2013

Chad M. Schell –Prior Service 10121429

Started on 11-07-2012 and will graduate on 04-05-2013

Patrick R. O'Neil –Prior Service 10124211

Alex J. Lampert –Prior Service 10124209

Matthew B. Langston –Prior Service 10126745

–Prior Service [REDACTED]

Jeremy C. Albert –National Guard Service 10124521

Kenneth R. Pitney –National Guard Service 10125512

Elyse D. Roddy –National Guard Service 10124766

Chester L. Engle III –National Guard Service 10126742

INTER-OFFICE COMMUNICATION

Date May 12, 2015



File 2-EMP

To Captain C. J. Zurcher Attention Staff Lieutenant E. R. Sheppard

From Lieutenant William P. Haymaker, Canton Post Commander

Subject Active Duty - [REDACTED] U-[REDACTED], Canton Post 76

The attached paperwork is submitted in reference to [REDACTED], Canton Post P-76, Cleveland District. [REDACTED]

HMS, however this leave has already been entered and approved for future dates. [REDACTED] has requested to be put on leave without pay (LWP) from May 18th, through June 6th. Starting June 7th and running through June 21st [REDACTED] has been entered and approved for a previously scheduled 2 week drill. [REDACTED] has requested those hours stay entered. Any [REDACTED] leave beyond June 21st will be entered again as LWP status for the [REDACTED]. LWP has been entered into HMS with the comment of [REDACTED]

Attached:

DPS 0194 [REDACTED]

DPS 0195 [REDACTED]

Orders for [REDACTED]

Point of contact at the Ohio Air National Guard is a Sgt. Roark (419) 520-6259



MILITARY LEAVE REQUEST

EMPLOYEE NAME	[REDACTED]
ODPS DIVISION	Ohio State Highway Patrol
OFFICE COMPONENT AND LOCATION	Canton Post 76, Cleveland District

I request Military Leave beginning 5/18/15 and ending 5/19/15 (projected).
Date Date

I am allowed to use my other available leave balances (except sick leave) immediately after I have exhausted my 176 hours of military leave that is provided during each calendar year. Requested hours may not exceed my current leave balance. If the 'Hours Requested' areas are blank, I am requesting 0 hours. If the 'Order of Usage' is blank, I will allow my agency to determine the order.

LEAVE TYPE	HOURS REQUESTED	ORDER OF USAGE (1 ST - 2 ND - 3 RD)
COMPENSATORY TIME		
PERSONAL		
VACATION		

Once my available Military Leave has been exhausted and I have used the other available leave time I have chosen to use, I hereby authorize my agency to place me in "Military Leave of Absence without Pay" status.

CONTINUATION OF HEALTH INSURANCE (please initial one)

- I do desire to retain my health insurance during this period.
 I do not desire to retain my health insurance or I currently have no insurance.

I have attached a copy of my military orders or a copy of a letter from my military commander for the above listed dates. I have read the union contract and/or ORC Sections 5903, 5923.05, OAC 123:1-34-04-05.

X [REDACTED] 5/18/15
Signature Employee Date

Agency Contact LT W.P. Haymaker Phone # 330 4336200

You have full reinstatement rights after release from active duty **if** you submit a written request for reinstatement within 90 days from completion of service.

****PLEASE PROVIDE EMPLOYEE WITH COPY OF SIGNED FORM****



MILITARY DEPLOYMENT INFORMATION

Supervisors are to complete this form when an ODPS employee is deployed overseas or stateside, and submit via email as soon as possible to HumanResources@dps.ohio.gov. It is also the supervisor's responsibility to notify Human Resources as soon as possible upon the employee's return.

EMPLOYEE NAME	[REDACTED]
ODPS DIVISION	Ohio State Highway Patrol
OFFICE COMPONENT AND LOCATION	Canton Post 76, Cleveland District
SUPERVISOR COMPLETING FORM	Sergeant P. R. Gowen

MILITARY INFORMATION

BRANCH OF SERVICE	[REDACTED]
DEPLOYMENT DATE	[REDACTED]
DEPLOYMENT LOCATION	[REDACTED]
ESTIMATED DATE OF RETURN	[REDACTED]
CONFIRMED DATE OF RETURN	



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 179TH AIRLIFT WING
1947 HARRINGTON MEMORIAL ROAD
MANSFIELD, OHIO 44903-0179

14 May 2015

MEMORANDUM FOR WHOM IT MAY CONCERN

FROM: 179 SFS/CC

SUBJECT: Personnel in Support of [REDACTED]

1. This memo is to signify that [REDACTED]

2. If you have any questions regarding this matter feel free to contact me at 419-520-6616 or at douglas.noblet@ang.af.mil.

Douglas P. Noblet Jr. CAPT.
DOUGLAS P. NOBLET JR., Capt, OHANG
Commander



Personnel Actions Request

PAR #	[REDACTED]												
	Agency			Division or Institution				HQ County					
From:	DPS290376			D3 Post 76 Canton				Stark					
To:	DPS290741			D7 Post 41 Wintersville				Jefferson					
EMPL ID			Last Name				First Name			MI			
[REDACTED]			[REDACTED]				[REDACTED]			[REDACTED]			
OAKS Action						OAKS Reason							
XFR - Transfer						TRW - Transfer within Agency							
Comments													
HIGHWAY PATROL [REDACTED] TRANSFER FROM DISTRICT 03, POST 76/ CANTON TO DISTRICT 07, POST 41/ STEUBENVILLE													
Effective Date		Last Day Worked			Position Number		Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status
MO	DA	YR	MO	DA	YR	From:	DPS290376	A01			Permanent	Full-Time	A: Permanent
1	22	2017				To:	DPS290741	A01	01	9	Permanent	Full-Time	A: Permanent
	Job Code Title				Job Code		Grade		Step		TOTAL RATE		
From:	Highway Patrol [REDACTED]				[REDACTED]		011		4		28.28		
To:	Highway Patrol [REDACTED]				[REDACTED]		011		4		28.28		
	Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate				
From:	LNGVTY		0.83		0.00		0.00		0.83				
	NAHRLY		27.45		0.00		0.00		27.45				
	Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate				
To:	LNGVTY		0.83		0.00		0.00		0.83				
	NAHRLY		27.45		0.00		0.00		27.45				
STD HRS (OAKS)			FLSA Status			Empl Class (Retmt)			Officer Code				



Personnel Actions Request

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

Initiator Name	Entered Date/Time
PETERSON, COLLEEN E	2017-01-19T08:28:59-05:00

Approver Role	Approved By	Date/Time Stamp
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2017-01-20T16:35:04-05:00
EPARAPPROVERLEVEL1	ECKSTEIN, JOSEPH A	2017-01-20T15:16:45-05:00



Personnel Actions Request

PAR #	[REDACTED]														
Agency				Division or Institution						HQ County					
From:		DPS290741				D7 Post 41 Wintersville				Jefferson					
To:		DPS290741				D7 Post 41 Wintersville				Jefferson					
EMPL ID				Last Name				First Name				MI			
[REDACTED]				[REDACTED]				[REDACTED]				[REDACTED]			
OAKS Action								OAKS Reason							
PLA - Payroll Leave Action								[REDACTED]							
Comments															
HIGHWAY PATROL [REDACTED] EXHAUSTED ON 06-20-2017) ASSIGNED TO DISTRICT 07, POST 41/ STEUBENVILLE															
Effective Date			Last Day Worked			Position Number		Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status	
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS290741	A01	01	9	Permanent	Full-Time	A- Permanent	
6	21	2017				To:	[REDACTED]	DPS290741	A01	01	9	Permanent	Full-Time	A- Permanent	
From:		Job Code Title				Job Code		Grade		Step		TOTAL RATE			
To:		Highway Patrol [REDACTED]				[REDACTED]		011		5		29.61			
To:		Highway Patrol [REDACTED]				[REDACTED]		011		5		29.61			
From:		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate					
To:		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate					
		LNGVTY		0.83		0.00		0.00		0.83					
		NAHRLY		28.78		0.00		0.00		28.78					
		LNGVTY		0.83		0.00		0.00		0.83					
		NAHRLY		28.78		0.00		0.00		28.78					
STD HRS (OAKS)				FLSA Status				Empl Class (Retmt)				Officer Code			



Personnel Actions Request

40	Overtime Eligible	HPRS	None
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Initiator Name	Entered Date/Time
PETERSON, COLLEEN E	2017-06-15T07:36:31-04:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	ECKSTEIN, JOSEPH A	2017-06-19T09:22:24-04:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2017-06-21T09:02:42-04:00



Personnel Actions Request

*Change Effective Date
 To 2/19/18*

PAR #		[REDACTED]												
Agency			Division or Institution			HQ County								
From:	DPS290741		D7 Post 41 Wintersville			Jefferson								
To:	DPS290741		D7 Post 41 Wintersville			Jefferson								
EMPL ID		Last Name			First Name		MI							
[REDACTED]		[REDACTED]			[REDACTED]		[REDACTED]							
OAKS Action					OAKS Reason									
RFL - Return from Leave					MIL - Return from Military									
Comments														
Effective Date		Last Day Worked			Position Number		Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status	
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS290741	A01	01	9	Permanent	Full-Time	A: Permanent
2	18	2018	6	20	2017	To:	[REDACTED]	DPS290741	A01	01	9	Permanent	Full-Time	A: Permanent
19										Job Code Title	Job Code	Grade	Step	TOTAL RATE
From:		Highway Patrol			[REDACTED]		[REDACTED]	011	5	30.47				
To:		Highway Patrol			[REDACTED]		[REDACTED]	011	5	30.47				
From:		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate				
		LNGVTY		0.97		0.00		0.00		0.97				
		NAHRLY		29.50		0.00		0.00		29.50				
To:		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate				
		LNGVTY		0.97		0.00		0.00		0.97				
		NAHRLY		29.50		0.00		0.00		29.50				
STD HRS (OAKS)			FLSA Status			Empl Class (Retmt)			Officer Code					



Personnel Actions Request

40	Overtime Eligible	HPRS	None
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Initiator Name	Entered Date/Time
DZIATKOWICZ, ELIZABETH REITZ	2018-03-02T14:49:26-05:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	ECKSTEIN, JOSEPH A	2018-03-05T06:14:17-05:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2018-03-05T14:32:50-05:00

John Bernf...

3-6-18



Personnel Actions Request

PAR #	[REDACTED]															
			Agency					Division or Institution					HQ County			
From:	DPS290741					D7 Post 41 Wintersville					Jefferson					
To:	DPS290779					D7 Post 79 New Philadelphia					Tuscarawas					
EMPL ID			Last Name					First Name					MI			
[REDACTED]			[REDACTED]					[REDACTED]					[REDACTED]			
OAKS Action								OAKS Reason								
XFR - Transfer								TRW - Transfer within Agency								
Comments																
Transfer- Highway Patrol [REDACTED] at District 7, Post 41/Steubenville to District 7, Post 79/New Philadelphia																
Effective Date			Last Day Worked			Position Number		Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status		
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS290741	A01	01	9	Permanent	Full-Time	A: Permanent		
12	9	2018				To:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent		
			Job Code Title					Job Code		Grade		Step		TOTAL RATE		
From:	Highway Patrol [REDACTED]					[REDACTED]				011		6		32.08		
To:	Highway Patrol [REDACTED]					[REDACTED]				011		6		32.08		
			Base Rate		Comp Rate		Change Amount			Change Percent		Converted Comp Rate				
From:			LNGVTY		1.10		0.00			0.00		1.10				
			NAHRLY		30.98		0.00			0.00		30.98				
			Base Rate		Comp Rate		Change Amount			Change Percent		Converted Comp Rate				
To:			LNGVTY		1.10		0.00			0.00		1.10				
			NAHRLY		30.98		0.00			0.00		30.98				
STD HRS (OAKS)					FLSA Status					Empl Class (Retmt)					Officer Code	



Personnel Actions Request

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

Initiator Name	Entered Date/Time
Hoseus, Gregory E	2018-11-28T09:33:07-05:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	ECKSTEIN, JOSEPH A	2018-12-03T12:57:42-05:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2018-12-05T12:25:54-05:00



Department of
Administrative Services
Human Resources Division



Personnel Actions Request

PAR #																			
Agency		Division or Institution																	
From:	DPS290779	D7 Post 79 New Philadelphia																	
To:	DPS290779	D7 Post 79 New Philadelphia																	
HQ County		Tuscarawas																	
Tuscarawas																			
EMPL ID	Last Name	First Name	MI																
OAKS Action		OAKS Reason																	
PLA - Payroll Leave Action		MLS -																	
Comments																			
Effective Date		Last Day Worked		Position Number		Dept ID		Union Code		Barg Unit		BU Flag		Perm or Temp		Full or Part-Time		Cert Status	
MO	DA	YR	MO	DA	YR	From:		DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent					
2	1	2021				To:		DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent					
Job Code Title		Job Code		Grade		Step		TOTAL RATE											
From:	Highway Patrol			011	6	35.34													
To:	Highway Patrol			011	6	35.34													
From:	Base Rate	Comp Rate	Change Amount	Change Percent	Converted Comp Rate														
	LNGVTY	1.47	0.00	0.00	1.47														
	NAHRLY	33.87	0.00	0.00	33.87														
To:	Base Rate	Comp Rate	Change Amount	Change Percent	Converted Comp Rate														
	LNGVTY	1.47	0.00	0.00	1.47														
	NAHRLY	33.87	0.00	0.00	33.87														
STD HRS (OAKS)		FLSA Status		Empl Class (Retmt)		Officer Code													



Personnel Actions Request

40	Overtime Eligible	HPRS	None
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Initiator Name	Entered Date/Time
Hoseus, Gregory E	2021-02-18T16:49:42-05:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	HYPE-BREWER, NANCY K	2021-02-18T17:00:01-05:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2021-02-25T15:25:58-05:00



Department of
Administrative Services
Human Resources Division



Personnel Actions Request

PAR #		[REDACTED]												
Agency			Division or Institution	HQ County										
From:	DPS290779		D7 Post 79 New Philadelphia	Tuscarawas										
To:	DPS290779		D7 Post 79 New Philadelphia	Tuscarawas										
EMPL ID		Last Name		First Name	MI									
[REDACTED]		[REDACTED]		[REDACTED]	[REDACTED]									
OAKS Action			OAKS Reason											
RFL - Return from Leave			MIL - [REDACTED]											
Comments														
[REDACTED]														
Effective Date		Last Day Worked		Position Number	Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status			
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent
3	14	2021	1	31	2021	To:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent
Job Code Title		Job Code		Grade	Step	TOTAL RATE								
From:	Highway Patrol [REDACTED]		[REDACTED]	011	6	35.34								
To:	Highway Patrol [REDACTED]		[REDACTED]	011	6	35.34								
From:	Base Rate		Comp Rate	Change Amount		Change Percent		Converted Comp Rate						
	LNGVTY		1.47	0.00		0.00		1.47						
	NAHRLY		33.87	0.00		0.00		33.87						
To:	Base Rate		Comp Rate	Change Amount		Change Percent		Converted Comp Rate						
	LNGVTY		1.47	0.00		0.00		1.47						
	NAHRLY		33.87	0.00		0.00		33.87						
STD HRS (OAKS)			FLSA Status		Empl Class (Retmt)		Officer Code							



Personnel Actions Request

40	Overtime Eligible	HPRS	None
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Initiator Name	Entered Date/Time
Hoseus, Gregory E	2021-04-09T12:14:31-04:00

Approver Role	Approved By	Date/Time Stamp
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2021-04-12T11:39:05-04:00
EPARAPPROVERLEVEL1	HYPE-BREWER, NANCY K	2021-04-09T12:53:48-04:00



Personnel Actions Request

PAR #		[REDACTED]													
		Agency				Division or Institution				HQ County					
From:		DPS290779				D7 Post 79 New Philadelphia				Tuscarawas					
To:		DPS290779				D7 Post 79 New Philadelphia				Tuscarawas					
EMPL ID				Last Name				First Name				MI			
[REDACTED]				[REDACTED]				[REDACTED]				[REDACTED]			
OAKS Action								OAKS Reason							
PLA - Payroll Leave Action								MLF - [REDACTED]							
Comments															
[REDACTED]															
Effective Date			Last Day Worked			Position Number		Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status	
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent	
5	1	2022				To:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent	
		Job Code Title				Job Code				Grade		Step		TOTAL RATE	
From:		Highway Patrol [REDACTED]				[REDACTED]				011		6		35.47	
To:		Highway Patrol [REDACTED]				[REDACTED]				011		6		35.47	
		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate					
From:		LNGVTY		1.60		0.13		0.00		1.60					
		NAHRLY		33.87		0.00		0.00		33.87					
		Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate					
To:		LNGVTY		1.60		0.00		0.00		1.60					
		NAHRLY		33.87		0.00		0.00		33.87					
STD HRS (OAKS)				FLSA Status				Empl Class (Retmt)				Officer Code			



Personnel Actions Request

40	Overtime Eligible	HPRS	None
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Initiator Name	Entered Date/Time
Hoseus, Gregory E	2022-05-19T09:47:35-04:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	RAYFIELD, JON T	2022-06-03T15:47:03-04:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ, ELIZABETH REITZ	2022-06-03T16:17:38-04:00



Personnel Actions Request

PAR #		[REDACTED]																	
Agency		Division or Institution		HQ County															
From: DPS290779		D7 Post 79 New Philadelphia		Tuscarawas															
To: DPS290779		D7 Post 79 New Philadelphia		Tuscarawas															
EMPL ID		Last Name		First Name		MI													
[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]													
OAKS Action				OAKS Reason															
RFL - Return from Leave				MIL - [REDACTED]															
Comments																			
[REDACTED]																			
Effective Date		Last Day Worked		Position Number		Dept ID		Union Code		Barg Unit		BU Flag		Perm or Temp		Full or Part-Time		Cert Status	
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent					
6	24	2022	4	30	2022	To:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent					
Job Code Title		Job Code		Grade		Step		TOTAL RATE											
From: Highway Patrol [REDACTED]		[REDACTED]		011		6		35.47											
To: Highway Patrol [REDACTED]		[REDACTED]		011		6		35.47											
Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate											
From: LNGVTY		1.60		0.00		0.00		1.60											
NAHRLY		33.87		0.00		0.00		33.87											
Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate											
To: LNGVTY		1.60		0.00		0.00		1.60											
NAHRLY		33.87		0.00		0.00		33.87											
STD HRS (OAKS)		FLSA Status		Empl Class (Retmt)		Officer Code													



Personnel Actions Request

40	Overtime Eligible	HPRS	None
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Initiator Name	Entered Date/Time
Hoseus, Gregory E	2022-06-29T15:26:21-04:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	SCHAAL,PAMELA	2022-06-30T08:50:29-04:00
EPAR DECENTRAL AGENCY	DZIATKOWICZ,ELIZABETH REITZ	2022-06-30T16:29:22-04:00



Personnel Actions Request

PAR #	[REDACTED]													
Agency			Division or Institution					HQ County						
From:	DPS290779			D7 Post 79 New Philadelphia					Tuscarawas					
To:	DPS290779			D7 Post 79 New Philadelphia					Tuscarawas					
EMPL ID			Last Name					First Name			MI			
[REDACTED]			[REDACTED]					[REDACTED]			[REDACTED]			
OAKS Action							OAKS Reason							
DTA - Data Change							DCP - DAS - Class Plan Change							
Comments														
Implementation of Class Plan Change for Highway Patrol [REDACTED] from Pay Range 11 to Pay Range 12.														
Letter of Agreement attached.														
Effective Date			Last Day Worked			Position Number		Dept ID	Union Code	Barg Unit	BU Flag	Perm or Temp	Full or Part-Time	Cert Status
MO	DA	YR	MO	DA	YR	From:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent
8	14	2022				To:	[REDACTED]	DPS290779	A01	01	9	Permanent	Full-Time	A: Permanent
Job Code Title			Job Code			Grade		Step		TOTAL RATE				
From:	Highway Patrol [REDACTED]			[REDACTED]			011		6		37.78			
To:	Highway Patrol [REDACTED]			[REDACTED]			012		6		41.48			
From:	Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate					
	LNGVTY		1.84		0.14		0.00		1.84					
	NAHRLY		35.94		0.00		0.00		35.94					
To:	Base Rate		Comp Rate		Change Amount		Change Percent		Converted Comp Rate					
	LNGVTY		1.97		0.00		0.00		1.97					
	NAHRLY		39.51		0.00		0.00		39.51					



Personnel Actions Request

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

Initiator Name	Entered Date/Time
Hoseus, Gregory E	2022-08-08T15:31:59-04:00

Approver Role	Approved By	Date/Time Stamp
EPARAPPROVERLEVEL1	RAYFIELD, JON T	2022-08-08T16:40:09-04:00
EPAR DECENTRAL AGENCY	SCHAAL, PAMELA	2022-08-11T14:44:51-04:00

Letter of Agreement

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

Purpose

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

Agreement

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

LOA#:

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

Scope of Agreement

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

Termination and Modification

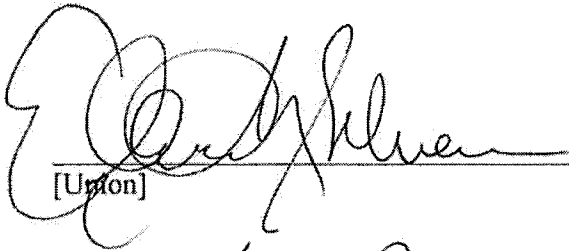
This agreement shall remain in effect until the terms of the letter of agreement are completed.



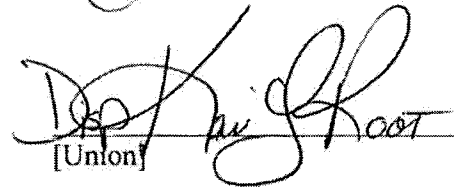
ODAS, Office of Collective Bargaining

8/3/2022

Date


[Union]

8/3/2022
Date


[Union]

08032022
Date



**SUPPLEMENTAL EMPLOYMENT
AGREEMENT**

I, [REDACTED], do hereby agree that as a condition of my initial employment, satisfactory completion of my probationary period and continued employment with the State of Ohio, that if I am now or ever become subject to a lawful agreement or court order requiring me to pay child support, I will pay all monies required by such agreement or order in a timely fashion as exists at the time of my initial employment or occurs subsequently, I agree to satisfactorily liquidate such arrearage in accordance with any subsequent agreement or order.

X [REDACTED] 7/15/12
Employee Signature Date

3/26/1984
Date of Birth



NOTICE CONCERNING USE OF STATE-ISSUED PROPERTY

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

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

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

EMPLOYEE SIGNATURE

10/31/12
DATE

PRINTED NAME

SUPERVISOR SIGNATURE

DATE



OHIO DEPARTMENT
OF PUBLIC SAFETY
EDUCATION • SERVICE • PROTECTION

ACKNOWLEDGE RECEIPT OF OHIO ETHICS LAW

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

X

[REDACTED]

SIGNATURE OF EMPLOYEE

10/31/12

DATE




ACKNOWLEDGE RECEIPT OF WORK RULES

I hereby acknowledge receipt of my personal copy of applicable Ohio Department of Public Safety's Work Rules, Revised December 16, 2008.



EMPLOYEE NAME (PLEASE PRINT)



SIGNATURE OF EMPLOYEE

10/31/12

DATE

N/A

SIGNATURE OF SUPERVISOR

Forward the completed acknowledgement with the original signatures to the Office of Human Resource Management for filing in the employee's file.



FRAUD REPORTING SYSTEM

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

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

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

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

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

NAME (PRINT) [REDACTED]	TITLE HP Cadet	DEPARTMENT ODPS
SIGNATURE X [REDACTED]		DATE 10/31/12



John R. Kasich, Governor
Thomas P. Charles, Director
Colonel John B. ...
Superintendent

- Administration
- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio Investigative Unit
- Ohio State Highway Patrol



Ohio State Highway Patrol
1970 West Broad Street
P.O. Box 1820
Columbus, Ohio 43218-2018
www.statepatrol.ohio.gov

I hereby acknowledge receipt of the Ohio State Highway Patrol's Rules and Regulations, Code of Ethics and Oath of Office with a revision date of April 29, 2011. I also acknowledge receipt of the Ohio State Highway Patrol Sworn Officer Discipline Grid with an effective date of April 29, 2011.

[Redacted] _____
Employee's Name (Print)

[Redacted] _____
Employee's Signature

4/1/2013
Date

S/Lt. C.J. Z. V-1610
Supervisor's Signature

Completed letter of acknowledgement with original signatures to be forwarded to the Office of Human Resource Management and filed in the employee's personnel file.



OHIO DEPARTMENT OF PUBLIC SAFETY
OHIO STATE HIGHWAY PATROL

NOTICE OF MEDICAL MARIJUANA RESTRICTION

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

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

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

SIGNATURE OF EMPLOYEE X [REDACTED]	DATE <i>11-19-18</i>
SIGNATURE OF SUPERVISOR X <i>[Signature]</i>	DATE <i>11-19-18</i>

Related Authority:

18 USC 922 (g)(3)

12 CFR 478.31 (a)(3)

DAS Directive HR-39

Ohio State Highway Patrol
Oath of Office


State of Ohio :
:
County of Franklin :

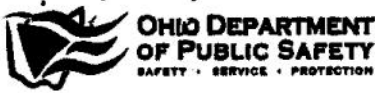
I, _____, _____,

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

X _____
Signature of Officer

Sworn and/or affirmed before me and subscribed in my presence this 5TH
day of April, 2013

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



APPLICATION FOR SECONDARY EMPLOYMENT

SEP 06 2013

NAME [REDACTED]		EMPLOYEE # [REDACTED]
ODPS JOB CLASSIFICATION [REDACTED]		
ODPS OFFICE ASSIGNMENT Post 76, District 4		
ODPS SUPERVISOR / DEPUTY ADMINISTRATOR LT. Weirtz		
SECONDARY EMPLOYMENT Instructor		
SECONDARY EMPLOYER (Including Self) Tactical Defense Training		
SECONDARY EMPLOYER ADDRESS 2215 6th Street SW Suite B Canton, Ohio 44706		TELEPHONE # 330-970-9775
TITLE OF POSITION Instructor		
DUTIES PERFORMED (Provide a Complete and Accurate Description) Provide instruction in the area of tactical operations.		
DO YOU PERFORM SECONDARY WORK ON YOUR WORK DAY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
IF YES, GIVE AVERAGE TIME SPENT ON SECONDARY JOB DURING THAT PERIOD HOURS		
AVERAGE NUMBER OF HOURS YOU WORK DURING OFF DUTY DAYS 16 HOURS		
IF APPLICABLE, HAS YOUR SECONDARY EMPLOYER BEEN ADVISED THAT YOU ARE SUBJECT TO IMMEDIATE RECALL TO DUTY AS A DEPARTMENT EMPLOYEE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
DOES THIS SECONDARY EMPLOYER HOLD A SERVICE CONTRACT OR SUPPLY SERVICES TO THE DEPARTMENT OF PUBLIC SAFETY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
IF YES, EXPLAIN:		
IS THIS AN ORIGINAL APPLICATION? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO, IF NO, HOW LONG HAVE YOU BEEN EMPLOYED IN THIS CAPACITY, HOW LONG HAVE YOU HAD A DPS 0042 ON FILE, AND ARE THERE ANY CHANGES IN THE DUTIES YOU PERFORM AS COMPARED WITH YOUR PREVIOUSLY APPROVED APPLICATION?		

I have read, understand the requirements of this policy, and am requesting review and approval for the secondary employment documented above. I further understand that significant changes in the above information may require the submission of a new Application for Secondary Employment.

EMPLOYEE SIGNATURE [REDACTED]	DATE 8/28/13
----------------------------------	------------------------

REVIEW / APPROVAL FOR SECONDARY EMPLOYMENT

SUPERVISOR/OFFICE MANAGER/POST COMMANDER

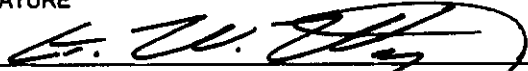
Lieutenant William Weirtz

COMMENTS

Will not conflict with current position.

SIGNATURE

X



DATE

9-3-13

APPROVAL

YES NO

DEPUTY ADMINISTRATOR/DISTRICT COMMANDER/DESIGNATED MANAGER

COMMENTS

NO UNIFORM OR DIVISIONAL EQUIPMENT TO BE USED.

SIGNATURE

X



DATE

9-9-13

APPROVAL

YES NO

DIVISION HEAD

COMMENTS

SIGNATURE

X



DATE

9-20-13

APPROVAL

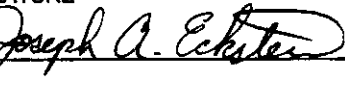
YES NO

ODPS HUMAN RESOURCES/DIRECTOR'S OFFICE

COMMENTS

SIGNATURE

X



DATE

9/25/13

APPROVAL

YES NO

APPLICATION FOR SECONDARY EMPLOYMENT

VNED

SEP 08 2013

NAME [REDACTED]		EMPLOYEE # [REDACTED]
ODPS JOB CLASSIFICATION [REDACTED]		
ODPS OFFICE ASSIGNMENT Post 76, District 4		
ODPS SUPERVISOR / DEPUTY ADMINISTRATOR LT. Weirtz		
SECONDARY EMPLOYMENT Instructor		
SECONDARY EMPLOYER (Including Self) Tactical Defense Training		
SECONDARY EMPLOYER ADDRESS 2215 6th Street SW Suite B Canton, Ohio 44706	TELEPHONE # 330-970-9775	
TITLE OF POSITION Instructor		
DUTIES PERFORMED (Provide a Complete and Accurate Description) Provide instruction in the area of tactical operations.		
DO YOU PERFORM SECONDARY WORK ON YOUR WORK DAY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
IF YES, GIVE AVERAGE TIME SPENT ON SECONDARY JOB DURING THAT PERIOD HOURS		
AVERAGE NUMBER OF HOURS YOU WORK DURING OFF DUTY DAYS 16 HOURS		
IF APPLICABLE, HAS YOUR SECONDARY EMPLOYER BEEN ADVISED THAT YOU ARE SUBJECT TO IMMEDIATE RECALL TO DUTY AS A DEPARTMENT EMPLOYEE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
DOES THIS SECONDARY EMPLOYER HOLD A SERVICE CONTRACT OR SUPPLY SERVICES TO THE DEPARTMENT OF PUBLIC SAFETY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
IF YES, EXPLAIN:		
IS THIS AN ORIGINAL APPLICATION? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO, IF NO, HOW LONG HAVE YOU BEEN EMPLOYED IN THIS CAPACITY, HOW LONG HAVE YOU HAD A DPS 0042 ON FILE, AND ARE THERE ANY CHANGES IN THE DUTIES YOU PERFORM AS COMPARED WITH YOUR PREVIOUSLY APPROVED APPLICATION?		

I have read, understand the requirements of this policy, and am requesting review and approval for the secondary employment documented above. I further understand that significant changes in the above information may require the submission of a new Application for Secondary Employment.

EMPLOYEE SIGNATURE X [REDACTED]	DATE 8/28/13
------------------------------------	------------------------

REVIEW / APPROVAL FOR SECONDARY EMPLOYMENT

SUPERVISOR/OFFICE MANAGER/POST COMMANDER

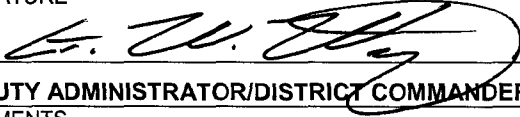
Lieutenant William Weirtz

COMMENTS

Will not conflict with current position.

SIGNATURE

X



DATE

9-3-13

APPROVAL

YES NO

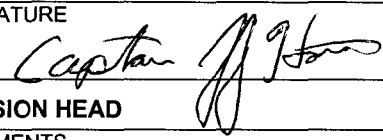
DEPUTY ADMINISTRATOR/DISTRICT COMMANDER/DESIGNATED MANAGER

COMMENTS

NO UNIFORM OR DIVISIONAL EQUIPMENT TO BE USED.

SIGNATURE

X



DATE

9-9-13

APPROVAL

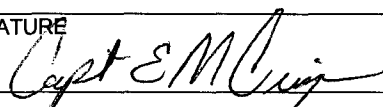
YES NO

DIVISION HEAD

COMMENTS

SIGNATURE

X



DATE

9-20-13

APPROVAL

YES NO

ODPS HUMAN RESOURCES/DIRECTOR'S OFFICE

COMMENTS

SIGNATURE

X



DATE

9/25/13

APPROVAL

YES NO



Ohio State Highway Patrol Academy

This is to certify that _____
has successfully completed the course of **Basic Training** prescribed
and conducted by the **OHIO STATE HIGHWAY PATROL**
as evidenced by the graduation with the 154th Academy Class and is
hereby declared to be qualified for service as a

Trooper

subject to appointment by the Superintendent.

Columbus, Ohio, April 5, 20 13



SUPERINTENDENT

INTER-OFFICE COMMUNICATION

Date January 6, 2014



File 2-EMP

To Captain C.J. Zurcher Attention Staff Lieutenant J.P. Smith

From Lieutenant W. Weirtz, Canton Post Commander

Subject 270-Day IOC, [REDACTED] Unit [REDACTED] Post 76 Canton, Cleveland District

The following is an assessment of [REDACTED]'s performance during his first 270 days:

Customer Focus

[REDACTED] has a good working relationship with post personnel; officers from other agencies and the courts. During supervisor ride time he frequently asks questions, and he talks about different scenarios. He takes criticism well, and he has a good attitude every day.

[REDACTED] treats everyone he comes into contact with, with respect, and he has a professional demeanor.

Communicate Spv/Peers/Subs

[REDACTED] continues to learn the job of a trooper, and he does not hesitate to ask questions of his fellow coworkers or supervisors. He is quick to respond to e-mail requests from post supervision and requests from the courts.

Make Decisions / Solve Problems

[REDACTED] continues to build his knowledge of policy and procedures as well as rules and regulations. He gathers all pertinent information prior to making decisions. If he is unsure he will ask questions or ask for advice to make fair and unbiased decisions.

Update/Use Relevant Knowledge

[REDACTED] is proficient with all of the post-level Division issued equipment, and he is actively involved in all enforcement programs.

Organize / Plan Work

[REDACTED] continues to develop an effective routine follow-up system to keep up with the fast pace of the afternoon shift at the Canton Post. He completes his reports in a timely manner, and he prioritizes his task to meet established deadlines. At times, he has to be reminded by supervision to limit his time spent on post.

Summary

[REDACTED] is meeting all expectations as a new trooper at the Canton Post. He always has a positive attitude, and he gets along well with coworkers and supervision. He is actively involved in Criminal Patrol with 1-CP point and 5-CPMs. He is encouraged to become more involved in OVI enforcement.

An internationally accredited agency whose mission is to protect life and property, promote traffic safety and provide professional public safety services with respect, compassion, and unbiased professionalism.

OHIO STATE
HIGHWAY PATROL
COMMISSION



Know Ye, That by virtue of the authority vested in me by sections 5503.01 and 5503.03 of the revised code and that reposing special trust and confidence in the loyalty, patriotism, fidelity and prudence of _____

I, John Born, Superintendent of the Ohio State Highway Patrol, do hereby appoint the aforementioned _____ in the Ohio State Highway Patrol and to have, hold and exercise under said appointment all of the power appertaining thereto; and to fulfill the duties thereof.

In Testimony Whereof, I do hereunto set my hand this 5th day of April
Anno Domini Two Thousand Thirteen.



SUPERINTENDENT

AD HOC REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol [REDACTED]
Document Type: AD HOC REVIEW
Template: ADHOC PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 04/05/2013 - 10/02/2013
Document ID: [REDACTED]
Due Date: 09/17/2013

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290476 D4 POST 76 CANTON
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Purpose of Organization

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

Created By : WILLIAM WEIRTZ

12/03/2013 9:48AM

Purpose of Position

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

Created By : WILLIAM WEIRTZ

12/03/2013 9:48AM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The

demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has a good working relationship with post personnel, officers from other agencies and the courts. He comes to work with a positive attitude and he takes constructive criticism well. [REDACTED] acts in a professional manner. He treats everyone he comes into contact with, with respect and professionalism.

Created By : Template 12/03/2013 9:48AM

Last Modified By : WILLIAM WEIRTZ 12/03/2013 10:08AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

COMMUNICATE SPV/PEERS/SUBS

Description :Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is still learning the job of a trooper and he does not hesitate to ask questions of his fellow co-workers or supervisors. He responds to e-mails and requests from supervisors in a timely manner.

Created By : WILLIAM WEIRTZ 12/03/2013 9:48AM

Last Modified By : WILLIAM WEIRTZ 12/03/2013 10:14AM

MAKE DECISIONS/SOLVE PROBLEMS

Description :Analyzing information and evaluating results to choose the best solution and solve problems.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] gathers all pertinent information prior to making decisions. If he is unsure he will ask questions or ask for advice to make fair and unbiased decisions. His prior law enforcement experience has helped him in adjusting to his new position.

Created By : WILLIAM WEIRTZ 12/03/2013 9:48AM

Last Modified By : WILLIAM WEIRTZ

12/03/2013 10:14AM

UPDATE/USE RELEVANT KNOWLEDGE

Description :Keeping up-to-date technically and applying new knowledge to the job.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is proficient in the use of all division-issued equipment, and he is actively involved in all enforcement programs.

Created By : WILLIAM WEIRTZ

12/03/2013 9:48AM

Last Modified By : WILLIAM WEIRTZ

12/03/2013 10:14AM

ORGANIZE/PLAN/PRIORITIZE WORK

Description :Developing specific goals and plans to prioritize, organize, and accomplish work.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is still adjusting to the pace of the Canton Post. He continues to develop an efficient follow-up system. He completes his reports in a timely manner, and he prioritizes his task to meet established deadlines. He makes good use of his patrol time to effectively pursue the goals of the post and of the division.

Created By : WILLIAM WEIRTZ

12/03/2013 9:48AM

Last Modified By : WILLIAM WEIRTZ

12/03/2013 10:25AM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] is currently meeting all competency expectations.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

No previous goals set.

Description :No previous goals set.

Manager Rating: 2. Meets Expectations

Manager Comments: No previous goals set.

Created By : WILLIAM WEIRTZ 12/03/2013 10:18AM

Last Modified By : WILLIAM WEIRTZ 12/03/2013 10:25AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] is meeting expectations in his overall performance.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

Created By : Template 12/03/2013 9:48AM

Last Modified By : WILLIAM WEIRTZ 12/03/2013 10:25AM

PERFORMANCE PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

Created By : Template

12/03/2013 9:48AM

Section 10 - APPROVALS SECTION

██████████ WILLIAM WEIRTZ 12/03/2013

██████████ JAMES HOLT 12/17/2013

██████████ JANET JACKSON 12/23/2013

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Trooper ██████████'s meeting expectations as a new trooper at the Canton Post. He is professional and he has a positive attitude. He gets along well with all post personnel. He is actively involved in criminal patrol and other enforcement programs.

Trooper ██████████ is still adjusting to his new position as a trooper. His prior law enforcement and ██████████ experience have served him well. He is encouraged to continue to develop in the area of criminal patrol.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Concur with rater

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History

Created By :	WILLIAM WEIRTZ	12/03/2013 9:48:00AM
Acknowledged By :	WILLIAM WEIRTZ	02/13/2014 3:19:07PM
Completed By :	WILLIAM WEIRTZ	02/13/2014 4:07:09PM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	JENNIFER JOHNSON	03/27/2024 12:22:54PM

PROBATIONARY REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol [REDACTED]
Document Type: PROBATIONARY REVIEW
Template: PROBATION PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 10/13/2013 - 04/05/2014
Document ID: [REDACTED]
Due Date: 03/21/2014

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290476 D4 POST 76 CANTON
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Purpose of the Organization

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

Created By : WILLIAM WEIRTZ

02/13/2014 4:12PM

Purpose of the Position

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

Created By : WILLIAM WEIRTZ

02/13/2014 4:12PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The

demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] gets along well with post personnel, officers from other agencies and the courts. He comes to work with a positive attitude and he takes constructive criticism well. Video reviews show that he acts in a professional manner. He treats everyone he comes into contact with, with respect and professionalism. [REDACTED] responds to requests from supervisors in a timely manner. He needs to develop more of sense of urgency when responding to calls fro service while on post..

Created By : Template 02/13/2014 4:12PM

Last Modified By : WILLIAM WEIRTZ 04/30/2014 11:44AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

COMMUNICATE SPV/PEERS/SUBS

Description :Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] communicates well in both written and verbal formats. He responds to e-mails and requests from supervisors in a timely manner. His written reports contain pertinent information, however he needs to improve on proper structure and reduction of gramatical errors.

Created By : WILLIAM WEIRTZ 02/13/2014 4:12PM

Last Modified By : WILLIAM WEIRTZ 04/01/2014 10:46AM

MAKE DECISIONS/SOLVE PROBLEMS

Description :Analyzing information and evaluating results to choose the best solution and solve problems.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] gathers all pertinent information prior to making decisions. If he is unsure he will ask questions or ask for advice to make fair and unbiased decisions.

Created By : WILLIAM WEIRTZ 02/13/2014 4:12PM
Last Modified By : WILLIAM WEIRTZ 04/01/2014 10:46AM

UPDATE/USE RELEVANT KNOWLEDGE

Description :Keeping up-to-date technically and applying new knowledge to the job.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is proficient in the use of all post level Division-issued equipment. He is encouraged to utilize his training and prior law enforcement experience to become more involved in Criminal Patrol and OVI enforcement programs.

Created By : WILLIAM WEIRTZ 02/13/2014 4:12PM
Last Modified By : WILLIAM WEIRTZ 04/01/2014 10:46AM

ORGANIZE/PLAN/PRIORITIZE WORK

Description :Developing specific goals and plans to prioritize, organize, and accomplish work.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is still adjusting to the pace of the Canton Post. He continues to develop an efficient follow-up system, which should eliminate unnecessary time on post. He completes his reports in a timely manner, and he prioritizes his task to meet established deadlines. [REDACTED] is starting to become more involved in Criminal Patrol. He has two CP points and five criminal patrol misdemeanor arrests during this evaluation period. He stays busy during his shift, which is evident by his TEV of 47.

Created By : WILLIAM WEIRTZ 02/13/2014 4:12PM
Last Modified By : WILLIAM WEIRTZ 04/30/2014 11:44AM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] is meeting expectations in all competencies.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

Previous Goals

Description :Previous Goals

Manager Rating: 2. Meets Expectations
Manager Comments: No previous goals were established.

Created By : WILLIAM WEIRTZ 04/01/2014 10:42AM
Last Modified By : WILLIAM WEIRTZ 04/01/2014 10:46AM

Future Goals

Description :Future Goals

Manager Rating: 2. Meets Expectations
Manager Comments: The following future goals will be established and evaluated during the next evaluation period: Criminal Patrol- 3-6 felony arrests in 2014 along with 6-12 criminal patrol misdemeanor arrest. Work at least one shield detail. Safety Belt Enforcment- your current SBA index is at 17%. Make SBA enforcment a priority and 20-25% as an enforcment index goal. Written Communications-written reports need to improve in structure and error reduction. Take advantage of additional training opportunities to improve in this area. Proof-read reports prior to submission to reduce errors.

Created By : WILLIAM WEIRTZ 04/01/2014 10:43AM
Last Modified By : WILLIAM WEIRTZ 04/30/2014 11:44AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations
Manager Comments: No previous goals were established.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations
Manager Comments: [REDACTED] is meeting expectations in his overall performance.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

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

Manager Rating: No
Manager Comments:

Created By : Template 02/13/2014 4:12PM
Last Modified By : WILLIAM WEIRTZ 04/01/2014 10:46AM

PERFORMANCE PLAN CONFIRMATION

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

Manager Rating: No
Manager Comments:

Created By : Template 02/13/2014 4:12PM
Last Modified By : WILLIAM WEIRTZ 04/01/2014 10:46AM

Section 10 - APPROVALS SECTION

██████████ WILLIAM WEIRTZ 04/30/2014

██████████ CHRIS ZURCHER 05/05/2014

██████████ JANET JACKSON 05/06/2014

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Trooper ██████████ has assimilated himself well to the Canton Post. He is still adjusting to the fast pace and demands of the afternoon shift. He should continue to develop an effective follow-up system to eliminate unnecessary time spent on post and develop more of a sense of urgency when responding to call fro service from the post.

Continue to make good use of your patrol time to remove the criminal element from the roadway, while at the same time making OVI and SBA enforcment a priority. These are areas you can have the most impact

on reducing injury and fatal crashes.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

OVI enforcement, criminal patrol and safety belt enforcement are the three most important areas of activity you can contribute to. Furthering your involvement in these areas will have a direct impact on the Canton Post and District injury and fatal crash picture.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	WILLIAM WEIRTZ	02/13/2014 4:12:04PM
Acknowledged By :	██████████	06/08/2014 8:16:52PM
Completed By :	WILLIAM WEIRTZ	06/12/2014 8:38:01PM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	JENNIFER JOHNSON	03/27/2024 12:22:49PM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol [REDACTED]
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 04/06/2014 - 04/05/2015
Document ID: [REDACTED]
Due Date: 03/21/2015

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290476 D4 POST 76 CANTON
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Purpose of Organization

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

Created By : WILLIAM WEIRTZ

10/02/2014 10:40AM

Purpose of Position

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

Created By : WILLIAM WEIRTZ

10/02/2014 10:40AM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The

demonstration should include the employee level of knowledge, the tone and the timeliness of the employee responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ goes out of his way to help stranded motorists in need. He responds to calls for service without delay. He gets along with the law enforcement community including the courts and other police agencies in the county. At times under stressful situations, ██████████ lacks patience and understanding. ██████████ needs to keep a cool head, even when questioned by the public.

Created By : Template

10/02/2014 10:40AM

Last Modified By : WILLIAM HAYMAKER

04/28/2015 4:02PM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

COMMUNICATE SPV/PEERS/SUBS

Description :Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

Manager Rating: 1. Does Not Meet

Manager Comments:

██████████ continues to work on his communication skills, both written and verbal. He is aware of the need to improve his handwriting skills and has shown some improvement in this area. His reports contain the necessary information and are completed in a timely manner. In the area of verbal communication ██████████ needs to be more aware of his delivery as at times he can come across as arrogant, causing negative relationships between his peers and supervisors. ██████████ also needs to respond more positively when given constructive criticism by supervision. He tries to justify his actions and then shows little or no change in his operations.

Created By : WILLIAM WEIRTZ

10/02/2014 10:40AM

Last Modified By : WILLIAM HAYMAKER

05/01/2015 8:56AM

MAKE DECISIONS/SOLVE PROBLEMS

Description :Analyzing information and evaluating results to choose the best solution and solve problems.

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ continues to learn the job of a trooper. He is encouraged to become more familiar with policy and procedure and assure he is following

post and division rules set into place. During the grading period he had several officer safety type training issues putting himself in a bad position. [REDACTED] is not afraid to make a decision, he just needs to assure he is looking at the down stream consequences when making those decisions. [REDACTED] does keep supervision apprised of any out of the ordinary circumstances.

Created By : WILLIAM WEIRTZ 10/02/2014 10:40AM
Last Modified By : WILLIAM HAYMAKER 04/30/2015 9:40PM

UPDATE/USE RELEVANT KNOWLEDGE

Description :Keeping up-to-date technically and applying new knowledge to the job.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is familiar with Division issued equipment and computer programs used on a daily basis. He uses his past law enforcement experience in his daily operations. [REDACTED] applies and uses the proper traffic laws and codes to take appropriate enforcement action. When in doubt he seeks out supervision or his peers for guidance.

Created By : WILLIAM WEIRTZ 10/02/2014 10:40AM
Last Modified By : WILLIAM HAYMAKER 05/01/2015 9:21AM

ORGANIZE/PLAN/PRIORITIZE WORK

Description :Developing specific goals and plans to prioritize, organize, and accomplish work.

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has worked both the midnight and afternoon shifts for this evaluation period. During the grading period, [REDACTED] made 163 seatbelt enforcements giving him a 29% safety belt index. In the area of criminal patrol, he made 23 CPM arrests, but had 0 criminal patrol points earned. He does need to increase his OVI efforts as he only made 46 OVI arrests during the grading period, 8 of those months were on the midnight shift. He is encouraged to set goals for himself that are inline with the post and district goals. [REDACTED] does not participate with the group often going off by himself. He is encouraged to participate with those on the midnight shift. This will allow for him to understand where and how units are operating at a high level.

Created By : WILLIAM WEIRTZ 10/02/2014 10:40AM
Last Modified By : WILLIAM HAYMAKER 05/01/2015 10:08AM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating:	3. Meets Expectations
Manager Comments:	██████████ meets expectations in 4 of the 5 competencies, but does not meet in the area of communication. ██████████ needs to improve his writing skills and his verbal communication skills.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

Goal	
Description :Previous evaluations goal.	
Manager Rating:	2. Meets Expectations
Manager Comments:	No goal was set during the previous evaluation.

Created By : WILLIAM HAYMAKER 05/01/2015 10:28AM

Last Modified By : WILLIAM HAYMAKER 05/01/2015 10:29AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY	
Manager Rating:	3. Meets Expectations
Manager Comments:	No goal was set during the previous evaluation. ██████████'s future goals will be as follows: 1. Achieve a minimum of 3 Criminal Patrol Points. 2. ██████████ will attend at least one training class related to communicating with others and will work to respond more positively to guidance from supervision.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY	
Manager Rating:	3. Meets Expectations
Manager Comments:	Overall ██████████ meets expectations.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION	
Description :Has a Career Development Plan been generated for the rated employee?	
Manager Rating:	No
Manager Comments:	

Created By : Template 10/02/2014 10:40AM

Last Modified By : WILLIAM HAYMAKER 05/01/2015 10:58AM

PERFORMANCE PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

Created By : Template 10/02/2014 10:40AM

Last Modified By : WILLIAM HAYMAKER 05/11/2015 9:09PM

Section 10 - APPROVALS SECTION

████████ WILLIAM HAYMAKER 05/11/2015

████████ ERIC SHEPPARD 05/12/2015

████████ JANET JACKSON 05/15/2015

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Trooper ████████ has potential to be a great trooper but needs to put his pride aside and listen to his supervisors when given advise and guidance. His seatbelt enforcements are much appreciated and show that he is focused on achieving post goals. He is encouraged to work as a team with his peers which will help to increase his OVI and criminal patrol arrests.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Your participation in the operational goals of the Division are greatly appreciated. Seek for self-improvement through humility and guidance of your supervisors and/or senior peers. Being open minded and accepting the constructive criticism of others will aid in enhancing your career within the Division.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	WILLIAM HAYMAKER	10/02/2014 10:40:24AM
Acknowledged By :	WILLIAM HAYMAKER	06/27/2015 11:31:32PM
Completed By :	WILLIAM HAYMAKER	06/27/2015 11:31:42PM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	JENNIFER JOHNSON	03/27/2024 12:22:44PM

ANNUAL REVIEW

Manager Evaluation - Completed

Job Title: Highway Patrol [REDACTED]
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 04/05/2015 - 04/05/2016
Document ID: [REDACTED]
Due Date: 03/21/2016

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290376 D3 Post 76 Canton
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

Purpose of Organization

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

Created By : WILLIAM WEIRTZ

05/01/2015 12:38PM

Purpose of Position

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

Created By : WILLIAM WEIRTZ

05/01/2015 12:38PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :Customer Focus is required for use in all state of Ohio performance evaluations. The Customer Focus competency centers on the employee interaction with the customer. It can be either an internal or external customer. It must be demonstrated that the employee understands the need(s) of the customer. The demonstration should include the employee level of knowledge, the tone and the timeliness of the employee

responses. The employee should know when to seek assistance to ensure the customer has an overall positive experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

INDIVIDUAL CONTRIBUTOR

Description: Individual Contributor level positions are assigned specialized functions or programs. Employees may be in a Bargaining Unit or Exempt classification. Scope of work activities may include: * Providing guidance, consultation or expert advice in specialized technical or professional area(s) * Remaining current in area of expertise/body of knowledge * Monitoring, maintaining and/or inspecting assigned persons, programs or equipment * Recommending and influencing standard practices and process improvements

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] can have a rigid military demeanor with the public. He is aware of this trait and is currently making strides to improve his delivery. [REDACTED] is strongly encouraged to continue to hone his speaking skills. This will allow for positive interactions with the public and offer more opportunities to obtain information needed for investigations. [REDACTED] has prior law enforcement experience which has allowed him to build positive relationships with other agencies. He is willing and does not hesitate to assist the motoring public.

Created By : Template

05/01/2015 12:38PM

Last Modified By : LEO SHIRKEY

03/15/2016 10:36AM

Section 3 - AGENCY COMPETENCIES

COMMUNICATE SPV/PEERS/SUBS

Description : Provides information to supervisors, coworkers (peers), and subordinates (staff) by telephone, in written form (electronic or hard copy), or in person.

INDIVIDUAL CONTRIBUTOR

Description: Individual Contributor level positions are assigned specialized functions or programs. Employees may be in a Bargaining Unit or Exempt classification. Scope of work activities may include: * Providing guidance, consultation or expert advice in specialized technical or professional area(s) * Remaining current in area of expertise/body of knowledge * Monitoring, maintaining and/or inspecting assigned persons, programs or equipment * Recommending and influencing standard practices and process improvements

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has been mindful of his relationships with supervision and co-workers. He has made positive strides with both and has been more open to positive criticism. [REDACTED] needs to continue to build upon this and show consistency over a lengthy time period. His written reports rarely require corrections and contain the necessary information.

Created By : LEO SHIRKEY 03/15/2016 10:12AM
Last Modified By : LEO SHIRKEY 03/15/2016 10:36AM

MAKE DECISIONS/SOLVE PROBLEMS

Description :Analyzing information and evaluating results to choose the best solution and solve problems.

INDIVIDUAL CONTRIBUTOR

Description:Individual Contributor level positions are assigned specialized functions or programs. Employees may be in a Bargaining Unit or Exempt classification. Scope of work activities may include: * Providing guidance, consultation or expert advice in specialized technical or professional area(s) * Remaining current in area of expertise/body of knowledge * Monitoring, maintaining and/or inspecting assigned persons, programs or equipment * Recommending and influencing standard practices and process improvements

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] seeks guidance from supervision or senior troopers when needed. He is reminded to keep the Division and himself in mind when rendering a decision. He is encouraged to continue to build upon his knowledge of policy and procedure.

Created By : LEO SHIRKEY 03/15/2016 10:12AM
Last Modified By : LEO SHIRKEY 03/15/2016 10:36AM

UPDATE/USE RELEVANT KNOWLEDGE

Description :Keeping up-to-date technically and applying new knowledge to the job.

INDIVIDUAL CONTRIBUTOR

Description:Individual Contributor level positions are assigned specialized functions or programs. Employees may be in a Bargaining Unit or Exempt classification. Scope of work activities may include: * Providing guidance, consultation or expert advice in specialized technical or professional area(s) * Remaining current in area of expertise/body of knowledge * Monitoring, maintaining and/or inspecting assigned persons, programs or equipment * Recommending and influencing standard practices and process improvements

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] brings past law enforcement knowledge to his current position. This gives him a step up in the knowledge of the job. He continues to learn the position from a troopers prospective.

Created By : LEO SHIRKEY 03/15/2016 10:12AM
Last Modified By : LEO SHIRKEY 03/15/2016 10:36AM

ORGANIZE/PLAN/PRIORITIZE WORK

Description :Developing specific goals and plans to prioritize, organize, and accomplish work.

INDIVIDUAL CONTRIBUTOR

Description: Individual Contributor level positions are assigned specialized functions or programs. Employees may be in a Bargaining Unit or Exempt classification. Scope of work activities may include: * Providing guidance, consultation or expert advice in specialized technical or professional area(s) * Remaining current in area of expertise/body of knowledge * Monitoring, maintaining and/or inspecting assigned persons, programs or equipment * Recommending and influencing standard practices and process improvements

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is ready for his tour of duty before the start of his shift. He understands where the high crash / crime / OVI areas are and has done a better job concentrating in those areas. He did make 5 stolen vehicle apprehensions to earn his ACE award for 2015. [REDACTED] has a good follow-up system and never misses a deadline.

Created By : LEO SHIRKEY 03/15/2016 10:12AM

Last Modified By : LEO SHIRKEY 03/15/2016 10:36AM

Section 4 - CLASSIFICATION COMPETENCIES

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] meets expectations in all competencies.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

GOALS & PERFORMANCE EXPECTATIONS

Description :GOALS & PERFORMANCE EXPECTATIONS

Manager Rating: 2. Meets Expectations

Manager Comments: No goals set last evaluation period.

Created By : LEO SHIRKEY 03/15/2016 10:36AM

Last Modified By : LEO SHIRKEY 03/15/2016 10:37AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: No goals set last evaluation period.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] has shown progression as a state trooper. He is committed to the Division goals by being active in OVI / Criminal Patrol and Safety Belt enforcement. [REDACTED] achieved his ACE award and Criminal Patrol certificate of recognition in 2015. He is encouraged continue the path he is on and set achievable goals for himself.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

Created By : Template

05/01/2015 12:38PM

Last Modified By : LEO SHIRKEY

03/15/2016 10:37AM

PERFORMANCE PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

Created By : Template

05/01/2015 12:38PM

Last Modified By : LEO SHIRKEY

03/15/2016 10:37AM

Section 10 - APPROVALS SECTION

[REDACTED] LEO SHIRKEY

03/15/2016

ERIC SHEPPARD

03/16/2016

JANET JACKSON

03/16/2016

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Section 12 - MANAGER REVIEWER COMMENTS SECTION

is applauded for his operational participation and successes in 2015. He is encouraged to remain vigilant and steadfast in his operational approach by maintaining a "Balanced" enforcement effort. Only through a cooperate and aggressive approach will the Canton Post again show growth in the effort to reduce serious injury crashes and the criminal element within the Stark - Summit County region.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	WILLIAM HAYMAKER	05/01/2015 12:38:53PM
Acknowledged By :	LEO SHIRKEY	06/08/2016 8:42:18AM
Completed By :	LEO SHIRKEY	06/08/2016 8:42:24AM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	JENNIFER JOHNSON	03/27/2024 12:22:38PM

ANNUAL REVIEW

Manager Evaluation - Completed



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

Manager: JOHNNIE MAIER
Period: 10/01/2017 - 09/30/2018
Document ID:
Due Date: 09/15/2018

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

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

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

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

ODPS Purpose of Position

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

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

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

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

experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has a good working knowledge of the Ohio Revised Code, and dispenses his duties in a fair and impartial manner. [REDACTED] has the tendency to be abrasive in his delivery during interactions with the public. This has been addressed with [REDACTED]. [REDACTED] treats the employees and supervisors at the post in a respectful manner. He is aware of the internal and external customer needs, and has assisted the post in the OVI goal. [REDACTED] demonstrates good communication and knows when to seek assistance from a supervisor.

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

Last Modified By : JOSEPH FETTY 09/18/2018 3:04PM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED]'s reports are completed in a timely manner and contain pertinent information that applies to the case. [REDACTED] has a good working knowledge of the post and division computer systems and programs which allows him to make the most of his patrol time, and participate in the post programs. [REDACTED] was on extended leave, and made a good transition to coming back to the field, and the operation of our computer programs and systems.

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

Last Modified By : JOSEPH FETTY 10/04/2018 3:19PM

IDENTIFY ACTIONS/OBJS/EVENTS

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ can categorize, recognize differences, and detect changes in circumstances. This is shown through his investigations at the post, and his overall operations while on traffic stops. ██████████ takes the time to talk to people and detect impairment or criminal activity. ██████████ displays sufficient investigative procedures that help him in the area of crash investigation. His crashes contain the proper content, and show his skills of categorizing and detecting changes in events.

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

Last Modified By : JOSEPH FETTY 09/18/2018 2:58PM

EVALUATE INFO FOR COMPLIANCE

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ demonstrates a working knowledge of the Ohio Revised Code and division policy. However upon his return from extended leave, ██████████ has put himself in two positions that required intervention from a supervisor. ██████████ is encouraged to listen to supervision and follow their guidance when providing constructive direction to assist him in his duties. ██████████ knows the job and his restrictions, but sometimes gets caught up in completing the mission.

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

Last Modified By : JOSEPH FETTY 10/04/2018 3:19PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ displays competency at his job. He also exhibits his knowledge and dedication to the divisions goals and objectives. ██████████ displays his knowledge and skill base daily. ██████████ can be counted on to participate in programs and deliver a professional work product.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

"Contributing to a Safer Ohio" - Performance Expectation

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: The post and district have established four goals in line with the divisions mission statement. Units are encouraged to participate in all the goals, and own one. [REDACTED] works the 10p shift, and has chosen to participate in the OVI goal.

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

Last Modified By : JOSEPH FETTY 10/04/2018 2:52PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] contributed to the post OVI goal. [REDACTED] was within the top performers at the post in this goal area.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] is a knowledgeable trooper with a high drive for his goals. [REDACTED] has a good rapport with local departments, courts, and post personnel. [REDACTED] displays a professional attitude while at work and has established himself as a post and shift leader in OVI enforcement. [REDACTED] produces a timely and professional work product. [REDACTED] is encouraged to work on his delivery when speaking with the general public during traffic contacts. [REDACTED] is also encouraged to not let accomplishing a goal overshadow his operational awareness.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

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

Last Modified By : JOSEPH FETTY 09/18/2018 2:58PM

PERFORMANCE PLAN CONFIRMATION

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

Manager Rating: No
Manager Comments:

Created By : Template

08/06/2018 1:32PM

Last Modified By : JOSEPH FETTY

09/18/2018 2:58PM

Section 10 - APPROVALS SECTION

██████████ JOSEPH FETTY 10/04/2018

██████████ STEVEN RINE 10/04/2018

██████████ Kathleen Robson 10/05/2018

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ has helped the post in the area of OVI enforcement. Over the last year, he was on extended leave, and has still managed to contribute to the goals. He is encouraged to take the guidance of supervision and apply it to his overall operations.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████████ continues to focus his work efforts towards the District and the Division goals. District staff appreciates his continued professional interaction with the public and his ownership in OVI Enforcement. Seth is still encouraged to continue focusing his work efforts to contribute to the Post and District goals.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	JOSEPH FETTY	08/06/2018 1:32:01PM
Acknowledged By :	[REDACTED]	10/16/2018 3:52:34PM
Completed By :	JOSEPH FETTY	10/18/2018 4:38:24AM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	JENNIFER JOHNSON	03/27/2024 12:22:33PM

ANNUAL REVIEW

Manager Evaluation - Completed



Job Title: Highway Patrol [REDACTED]
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 09/30/2018 - 09/30/2019
Document ID: [REDACTED]
Due Date: 09/15/2019

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290779 D7 Post 79 New Philadelphia
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

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

Created By : Profile 08/05/2019 12:45PM

ODPS Purpose of Position

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

Created By : Profile 08/05/2019 12:45PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

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

<p>experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.</p> <p>Employee Measurement :</p>	<p>should include examples that the employee evaluates his/her practices based on customer feedback.</p>
<p>Manager Rating: 2. Meets Expectations</p>	
<p>Manager Comments:</p>	<p>██████████ strives to meet the needs of his customers, both internally and externally. He works well with his peers, supervision, and other agencies in the area. He has improved how he treats the motoring public, by giving them respect and being professional.</p>

Created By : Template 08/05/2019 12:45PM

Last Modified By : MARK GLENNON 09/09/2019 8:22AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION	
<p>Description :Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.</p> <p>Employee Measurement :</p>	
<p>Manager Rating: 2. Meets Expectations</p>	
<p>Manager Comments:</p>	<p>██████████ is able to enter the proper information into the OTIS system for crashes, cases, and citations. He maintains his audio and visual recordings in accordance with policy and procedure. He does not need to be reminded to keep his files current. His reports are completed in a timely and professional manner and rarely need corrections.</p>

Created By : Profile 08/05/2019 12:45PM

Last Modified By : MARK GLENNON 09/09/2019 8:22AM

IDENTIFY ACTIONS/OBJS/EVENTS	
<p>Description :Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.</p> <p>Employee Measurement :</p>	
<p>Manager Rating: 2. Meets Expectations</p>	
<p>Manager Comments:</p>	<p>██████████ responds to scenes and is able to identify problems, gather information, and take the appropriate actions. He understands the importance of being aware of any changes that may impact his daily job duties.</p>

Created By : Profile 08/05/2019 12:45PM
Last Modified By : MARK GLENNON 09/09/2019 8:22AM

EVALUATE INFO FOR COMPLIANCE

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ takes into consideration all the information that he gathers to help him make the correct decisions in regards to the laws and regulations that he enforces. ██████████ continues to improve his knowledge of the Ohio Revised Code and how to properly apply those laws to make good probable cause stops. With his judgement, he is able to make good decisions to help him complete his decisions. He is encouraged to continue to improve his knowledge and understanding of the laws.

Created By : Profile 08/05/2019 12:45PM
Last Modified By : MARK GLENNON 09/09/2019 8:22AM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ is a self-motivated person who arrives to work ready for the day. He responds to incidents, gathers the needed information and takes the appropriate enforcement when needed. He is able to use OTIS system to complete his citations, crashes, and case. His reports are completed accurately and in a timely manner.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

"Contributing to a Safer Ohio" - Performance Expectation

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ understands the mission of the Division and strives to meet the goals of the Post. He is the leader on the shift in enforcement stops and OVIs. He is also near the top of the shift with criminal patrol arrests.

Created By : Profile

08/05/2019 12:45PM

Last Modified By : MARK GLENNON

09/09/2019 8:22AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] has improved almost all of his activity from the previous year. He has also started the promotional process to expand his knowledge base.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] is well prepared for his job duties. His reports are turned in on time and completed in a professional manner. He works well with his peers, supervisors, and other agencies. He is willing to ask for help if he needs it. After gathering all the information, he is able to make good decisions about the problem at hand.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

Created By : Template

08/05/2019 12:45PM

Last Modified By : MARK GLENNON

09/09/2019 8:22AM

PERFORMANCE PLAN CONFIRMATION

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

Manager Rating: Yes

Manager Comments: [REDACTED] is currently in a Performance Improvement Plan to help improve his knowledge of the Ohio Revised Code and how to properly use the laws to make good probable cause stops. This Performance

Improvement Plan started on 8/25/2019 and goes through 11/23/2019.

Created By : Template 08/05/2019 12:45PM

Last Modified By : MARK GLENNON 09/09/2019 8:28AM

Section 10 - APPROVALS SECTION

MARK GLENNON 09/09/2019

WILLIAM BOYD 09/25/2019

Kathleen Robson 09/25/2019

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Section 12 - MANAGER REVIEWER COMMENTS SECTION

has shown that he brings value to the Division. However, he should heed the advice and direction given to him by the leadership team at the post.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History		
Created By :	MARK GLENNON	08/05/2019 12:45:06PM
Acknowledged By :	[REDACTED]	10/23/2019 9:01:15AM
Completed By :	MARK GLENNON	10/23/2019 1:46:30PM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	JENNIFER JOHNSON	03/27/2024 12:22:28PM

ANNUAL REVIEW

Manager Evaluation - Completed



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

Manager: JOHNNIE MAIER
Period: 10/01/2019 - 09/30/2020
Document ID:
Due Date: 09/15/2020

EMPLOYEE DATA	
Empl ID :	
Agency :	Dept of Public Safety
Division :	DPS290779 D7 Post 79 New Philadelphia
Job Code :	
Supervisor ID :	Vacant

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

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

Created By : Profile

08/11/2020 12:52PM

ODPS Purpose of Position

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

Created By : Profile

08/11/2020 12:52PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

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

<p>experience. Finally, the evaluation should include examples that the employee evaluates his/her practices based on customer feedback.</p> <p>Employee Measurement :</p>	<p>should include examples that the employee evaluates his/her practices based on customer feedback.</p>
<p>Manager Rating: 2. Meets Expectations</p>	
<p>Manager Comments:</p>	<p>██████████ works well with his peers, supervision, and other agencies in the area. He strives to meet the needs of his customers, both internally and externally. He treats the motoring public with respect and maintains a professional demeanor.</p>

Created By : Template 08/11/2020 12:52PM

Last Modified By : JAMES FAUNDA 09/10/2020 1:54PM

DIVERSITY AND INCLUSION	
<p>Description :Displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others. Diversity is the human variety of experiences, identities, and perspectives that our employees bring to state employment. Inclusion is the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans.</p> <p>Employee Measurement :</p>	<p>Displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others. Diversity is the human variety of experiences, identities, and perspectives that our employees bring to state employment. Inclusion is the practice of understanding and applying diversity to improve work culture and influence the way we serve Ohioans.</p>
<p>Manager Rating: 2. Meets Expectations</p>	
<p>Manager Comments:</p>	<p>This competency was recently added and will be evaluated during the next review period.</p>

Created By : Template 08/11/2020 12:52PM

Last Modified By : JAMES FAUNDA 09/10/2020 1:54PM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION	
<p>Description :Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.</p> <p>Employee Measurement :</p>	<p>Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form.</p>
<p>Manager Rating: 2. Meets Expectations</p>	
<p>Manager Comments:</p>	<p>██████████ is proficient with the OTIS system for crashes, cases, and citations. He is able to keep his files current. He maintains his audio and visual recordings in accordance with policy and procedure. His paperwork is completed in a timely and professional manner. These reports rarely need corrections.</p>

Created By : Profile 08/11/2020 12:52PM
Last Modified By : JAMES FAUNDA 09/10/2020 1:54PM

IDENTIFY ACTIONS/OBJS/EVENTS	
Description :Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.	
Employee Measurement :	
Manager Rating:	2. Meets Expectations
Manager Comments:	██████████ responds to scenes and is able to identify problems, gather information, and take the appropriate actions. He understands the importance of being aware of any changes that may impact his daily job duties.

Created By : Profile 08/11/2020 12:52PM
Last Modified By : JAMES FAUNDA 09/10/2020 1:54PM

EVALUATE INFO FOR COMPLIANCE	
Description :Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.	
Employee Measurement :	
Manager Rating:	2. Meets Expectations
Manager Comments:	██████████ understands the Ohio Revised Code and is able to properly apply those laws to make good probable cause stops. He takes into consideration all the information he gathers to help him make the correct decisions in regards to the laws and regulations that he enforces. He is encouraged to continue to develop his knowledge and understanding of the laws.

Created By : Profile 08/11/2020 12:52PM
Last Modified By : JAMES FAUNDA 09/10/2020 1:54PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY	
Manager Rating:	3. Meets Expectations
Manager Comments:	██████████ is a self-motivated person who arrives to work ready for the day. He responds to incidents, gathers the needed information, and takes the appropriate enforcement when needed. He is proficient with OTIS and is able to complete his citations, crashes, and cases. His reports are completed accurately and in a timely manner.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

Continue Involvement in OVI Enforcement

Description : [REDACTED] is encouraged to maintain his high level of performance in the area of OVI Enforcement.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] continues to be a leader on the shift and at the post in OVI arrests.

Created By : JAMES FAUNDA 08/11/2020 2:25PM

Last Modified By : JAMES FAUNDA 09/10/2020 1:54PM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] is one of the post leaders in impaired driving arrests. He is encouraged to continue working to increase his impaired driving arrests to increase traffic safety and reduce impaired driving fatal crashes.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments: [REDACTED] is well prepared for his job duties. His reports are completed in a timely and professional manner. He works well with his peers, supervisors, and other agencies. He is able to gather all the information in order to make a good decision about the problem at hand. If he needs help, he is willing to ask for it.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

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

Manager Rating: No

Manager Comments:

Created By : Template

08/11/2020 12:52PM

PERFORMANCE PLAN CONFIRMATION

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

Manager Rating: No
Manager Comments:

Created By : Template

08/11/2020 12:52PM

Last Modified By : JAMES FAUNDA

09/10/2020 1:54PM

Section 10 - APPROVALS SECTION

██████████ JAMES FAUNDA 09/10/2020

██████████ ANNE RALSTON 09/17/2020

██████████ ANGELA LANG 09/18/2020

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

██████████ is an asset to the post and Cambridge District.

Section 12 - MANAGER REVIEWER COMMENTS SECTION

██████████ has done a good job during the evaluation period by staying resilient and future focused ██████████ is encouraged to continue to challenge himself and continue to lead from the front.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	JAMES FAUNDA	08/11/2020 12:52:25PM
Acknowledged By :	[REDACTED]	10/08/2020 12:42:42PM
Completed By :	JAMES FAUNDA	10/09/2020 6:06:18AM
Transferred From :	JAMES FAUNDA	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	JENNIFER JOHNSON	03/27/2024 12:22:23PM

ANNUAL REVIEW

Manager Evaluation - Completed



Job Title: Highway Patrol [REDACTED]
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 10/01/2020 - 09/30/2021
Document ID: [REDACTED]
Due Date: 09/15/2021

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290779 D7 Post 79 New Philadelphia
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

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

Created By : Profile

09/24/2021 2:39PM

ODPS Purpose of Position

Description :

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

Created By : Profile

09/24/2021 2:39PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ strives to meet the needs of his customers, both internally and externally. He works well with his peers, supervision, and other agencies in the area. He continues to improve how he treats the motoring public by being more respectful and professional.

Created By : Template

09/24/2021 2:39PM

Last Modified By : LAURA TAYLOR

09/28/2021 3:18PM

DIVERSITY AND INCLUSION

Description :

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:

██████████ shows a willingness to promote the implementation of new diversity initiatives. He welcomes and considers the ideas and views of other people. ██████████ has improved his ability to accept feedback, learn, and listen to concerns of others.

Created By : Template

09/24/2021 2:39PM

Last Modified By : LAURA TAYLOR

09/28/2021 3:20PM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

DOCUMENT/RECORD INFORMATION

Description :

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] can access and utilize the proper computer programs in the performance of his duties. He maintains his audio and visual recordings in accordance with policy and procedure. [REDACTED] does not need reminded to complete his monthly follow-up, and his reports are well-written and are rarely returned for correction.

Created By : Profile

09/24/2021 2:39PM

Last Modified By : LAURA TAYLOR

09/28/2021 3:24PM

IDENTIFY ACTIONS/OBJS/EVENTS

Description :

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] responds to scenes and is able to identify problems, gather information, and take the appropriate actions. He understands the importance of being aware of variables, and is adaptable to changing circumstances.

Created By : Profile

09/24/2021 2:39PM

Last Modified By : LAURA TAYLOR

09/28/2021 3:26PM

EVALUATE INFO FOR COMPLIANCE

Description :

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] has a strong base-knowledge of the Ohio Revised Code and knows how to properly apply those laws to make good probable cause stops. He is then able to make good decisions which, in turn, help him perform his duties in accordance to policy.

Created By : Profile

09/24/2021 2:39PM

Last Modified By : LAURA TAYLOR

09/28/2021 3:30PM

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

[REDACTED] is a self-starter who arrives for work motivated to succeed. He responds quickly to incidents, assesses the situation, and takes appropriate action. [REDACTED] is an informal leader on his shift, and has been a mentor to the other members of his shift.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

Identify areas and enforce crash-causing violations

Description :

[REDACTED] will utilize OSTATS to identify the areas to enforce crash-causing violations

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] understands the importance of knowing where crash-causing

violations occur and when. He strives to utilize all available resources to do so.

Created By : LAURA TAYLOR 09/29/2021 9:00AM

Last Modified By : LAURA TAYLOR 09/29/2021 9:02AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ maintains a steady pace on his shift, and often leads in OVI and criminal patrol enforcement. He has taken on additional administrative tasks in an effort to prepare himself for promotion. ██████████ is encouraged to continue assisting the other members of his squad in a supervisory manner.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ has improved his communication when dealing with the motoring public as well as coworkers. He is in the promotional process, has identified areas needing improvement, and is doing what it takes to get on the promotion list. ██████████ understands the importance of followership as it relates to being a supervisor.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

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

Manager Rating: No

Manager Comments:

Created By : Template 09/24/2021 2:39PM
Last Modified By : LAURA TAYLOR 09/29/2021 9:11AM

PERFORMANCE PLAN CONFIRMATION

Description :

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

Manager Rating: No
Manager Comments:

Created By : Template 09/24/2021 2:39PM
Last Modified By : LAURA TAYLOR 09/29/2021 9:11AM

Section 10 - APPROVALS SECTION

██████████	LAURA TAYLOR	09/29/2021
██████████	WILLIAM BOYD	10/08/2021
██████████	MATTHEW BROOKS	10/12/2021

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	LAURA TAYLOR	09/24/2021 2:39:44PM
Acknowledged By :	[REDACTED]	10/23/2021 11:02:30PM
Completed By :	System	10/23/2021 11:02:30PM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	System	03/27/2024 12:22:17PM

ANNUAL REVIEW

Manager Evaluation - Completed



Job Title: Highway Patrol [REDACTED]
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 10/01/2021 - 09/30/2022
Document ID: [REDACTED]
Due Date: 09/15/2022

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290779 D7 Post 79 New Philadelphia
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

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

Created By : Profile

09/28/2022 3:32PM

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

Created By : Profile

09/28/2022 3:32PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is knowledgeable about the different aspects of the job. He continues to meet the needs of his customers, both internally and externally. [REDACTED] has a good working relationship with other agencies and his co-workers.

Created By : Template

09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR

10/07/2022 8:16AM

DIVERSITY AND INCLUSION

Description :

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] demonstrates a commitment to building an inclusive, varied workplace welcoming people of all backgrounds. He demonstrates the willingness to embrace individuals from diverse backgrounds while avoiding alienating others. [REDACTED] is currently helping with the recruitment program.

Created By : Template

09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR

10/07/2022 8:16AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY	
Manager Rating:	3. Meets Expectations
Manager Comments:	<p>██████████ is a self-motivated person who arrives to work ready for the day. When he responds to incidents, he is able to gather the needed information and take the appropriate enforcement action. He is able to utilize the OTIS system and completes the appropriate paperwork with little to no corrections needed. ██████████ can be depended on when needed.</p>

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

OSP GOAL - Leadership & Followship	
Description :	<p>Serves as a positive proponent of the Division's mission; Addresses issues in a professional manner and leads others to approach issues in the same manner; Avoids situations that reflect negatively on the Division; Treats others in a respectful manner; Gains the respect of others through actions and attitude.</p> <p>Exceeds: Effectively supports the establishment of clear mission statements in which the organizational vision can be easily understood by all levels of the organization; identifies potential conflict situations and addresses them before it escalates; is seen by others as a trustworthy person; readily gains the respect of others, resulting in positive influence without formal authority.</p> <p>Meets: Demonstrates a persuasive understanding of the organizational mission; identifies conflict situations as they arise and addresses them; exercises formal and informal influence without leadership authority.</p> <p>Does Not Meet: Does not communicate or share a clear message to support the organizational mission; does not consistently identify conflict situations as they arise or address them in a timely manner; lacks the ability to exercise influence as a formal or informal leader; tends to rely more on positional influence, does not gain the respect of others.</p>
Employee Measurement :	
Manager Rating:	2. Meets Expectations
Manager Comments:	<p>██████████ continues to support the mission of the Division. He continues to be a leader on the midnight shift in OVIs and overall enforcement. ██████████ has motivated and challenged the other units on the shift to go out and work hard.</p>

Created By : LAURA TAYLOR 09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR 10/07/2022 8:18AM

OSP GOAL - Safety & Decision Making

Description :

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

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is aware of his surroundings and makes good decisions regarding officer safety tactics and operations while representing the patrol. [REDACTED] displays officer safety on the road and when he has been deployed by the Mobile Field Force on multiple occasions as the grenadier.

Created By : LAURA TAYLOR 09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR 10/07/2022 8:18AM

OSP GOAL - Operational Focus & Efficiency

Description :

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

Exceeds Expectations: Is self-motivated to promote traffic safety in all actions and sells traffic safety in all

encounters with the public; coordinates all aspects of criminal investigations to ensure the case is properly handled; identifies potential security issues and mitigates the issue or notifies supervision immediately; ensures all work product is thorough that requires minimal follow-up.

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is self-motivated and strives to promote and sell traffic safety. He has set up the OVI checkpoint for the post for this past year, and has also set up saturation patrols on the interstate and in municipal jurisdictions.

Created By : LAURA TAYLOR 09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR 10/07/2022 8:19AM

OSP GOAL - Position & Procedural Knowledge

Description :

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

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments:	██████████ is understanding of the relevant laws and is able to apply them while promoting traffic safety. He is familiar with the resources that are available to him from the Division. He takes good care of Division equipment and is able to handle most of the administrative functions.
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Created By : LAURA TAYLOR 09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR 10/07/2022 8:20AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating:	3. Meets Expectations
Manager Comments:	██████████ continues to be a leader on the midnight shift in activity, and continues to challenge the younger units to do better. He does not hesitate to take on a task if he is asked to do it.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating:	3. Meets Expectations
Manager Comments:	██████████ continues to grow and learn different aspects of the job. He takes on additional administrative tasks when asked, and handles them well. He recently moved to a different shift, and is transitioning nicely. ██████████ is on the promotion list, and is encouraged to continue to see things with a supervisory mindset, and make supervisory-minded decisions with a post-oriented view.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

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

Manager Rating: No

Manager Comments:

Created By : Template

09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR

10/07/2022 8:37AM

PERFORMANCE PLAN CONFIRMATION

Description :

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

Manager Rating: No

Manager Comments:

Created By : Template

09/28/2022 3:32PM

Last Modified By : LAURA TAYLOR

10/07/2022 8:37AM

Section 10 - APPROVALS SECTION

LAURA TAYLOR

10/07/2022

WILLIAM BOYD

10/11/2022

MATTHEW BROOKS

10/11/2022

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Section 12 - MANAGER REVIEWER COMMENTS SECTION

drive and dedication are recognized and appreciated by district staff.

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments

No Attachments have been added to this document

Audit History

Created By :	LAURA TAYLOR	09/28/2022 3:32:23PM
Acknowledged By :	██████████	10/25/2022 3:19:51PM
Completed By :	System	10/25/2022 3:19:51PM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	System	03/27/2024 12:22:12PM

ANNUAL REVIEW

Manager Evaluation - Completed



Job Title: Highway Patrol [REDACTED]
Document Type: ANNUAL REVIEW
Template: ANNUAL PERFORMANCE REVIEW
Status: Completed

Manager: JOHNNIE MAIER
Period: 10/01/2022 - 09/30/2023
Document ID: [REDACTED]
Due Date: 09/15/2023

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290779 D7 Post 79 New Philadelphia
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

The document status is Completed.

Section 1 - PURPOSE OF ORGANIZATION & POSITION

ODPS Mission Statement

Description :

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

Created By : Profile

08/21/2023 1:23PM

ODPS Purpose of Position

Description :

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

Created By : Profile

08/21/2023 1:23PM

Section 2 - STATEWIDE COMPETENCIES

CUSTOMER FOCUS

Description :

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is knowledgeable about Division policy and procedure. He understands and meets the needs of his customers, both internally and externally, and adjusts accordingly based on feedback.

Created By : Template

08/21/2023 1:23PM

Last Modified By : LAURA TAYLOR

09/27/2023 10:11AM

DIVERSITY AND INCLUSION

Description :

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] displays an understanding of individual differences. He attempts to gain others' input, and values their perspective.

Created By : Template

08/21/2023 1:23PM

Last Modified By : LAURA TAYLOR

09/27/2023 10:14AM

Section 3 - AGENCY COMPETENCIES

Section 4 - CLASSIFICATION COMPETENCIES

Section 5 - COMPETENCY SUMMARY

COMPETENCY SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ displays confidence, and has many years of experience. He understands the Division's goals and mission. ██████████ rarely requires guidance or assistance from supervision.

Section 6 - GOALS & PERFORMANCE EXPECTATIONS

OSP GOAL - Leadership & Followership

Description :

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

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: ██████████ always keeps post supervision aware of any upcoming Mobile Field Force details and/or military trainings as soon as he knows about them so scheduling arrangements can be made as soon as possible.

Created By : LAURA TAYLOR 08/21/2023 1:23PM

Last Modified By : LAURA TAYLOR 09/27/2023 10:21AM

OSP GOAL - Safety & Decision Making

Description :

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

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] makes appropriate decisions when handling calls for service. He knows departmental policy well, and applies it when fulfilling his duties. [REDACTED] considers additional resources available during pursuits, and can appropriately determine what conditions lead to terminating a pursuit.

Created By : LAURA TAYLOR 08/21/2023 1:23PM

Last Modified By : LAURA TAYLOR 09/27/2023 10:33AM

OSP GOAL - Operational Focus & Efficiency

Description :

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

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

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

Does Not Meet: Needs continuous motivation to promote traffic safety; needs assistance with criminal investigations and constant supervisory assistance; has to be continuously told to monitor security assignments;

work product requires continual follow-up; needs constant reminders to participate in Division programs.

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is a leader on his shift in enforcements. He pays special attention to violations which of important to the Division's enforcement focus such as safety belts and distracted driving.

Created By : LAURA TAYLOR 08/21/2023 1:23PM

Last Modified By : LAURA TAYLOR 09/27/2023 10:38AM

OSP GOAL - Position & Procedural Knowledge

Description :

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

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

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

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

Employee Measurement :

Manager Rating: 2. Meets Expectations

Manager Comments: [REDACTED] is well-rounded and experienced as a trooper. He understands his role, and how his duties mesh with the Division's objectives by keeping up on new laws, directives, and updates. He is a longstanding member of the Mobile Field Force team, and recently took part in an effort to improve the equipment used by the team by researching and recommending new helmets. [REDACTED] ensures all the team members get scheduled for upcoming training and/or deployments.

Created By : LAURA TAYLOR

08/21/2023 1:23PM

Last Modified By : LAURA TAYLOR

09/27/2023 11:10AM

Section 7 - GOALS & PERFORMANCE EXPECTATIONS SUMMARY

GOALS & PERFORMANCE EXPECTATIONS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████ has a strong base knowledge, and is a seasoned trooper who is on the promotion list. He is encouraged to continue being willing to take on new responsibilities, as he has demonstrated a willingness to participate in special details in the past. ██████████ should adapt his team-oriented mindset with Mobile Field Force in his approach towards the troopers on his shift at the post.

Section 8 - OVERALL PERFORMANCE RATINGS SUMMARY

OVERALL PERFORMANCE RATINGS SUMMARY

Manager Rating: 3. Meets Expectations

Manager Comments:

██████████'s interests lie in Mobile Field Force, Division weapons, and operational tactics. He is encouraged to continue pursuing his interests, and to teach and lead others in those areas. He takes pride in his knowledge and experience, and can be trusted to make appropriate decisions. ██████████ is on the promotion list, and is encouraged to be an informal leader with a supervisory mindset.

Section 9 - ADDITIONAL DOCUMENTATION CONFIRMATION

CAREER DEVELOPMENT PLAN CONFIRMATION

Description :

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

Manager Rating: No

Manager Comments:

Created By : Template 08/21/2023 1:23PM
Last Modified By : LAURA TAYLOR 09/27/2023 11:19AM

PERFORMANCE PLAN CONFIRMATION

Description :

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

Manager Rating: No
Manager Comments:

Created By : Template 08/21/2023 1:23PM
Last Modified By : LAURA TAYLOR 09/27/2023 11:19AM

Section 10 - APPROVALS SECTION

LAURA TAYLOR 09/27/2023

SCOTT LOUIVE 09/27/2023

AMANDA FISHER 09/28/2023

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

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

Yes No

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

Choose one (1) of the following:
 I refuse to acknowledge this document.
 I acknowledge this document.

Section 11 - MANAGER RATER COMMENTS SECTION

Section 12 - MANAGER REVIEWER COMMENTS SECTION

Section 13 - APPOINTING AUTHORITY COMMENTS

Section 14 - EMPLOYEE COMMENTS SECTION

Section 15 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments
No Attachments have been added to this document

Audit History		
Created By :	LAURA TAYLOR	08/21/2023 1:23:37PM
Acknowledged By :	[REDACTED]	10/01/2023 10:32:49AM
Completed By :	System	10/01/2023 10:32:49AM
Transferred From :	LAURA TAYLOR	03/27/2024 12:22:06PM
Transferred To :	JOHNNIE MAIER	03/27/2024 12:22:06PM
Transferred By :	JENNIFER JOHNSON	03/27/2024 12:22:06PM
Last Modified By :	System	03/27/2024 12:22:07PM

State Of Ohio - Department of Public Safety

Comprehensive Training Record

Report Date : 05/14/2024 09:40 AM

OAKS ID : ██████████

Unit No : ██████

Name : ██████ ██████

Department : D7 Post 79 New Philadelphia

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Run, Hide, Fight - Surviving An Active Shooter Event	11/05/2012	02/17/2017	Online	11/09/2012	07/18/2013	0.50	
Ethics Education 3	11/26/2012	10/16/2013	Online	12/05/2012	01/23/2013	1.00	
Any Responder Training - Law Enforcement	01/07/2013	03/11/2016	Online	07/12/2013	07/22/2013	1.00	
Data Privacy and HB 648	02/10/2013	08/18/2017	Online	05/23/2013	07/22/2013	1.00	
SIGNAL - Lesson 1 - Leadership	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 2 - Communication	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 3 - Relationships	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 4 - Administration	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 5 - Decisions & Consequences	02/10/2013	N/A	Online	01/14/2019	05/19/2019	1.00	
SIGNAL - Lesson 6 - Failure	02/10/2013	N/A	Online	01/14/2019	05/19/2019	1.00	
Mid-Ohio Advanced Driver's Training	03/07/2013	03/07/2013	Mid-OH Sports Car Course, 7721 Steam Corners Road, Lexington, OH 44904	03/07/2013	03/07/2013	4.00	
Warren District 2013 Spring Civil Disturbance	05/15/2013	05/15/2013	Youngstown Pistol and Rifle Club, 8920 Shaffer Road North, Jackson, OH 44451	05/15/2013	05/15/2013	8.00	
ELECTRONIC SPEED MEASURING DEV	07/09/2013	07/09/2013	CANTON POST			2.00	Student
154th Cadet Post Graduate Training	07/15/2013	07/19/2013	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	05/23/2013	07/19/2013	40.00	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Commercial Motor Vehicle Safety/Interdiction "OSHP Troopers & Officers Only"	08/20/2013	08/20/2013	Canton Patrol Post, 4710 Shuffel Road, North Canton, OH 44720	07/17/2013	08/20/2013	4.00	
Combined Charitable Campaign 2013 Video	08/27/2013	09/30/2014	Online	08/29/2013	09/25/2013	1.00	
A Video Message From Director John Born	09/24/2013	09/30/2014	Online	09/25/2013	09/25/2013	0.50	
Ohio Trooper Information System	09/27/2013	01/31/2018	Online	09/27/2013	09/28/2013	1.00	
DPS Ethics Education	10/15/2013	01/09/2015	Online	10/17/2013	06/17/2014	1.00	
Direct to Threat	10/18/2013	10/18/2013	Margaret Park Elementary School, 1413 Manchester Road, Akron, OH 44314	09/23/2013	10/18/2013	8.00	
Firearms, Arrest, and Self Defense Tactics (FAST)	10/21/2013	10/25/2013	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/08/2013	10/25/2013	40.00	
Contributing to a Safer Ohio Fourth Quarter Video	12/16/2013	N/A	Online	12/16/2013	12/21/2013	0.50	
SIGNAL - Final Exam	12/19/2013	N/A	Online	07/20/2019	07/20/2019	1.00	
How We Contributed in 2013	12/23/2013	02/21/2016	Online	12/23/2013	12/28/2013	0.50	
5 Minutes for Life Video	01/09/2014	12/18/2017	Online	01/09/2014	04/20/2014	0.50	
DIAP Commercial Interdiction/Awareness	01/22/2014	01/24/2014	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/24/2014	01/24/2014	24.00	
Become a Red Cross Volunteer Information	02/05/2014	08/15/2020	Online	02/06/2014		1.00	
Contributing to a Safer Ohio - Spring 2014	03/27/2014	N/A	Online	03/28/2014	04/09/2014	0.50	
Contributing to a Safer Ohio - Summer 2014	03/27/2014	N/A	Online	07/09/2014	07/09/2014	0.50	
Contributing to a Safer Ohio -September 2014	03/27/2014	N/A	Online	10/06/2014	11/10/2014	0.50	
Safer Ohio Phone App	03/27/2014	04/30/2019	Online	04/08/2014	04/20/2014	0.50	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Troopers In-Service	04/03/2014	04/03/2014	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	11/04/2013	04/03/2014	16.00	
ESMD	06/12/2014	06/12/2014	Canton Post			4.00	Student
COPS IN COURT CLASS	06/20/2014	06/20/2014	MONTVILLE, OHIO			8.00	Student
Auto Larceny Baseline Awareness Training	06/25/2014	06/25/2014	BCI Richfield, 4055 Highlander Parkway Richfield, OH 44286	05/13/2014	06/25/2014	4.00	
ODPS Accomplishments 2013 - 2014	08/01/2014	N/A	Online	08/01/2014	08/09/2014	0.50	
Combined Charitable Campaign 2014 Video	09/03/2014	N/A	Online	09/05/2014	09/15/2014	0.50	
Below 100	09/09/2014	09/09/2014	Ohio Technical College, 1374 East 51st Street, Cleveland, OH 44103	08/14/2014	09/09/2014	4.00	
Civil Disturbance (CD) Fall Training	09/16/2014	09/16/2014	Youngstown Pistol and Rifle Club, 8920 Shaffer Road North, Jackson, OH 44451	07/15/2014	09/16/2014	8.00	
Advanced FAST	09/22/2014	09/26/2014	OSHP Academy			40.00	Student
Firearms, Arrest, and Self-Defense (ADVANCED CLASS)	09/22/2014	09/26/2014	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/02/2014	09/26/2014	40.00	
Advanced Trooper Tactical Training	10/01/2014	10/01/2014	Margaret Park Elementary School, 1413 Manchester Road, Akron, OH 44314	07/28/2014	10/01/2014	4.00	
Contributing to a Safer Ohio - December 2014	12/18/2014	N/A	Online	12/18/2014	12/18/2014	0.50	
Contributing to a Safer Ohio - July 2015	12/18/2014	12/18/2017	Online	07/13/2015	11/12/2016	0.50	
Contributing to a Safer Ohio - March 2015	12/18/2014	12/18/2017	Online	04/10/2015	10/18/2016	0.50	
Ohio Ethics Law: Promoting Integrity in Public Service 2015	01/01/2015	01/31/2016	Online	03/25/2015	07/13/2015	1.00	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Criminal Patrol - Drug Interdiction	02/24/2015	02/25/2015	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/02/2015	02/25/2015	16.00	
OSHP SWORN IN-SERVICE TRAINING	04/14/2015	04/14/2015	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/09/2015	04/14/2015	16.00	
Individualized Training	05/12/2015	05/12/2015	OPOTA Driving Track, State Route 42 SW, London, OH 43140	04/21/2015	05/12/2015	2.00	
Fire Extinguishers at Work	06/08/2015	10/09/2018	Online	06/22/2015	07/13/2015	0.50	
Shake & Bake Clandestine Lab	06/08/2015	04/02/2020	Online	06/08/2015	02/14/2017	0.50	
ESMD	06/23/2015	06/23/2015	Canton Post			4.00	Student
2015 ODPS Mid-Year Accomplishments	07/01/2015	12/18/2017	Online	07/07/2015	07/13/2015	0.50	
2016 Director's Mid-Year Video	07/01/2015	12/18/2017	Online	07/05/2016	11/12/2016	0.50	
2015 Director's Year-End Video	09/14/2015	12/18/2017	Online	12/30/2015	01/04/2016	0.50	
Contributing to a Safer Ohio - September 2015	09/14/2015	12/18/2017	Online	10/02/2015	11/12/2016	0.50	
Contributing to a Safer Ohio: Oct - Dec 2015 "While you were sleeping" Edition	09/14/2015	12/18/2017	Online	01/19/2016	11/12/2016	0.50	
Civil Disturbance (CD) Fall Training	09/18/2015	09/18/2015	Cleveland PD Gun Range, 3666 West 58th Street, Cleveland, OH 44102	07/06/2015	09/18/2015	8.00	
Voice over Internet Protocol (VoIP)	01/01/2016	01/31/2018	Online	06/13/2016	10/10/2016	1.00	
OSP-INTERFRESH	01/20/2016	01/20/2016	Canton Post			4.00	Student
Civil Disturbance Readiness Training	02/17/2016	02/17/2016	Ohio National Guard, 4303 Green Road, Cleveland, OH 44128	01/05/2016	02/17/2016	1.00	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Civil Disturbance (CD) Spring Training	04/05/2016	04/05/2016	Summit County Sheriff's Office Training Academy, 2825 Greensburg Road, North Canton, OH 44720	02/09/2016	04/05/2016	8.00	
Contributing to a Safer Ohio: April - June 2016	04/08/2016	12/18/2017	Online	07/05/2016	11/12/2016	0.50	
Contributing to a Safer Ohio: January - March 2016	04/08/2016	12/18/2017	Online	04/14/2016	11/12/2016	0.50	
Career Fair	04/13/2016	04/13/2016	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/29/2016	04/13/2016	1.00	
Ohio Ethics Law: Cultivating Good Governance	04/25/2016	08/16/2017	Online	04/25/2016	11/25/2016	1.00	
NARCAN (Naloxone Hydrochloride)	05/04/2016	02/17/2017	Online	05/05/2016	11/12/2016	0.50	
Troopers In-Service	05/09/2016	05/10/2016	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	11/24/2015	05/10/2016	16.00	
CPR Video	05/23/2016	12/18/2018	Online	05/25/2016	10/10/2016	0.50	
ESMD	06/15/2016	06/15/2016	Canton Post			4.00	Student
PremierOne Mobile Training	06/27/2016	06/27/2016	Canton Patrol Post, 4710 Shuffel Road, North Canton, OH 44720	06/27/2016	06/27/2016	3.00	
OSP Policy 203.20 Response to Resistance Quiz	08/25/2016	01/23/2017	Online	08/29/2016	11/12/2016	0.50	
House Bill 110 Update	09/09/2016	11/01/2019	Online	09/09/2016	10/10/2016	0.50	
Colonel's Quarterly Video	09/28/2016	12/18/2018	Online	09/28/2016	10/10/2016	0.50	
Intentional Contact Video	10/17/2016	11/12/2019	Online	10/18/2016	10/18/2016	0.50	
Ohio Deferred Comp. - Professor Penny Discusses Required Minimum Distributions	11/08/2016	12/18/2018	Online	11/09/2016	11/12/2016	0.50	
Colonel Pride's Holiday Message - 2016	12/19/2016	12/18/2018	Online	12/19/2016	12/20/2016	0.05	
CALEA New Hire Video	01/01/2017	11/01/2019	Online	02/07/2017	02/14/2017	0.50	
CPR Video	01/01/2017	01/31/2018	Online	02/02/2017	02/14/2017	0.50	

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2016 Directors Year End Video	01/03/2017	12/18/2017	Online	01/03/2017	01/09/2017	0.50	
OHLEG Training Materials and Video	01/11/2017	12/31/2017	Online	01/26/2017	01/28/2017	0.50	
NARCAN (Naloxone Hydrochloride)	02/06/2017	01/31/2018	Online	02/06/2017	02/14/2017	0.50	
Ohio Ethics Law: It's Everyone's Business!	02/10/2017	01/31/2018	Online	05/10/2017	11/13/2017	1.00	
Surviving an Active Aggressor/Threat	03/01/2017	09/06/2018	Online	03/06/2017	03/06/2017	1.00	
OSHP SWORN IN-SERVICE TRAINING	04/11/2017	04/12/2017	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/13/2017	04/12/2017	16.00	
Continuing Professional Training	05/01/2017	05/01/2017	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	04/24/2017	05/01/2017	4.00	
OSP Policy 203.20 Response to Resistance Quiz	08/29/2017	12/21/2018	Online	08/31/2017	05/10/2018	0.50	
Milestone Promotional Process 2017 Update	11/13/2017	10/19/2020	Online	11/14/2017	03/08/2018	0.50	
2017 DPS Year-End Video	12/28/2017	12/31/2018	Online	12/28/2017	03/08/2018	1.00	
Contributing to a Safer Ohio - 4th Quarter 2017	12/28/2017	12/31/2018	Online	12/29/2017	03/08/2018	1.00	
NARCAN (Naloxone Hydrochloride)	01/01/2018	01/01/2019	Online	01/03/2018	07/30/2018	0.50	
CPR Online Review	01/03/2018	11/12/2019	Online	01/03/2018	11/12/2019	0.50	
OHLEG Security Update (2018)	01/03/2018	07/31/2019	Online	01/09/2018	05/10/2018	0.50	
SOF Tactical Tourniquet Training	01/05/2018	11/12/2019	Online	01/05/2018	03/08/2018	0.50	
MFF - Cincinnati Police Department	02/23/2018	02/23/2018	Cincinnati Police Department Range, 10139 Spartan Drive, Cincinnati, OH 45215	02/14/2018	02/23/2018	8.00	
OSHP HPFP UPDATE	03/06/2018	03/20/2020	Online	03/06/2018	03/08/2018	0.50	
Ohio Ethics Law: Upholding Trust in Government	03/20/2018	01/31/2019	Online	08/14/2018	08/22/2018	1.00	

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Criminal Patrol - Drug Interdiction	03/28/2018	03/29/2018	University of Akron, Polymer Engineering Academic Center, Aggarwal Lecture Hall (Room 130), 250 S. Forge Street, Akron, OH 44325	01/29/2018	03/29/2018	16.00	
2018 Sworn In-Service Training	04/10/2018	04/10/2018	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/02/2018	04/10/2018	7.00	
MFF Less Lethal Grenadier Recertification Course	04/20/2018	04/20/2018	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	03/09/2018	04/20/2018	4.00	
HyFin Chest Seals and IFAK First Aid Kits	04/30/2018	11/12/2019	Online	05/14/2018	05/14/2018	0.50	
Civil Disturbance (CD) Spring Training	05/08/2018	05/08/2018	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	02/08/2018	05/08/2018	8.00	
Mobile Field Force In-Service Training	06/11/2018	06/12/2018	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	05/30/2018	06/12/2018	16.00	
SMD Annual Training Video - LIDAR	06/11/2018	04/30/2019	Online	06/11/2018	07/30/2018	0.50	
SMD Annual Training Video - RADAR	06/11/2018	04/30/2019	Online	06/11/2018	07/30/2018	0.50	
Autonomous Vehicle Awareness	07/16/2018	03/14/2020	Online	07/16/2018	07/30/2018	0.50	
2018 Directors Accomplishments Video	08/15/2018	08/29/2019	Online	08/15/2018	08/16/2018	1.00	
Contributing to a Safer Ohio - 2nd Quarter 2018	08/15/2018	01/31/2019	Online	08/21/2018	08/21/2018	1.00	
Cyber Security Awareness Training	08/15/2018	01/01/2019	Online	10/11/2018	10/24/2018	1.00	
Mobile Field Force Regional Training	09/14/2018	09/14/2018	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	06/08/2018	09/14/2018	6.00	

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Risk Management Training	10/25/2018	10/25/2018	Belmont County EMA, 68329 Bannock Road, St. Clairsville, OH 43950	07/19/2018	10/25/2018	4.00	
Hypothermia Training Video	10/31/2018	03/16/2020	Online	10/31/2018	11/21/2018	0.50	
Contributing to a Safer Ohio - 3rd Quarter 2018	11/09/2018	12/31/2019	Online	11/19/2018	11/21/2018	1.00	
Statewide Terrorism Analysis & Crime Center Website	11/19/2018	01/31/2020	Online	11/19/2018	11/21/2018	0.50	
Suicide Prevention Resources	11/28/2018	01/31/2020	Online	11/28/2018	11/30/2018	0.50	
2018 Cryptocurrency Training	12/03/2018	03/14/2020	Online	12/03/2018	12/05/2018	0.50	
Mobile Field Force Regional Training	12/05/2018	12/05/2018	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	10/12/2018	12/05/2018	6.00	
CPR Online Review	01/02/2019	01/01/2020	Online	01/03/2019	12/19/2019	0.50	
NARCAN (Naloxone Hydrochloride)	01/02/2019	01/01/2020	Online	01/03/2019	01/11/2019	0.50	
Ohio Medical Marijuana Control Program	01/02/2019	03/14/2020	Online	01/03/2019	01/11/2019	0.50	
HyFin Chest Seals and IFAK First Aid Kits	02/01/2019	02/02/2020	Online	02/12/2019	03/15/2019	0.50	
MFF Less Lethal Grenadier Re-certification Course	03/04/2019	03/04/2019	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	01/09/2019	03/04/2019	4.00	
Crucial Conversations	03/12/2019	03/12/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/28/2019	03/12/2019	4.00	
Ohio Ethics Law: Good Government in Action	03/20/2019	01/08/2020	Online	04/09/2019	04/26/2019	1.00	
Level One - Public Order Training	03/25/2019	03/28/2019	Ohio Fire Academy, 8895 East Main Street, Reynoldsburg, OH 43068	01/09/2019	03/28/2019	24.00	
Individualized Training	04/17/2019	04/17/2019	OSHP Academy			3.00	Student

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Phishing Decision Tree Video	04/17/2019	01/31/2020	Online	04/23/2019	05/03/2019	1.00	
Responding to Conflict	04/17/2019	04/17/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/08/2019	04/17/2019	4.00	
Ohio Communication Disability Law Enforcement Training Video	05/01/2019	05/01/2020	Online	05/01/2019	05/03/2019	0.50	
Civil Disturbance (CD) Spring Training	05/06/2019	05/06/2019	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	02/27/2019	05/06/2019	8.00	
Off Duty Carry	05/10/2019	05/10/2020	Online	05/10/2019	04/30/2020	0.50	
SMD Annual Training Video - LIDAR	05/10/2019	04/30/2020	Online	05/10/2019	06/06/2019	0.50	
SMD Annual Training Video - RADAR	05/10/2019	04/30/2020	Online	05/10/2019	06/06/2019	0.50	
Mobile Field Force Regional Training	05/15/2019	05/15/2019	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	04/16/2019	05/15/2019	6.00	
Heat-Related Illnesses	05/23/2019	05/25/2020	Online	05/23/2019	05/23/2019	0.50	
Retirement Readiness - 5 Year Program	06/19/2019	06/19/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	04/30/2019	06/19/2019	1.00	
2019 Weapons Transition Course	06/25/2019	06/25/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/04/2019	06/25/2019	9.00	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	07/09/2019	03/14/2020	Online	07/09/2019	07/10/2019	1.00	
Cyber Security Awareness Training: Creating Strong Passwords	09/01/2019	01/31/2020	Online	10/24/2019	12/05/2019	1.00	
Cyber Security Awareness Training: Protecting Privacy	09/01/2019	01/31/2020	Online	10/24/2019	12/05/2019	1.00	
Cyber Security Awareness Training: Social Engineering Red Flags	09/01/2019	01/31/2020	Online	10/24/2019	12/25/2019	1.00	
2019 Colonel's Video Series	09/26/2019	03/14/2020	Online	09/26/2019	10/10/2019	0.50	

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2019 Diversity Training	10/03/2019	10/03/2019	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	10/07/2019	10/03/2019	8.00	
2019 Sworn In-Service Training	10/08/2019	10/08/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/28/2019	10/08/2019	7.00	
Hypothermia Training Video	10/08/2019	03/14/2020	Online	10/08/2019	10/10/2019	0.50	
All Hazards and Incident Command	10/16/2019	10/31/2020	Online	10/16/2019	10/21/2019	0.50	
2019 Colonel's Second Video	10/18/2019	03/14/2020	Online	10/18/2019	10/21/2019	0.50	
Mobile Field Force Regional Training	10/22/2019	10/22/2019	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, Ohio 44266	08/21/2019	10/22/2019	6.00	
Responding to Domestic Violence in the Workplace - As an Employee	10/29/2019	04/24/2020	Online	11/05/2019	11/27/2019	1.00	
2019 Colonel's Third Video	11/25/2019	03/14/2020	Online	11/25/2019	11/26/2019	0.50	
Mental Health Training Video	12/13/2019	10/01/2020	Online	12/13/2019	12/25/2019	0.50	
Precision Immobilization Training	12/18/2019	12/18/2019	OPOTA Driving Track, State Route 42 SW, London, OH 43140	12/13/2019	12/18/2019	8.00	
CPR Online Review	01/02/2020	12/11/2020	Online	01/02/2020	01/03/2020	0.50	
NARCAN (Naloxone Hydrochloride)	01/02/2020	11/30/2020	Online	01/02/2020	01/03/2020	0.50	
HyFin Chest Seals and IFAK First Aid Kits	02/07/2020	11/30/2020	Online	02/07/2020	02/22/2020	0.50	
Ohio Ethics Law 20/20 Part Four: Sales to Public Agencies and Post-Employment	02/07/2020	01/31/2021	Online	02/25/2020	11/09/2020	0.25	
Ohio Ethics Law 20/20 Part One: Conflicts of Interest	02/07/2020	01/31/2021	Online	02/25/2020	10/30/2020	0.25	
Ohio Ethics Law 20/20 Part Three: Public Contracts and Nepotism	02/07/2020	01/31/2021	Online	02/25/2020	11/09/2020	0.25	
Ohio Ethics Law 20/20 Part Two: Gifts	02/07/2020	01/31/2021	Online	02/25/2020	11/09/2020	0.25	

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SOF Tactical Tourniquet Training	02/07/2020	02/01/2021	Online	02/07/2020	02/22/2020	0.05	
Individualized Training	02/10/2020	02/10/2020					Student
2020 Sworn In-Service Training	02/18/2020	02/18/2020	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	12/13/2019	02/18/2020	8.00	
MFF Less Lethal Grenadier Re-certification Course	03/10/2020	03/10/2020	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	01/27/2020	03/10/2020	4.00	
Colonel Fambro COVID-19 Resilience Video	03/17/2020	02/05/2021	Online	03/17/2020	03/28/2020	0.50	
Mobile Field Force Training	03/19/2020	03/19/2020	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, OH 44266	02/12/2020	03/19/2020	16.00	
Colonel Fambro COVID-19 - Communication	03/25/2020	02/05/2021	Online	03/25/2020	03/28/2020	0.50	
Colonel Fambro COVID-19 - Community Involvement	04/01/2020	02/05/2021	Online	04/01/2020	04/03/2020	0.50	
Colonel Fambro - COVID-19 National Communicators Week Video	04/09/2020	02/05/2021	Online	04/09/2020	04/10/2020	0.50	
Microsoft Teams - Getting Started	04/09/2020	01/31/2021	Online	11/06/2020	11/09/2020	1.00	
All Hazards and Incident Command	04/15/2020	02/05/2021	Online	04/15/2020	05/07/2020	0.50	
Colonel Fambro COVID-19 - Continuing the Mission Video	04/16/2020	02/05/2021	Online	04/16/2020	04/17/2020	0.50	
Colonel Fambro COVID-19 - Embracing Change	04/23/2020	02/05/2021	Online	04/23/2020	04/26/2020	0.50	
Colonel Fambro COVID-19 - Showing Appreciation	04/29/2020	02/05/2021	Online	04/29/2020	04/30/2020	0.50	
SMD Annual Training Video - LIDAR	05/01/2020	02/08/2021	Online	05/01/2020	06/17/2020	0.50	
SMD Annual Training Video - RADAR	05/01/2020	02/08/2021	Online	05/01/2020	06/16/2020	0.50	
Colonel Fambro COVID-19 - Transitioning and Moving Forward	05/06/2020	02/05/2021	Online	05/06/2020	05/06/2020	0.50	
2020 Ohio State Highway Patrol Memorial Video	05/07/2020	02/05/2021	Online	05/07/2020	05/07/2020	0.50	

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Colonel Fambro COVID-19 - Remembering Fallen Heroes	05/13/2020	02/05/2021	Online	05/13/2020	05/14/2020	0.50	
Colonel Fambro COVID-19 - Moving Forward	05/20/2020	02/05/2021	Online	05/20/2020	05/20/2020	0.50	
2020 CD Online Training	05/21/2020	10/21/2021	Online	09/09/2020	10/03/2020	0.50	
DPS Responsible RestartOhio In-Office Protocols	05/21/2020	12/31/2020	Online	05/26/2020	10/03/2020	1.00	
Colonel Fambro COVID-19 - Memorial Day Weekend	05/27/2020	02/05/2021	Online	05/27/2020	05/29/2020	0.50	
Colonel Fambro - May Our Most Sincere Intentions Be Reflective In Our Work	06/03/2020	02/05/2021	Online	06/03/2020	06/04/2020	0.50	
Heat-Related Illnesses	06/03/2020	11/30/2020	Online	06/03/2020	06/04/2020	0.50	
Risk Management Training Quiz - 2020	06/11/2020	10/21/2021	Online	06/12/2020	06/16/2020	1.00	
Colonel Fambro - Retirees, Diversity and Moving Forward	06/17/2020	02/05/2021	Online	06/17/2020	06/17/2020	0.50	
Colonel Fambro - Placing Mental and Physical Health at the Forefront	07/08/2020	02/05/2021	Online	07/08/2020	07/08/2020	0.50	
Colonel Fambro: COVID-19 - Diversification and Core Mission Video	07/30/2020	02/05/2021	Online	07/30/2020	10/03/2020	0.50	
2020 Civil Disturbance (CD) Fall Training	10/05/2020	10/05/2020	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/12/2020	10/05/2020	4.00	
Hypothermia Training Video	10/08/2020	02/08/2021	Online	10/13/2020	10/14/2020	0.50	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	10/08/2020	01/18/2021	Online	10/08/2020	10/14/2020	1.00	
Colonel Fambro - We Are In This Together	10/09/2020	02/05/2021	Online	10/09/2020	10/14/2020	0.50	
2020 Diversity Segment One	10/26/2020	01/15/2022	Online	10/26/2020	10/30/2020	0.67	
Crisis Intervention Team (CIT) Familiarization Training	10/26/2020	10/27/2020	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/27/2020	10/27/2020	16.00	
Diversity Training Quiz 1 - 2020	10/26/2020	10/21/2021	Online	10/26/2020	10/30/2020	0.08	
SOF Tactical Tourniquet Training	10/27/2020	10/26/2020	Online	02/05/2019	02/07/2019	0.50	

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Mental Health Training Video	10/29/2020	10/19/2020	Online	10/29/2020	10/30/2020	0.50	
2020 Diversity Segment Two	12/02/2020	01/15/2022	Online	12/02/2020	12/02/2020	0.50	
Police Legitimacy and the Community Bank Account Quiz - 2020	12/02/2020	10/21/2021	Online	12/02/2020	12/02/2020	1.00	
2020 Diversity Segment Three	12/15/2020	01/15/2022	Online	12/23/2020	12/24/2020	0.50	
OSP Technical Writing	12/18/2020	12/18/2020	Microsoft Teams	10/22/2020	12/18/2020	4.00	
Colonel Fambro - Showcasing Our Work	12/23/2020	01/31/2021	Online	12/23/2020	12/23/2020	0.50	
Bloodborne Pathogens Training	12/28/2020	04/28/2021	Online	12/29/2020	03/31/2021	0.50	
CPR Online Review	01/04/2021	01/15/2022	Online	01/04/2021	03/30/2021	0.50	
NARCAN (Naloxone Hydrochloride)	01/04/2021	10/21/2021	Online	01/04/2021	03/31/2021	0.50	
OSP 203-20 - Response to Resistance	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50	
OSP 902.04 - Officer Safety and Deadly Errors	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50	
Taser CEW Annual Conducted Energy Weapon User Update	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50	
Career Exploration & Professional Development - Online	02/04/2021	01/31/2022	Online	03/15/2021	12/02/2021	1.00	
HyFin Chest Seals and IFAK First Aid Kits	02/08/2021	01/15/2022	Online	02/08/2021	03/31/2021	0.50	
SOF Tactical Tourniquet Training	02/08/2021	10/21/2021	Online	02/08/2021	03/31/2021	0.05	
2020 Leadership Awards Recognition	03/12/2021	07/12/2021	Online	03/12/2021	03/30/2021	0.50	
Handgun Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/30/2021	0.50	
Rifle Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/30/2021	0.50	
Shotgun Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/30/2021	0.50	
Qualities of Leadership	03/23/2021	03/23/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/23/2021	03/23/2021	7.00	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	03/26/2021	01/15/2022	Online	03/26/2021	03/30/2021	1.00	
HB1 Guidance - Restraints/Confinement of Pregnant Women	04/06/2021	03/31/2023	Online	04/06/2021	04/09/2021	0.50	

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Mobile Field Force LL In-Service 2021	04/06/2021	04/06/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/17/2021	04/06/2021	8.00	
Mobile Field Force In-Service 2021	04/07/2021	04/07/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/16/2021	04/07/2021	8.00	
COVID-19, Making an Informed Decision	04/11/2021	01/15/2022	Online	04/12/2021	04/13/2021	0.50	
Administrative Post Operations: An Interactive Course for Troopers Preparing for the OSP Assessment Center	04/15/2021	04/15/2021	Canton Patrol Post, 4710 Shuffel Road, North Canton, OH 44720	03/04/2021	04/15/2021	4.00	
Bloodborne Pathogens Training	05/03/2021	01/15/2022	Online	05/03/2021	05/05/2021	0.50	
Heat-Related Illnesses	05/03/2021	01/15/2022	Online	05/03/2021	05/05/2021	0.50	
SMD Annual Training Video - RADAR	05/03/2021	04/07/2022	Online	05/03/2021	06/03/2021	0.50	
Trooper to Sergeant Assessment Center	05/17/2021	05/20/2021	Ohio Department of Public Safety, Shipley Building, 1970 West Broad Street, Columbus, OH 43223	05/20/2021	05/20/2021	1.00	
Ohio's New Protection Order - Notice of Existence of Protection Order	05/25/2021	12/31/2022	Online	05/25/2021	06/03/2021	0.50	
Ohio's Protection Order - Post-Conviction No Contact Orders	05/25/2021	03/31/2023	Online	05/25/2021	06/03/2021	0.50	
2021 Sworn In-Service Training	06/07/2021	06/07/2021	Bucyrus DHQ, 3665 State Route 4, Bucyrus, OH 44820	04/13/2021	06/07/2021	8.00	
Roundtable Discussion Group	06/16/2021	06/16/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/07/2021	06/16/2021	4.00	
Response to Resistance Video Series - Wright v. Euclid	06/30/2021	01/15/2022	Online	06/30/2021	07/14/2021	0.50	
Cynicism	07/08/2021	07/08/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/04/2021	07/08/2021	4.00	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Showcasing our Ability to Adapt to Challenges and High Profile Circumstances	07/22/2021	01/15/2022	Online	07/22/2021	08/04/2021	0.50	
MFF - East Platoon	08/17/2021	08/17/2021	Ohio National Guard Camp Garfield, East Gate - 1438 State Route 534 SW, Newton Falls, OH 44444	07/29/2021	08/17/2021	6.00	
2021 Civil Disturbance Training	09/27/2021	09/27/2021	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/09/2021	09/27/2021	8.00	
Hypothermia Training Video	09/30/2021	01/30/2022	Online	09/30/2021	11/11/2021	0.50	
Mental Health Training	09/30/2021	04/07/2022	Online	09/30/2021	11/11/2021	0.50	
Hear to Serve - Lieutenant Colonel M. K. Gaskill	10/01/2021	12/31/2022	Online	10/01/2021	11/11/2021	0.50	
We All Have A Date With This Virus	10/08/2021	03/11/2022	Online	10/08/2021	11/11/2021	0.50	
Public Safety Training Campus - Upgrades & Enhancements	10/12/2021	12/31/2021	Online	10/13/2021	11/11/2021	1.00	
ICAT: Integrating Communications, Assessment, and Tactics	10/19/2021	10/19/2021	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	09/16/2021	10/19/2021	0.00	
Hear to Serve - Mick Yinger	11/01/2021	12/31/2022	Online	11/01/2021	11/11/2021	0.50	
OhioHealth Answers Your COVID-19 Questions Part 2	11/08/2021	03/08/2022	Online	11/08/2021	11/11/2021	0.50	
Hear to Serve Podcast #3 - Denise Williams	12/01/2021	12/31/2022	Online	12/01/2021	12/02/2021	0.50	
Handle with Care: Summary	12/08/2021	12/31/2022	Online	12/20/2022	12/29/2022	1.00	
SB 33 - Refresher Training	12/29/2021	10/31/2023	Online	12/29/2021	12/30/2021	0.50	
CPR Online Review	01/03/2022	12/31/2022	Online	01/03/2022	01/06/2022	0.50	
NARCAN (Naloxone Hydrochloride)	01/03/2022	11/30/2022	Online	01/03/2022	01/06/2022	0.50	
Axon Body Camera Training	01/05/2022	02/01/2023	Online	01/05/2022	01/06/2022	0.50	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Taser CEW Annual Conducted Energy Weapon User Update	01/21/2022	11/30/2022	Online	01/24/2022	01/27/2022	0.50	
AXON, TASER Energy Weapon Annual Operator Update - Feb. 2022	02/09/2022	03/31/2023	Online	02/09/2022	02/10/2022	0.50	
2022 Domestic Violence Legal Updates	02/17/2022	01/31/2023	Online	02/17/2022	07/22/2022	4.00	
Escape from Management Land	02/17/2022	02/17/2022	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	12/27/2021	02/17/2022	4.00	
MAT - Trauma Video #1	02/24/2022	02/01/2023	Online	02/24/2022	02/25/2022	0.50	
SMD Annual Training Video - LIDAR	03/07/2022	04/07/2022	Online	05/03/2021	06/03/2021	0.50	
Hear to Serve Podcast #4 - Tricia Knoles	03/08/2022	02/01/2023	Online	03/08/2022	06/26/2022	0.50	
Mobile Field Force - East Platoon Civil Disturbance Training	03/15/2022	03/15/2022	SRT Range,11271 State Route 762, Orient, OH 43146	01/19/2022	03/15/2022	8.00	
Impact 22 Crisis Communications Strategy	03/22/2022	11/30/2022	Online	03/22/2022	06/26/2022	0.50	
All Hazards and Incident Command	04/05/2022	12/31/2022	Online	04/05/2022	06/26/2022	0.50	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	04/13/2022	01/31/2023	Online	04/13/2022	06/26/2022	1.00	
2022 Sworn In-Service Training	04/21/2022	04/22/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/21/2021	04/22/2022	16.00	
MAT - Trauma Video #2	04/25/2022	06/30/2023	Online	04/25/2022	07/23/2022	0.50	
SMD Annual Training Video - LIDAR	05/05/2022	03/31/2023	Online	05/05/2022	06/26/2022	0.50	
SMD Annual Training Video - RADAR	05/05/2022	03/31/2023	Online	05/05/2022	06/26/2022	0.50	
MAT - Trauma Video #3	05/26/2022	06/30/2023	Online	05/26/2022	07/23/2022	0.50	
Bloodborne Pathogens Training	06/07/2022	12/10/2022	Online	06/07/2022	06/26/2022	0.50	
MAT - Trauma Video #4	06/07/2022	12/31/2022	Online	06/07/2022	06/26/2022	0.50	
Ohio Firearms Carry Training (2022)	06/16/2022	06/30/2023	Online	06/16/2022	06/26/2022	0.50	
Roll Call Training July 2022	06/30/2022	02/01/2023	Online	06/30/2022	07/23/2022	0.10	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Search & Seizure Annual Quiz for All Sworn (OSHP and PO)	07/14/2022	03/15/2023	Online	08/09/2022	08/28/2022	1.00	
Mobile Field Force LL In-Service 2022	07/15/2022	07/15/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/10/2022	07/15/2022	8.00	
Mobile Field Force In-Service 2022	07/16/2022	07/16/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/10/2022	07/16/2022	8.00	
MAT - FULL Trauma Video #5	08/10/2022	03/15/2023	Online	08/10/2022	08/11/2022	0.50	
Colonel Jones' Message	08/16/2022	12/31/2022	Online	08/16/2022	08/17/2022	0.50	
Rile Operators Course 2022	08/18/2022	08/19/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/09/2022	08/19/2022	16.00	
2022 Weapons Transition Course	08/19/2022	08/19/2022	OSHP Academy			8.00	Student
Roll Call Training December 2022	10/04/2022	03/15/2023	Online	10/04/2022	12/15/2022	0.10	
Roll Call Training November 2022	10/04/2022	03/15/2023	Online	10/04/2022	12/15/2022	0.10	
Roll Call Training October 2022	10/04/2022	03/15/2023	Online	10/04/2022	10/07/2022	0.10	
Cultural Awareness & Respect Education/Stress First Aid/In-Service CPT 2022	10/20/2022	10/20/2022	Southeastern Equipment Training Facility 11406 Old National Road Cambridge, OH, 43725	09/13/2022	10/20/2022	8.00	
Embodying Service with a Purpose on the Patrol's 89th Birthday	11/15/2022	12/31/2022	Online	11/15/2022	12/15/2022	0.50	
Mobile Field Force Quarterly Training	11/21/2022	11/21/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	10/14/2022	11/21/2022	6.00	
Roll Call Training - Mental Health January 2023	11/28/2022	12/31/2023	Online	01/06/2023	01/12/2023	0.50	
Holiday Message from Colonel Jones	12/22/2022	01/31/2023	Online	12/22/2022	12/29/2022	0.50	
All Hazards and Incident Command	01/04/2023	12/31/2023	Online	04/25/2023	05/10/2023	0.50	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
NARCAN (Naloxone Hydrochloride)	01/13/2023	12/26/2023	Online	01/13/2023	01/13/2023	0.50	
Taser 7 Transition Presentation	01/13/2023	10/31/2023	Online	01/13/2023	01/18/2023	0.50	
Roll Call Training - Mental Health February 2023	02/01/2023	12/31/2023	Online	02/01/2023	02/19/2023	0.50	
TASER 7 Transition	02/09/2023	02/09/2023	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	02/08/2023	02/09/2023	7.00	
Securing Ohio 2022-23 Training	02/28/2023	04/21/2023	Online	02/28/2023	04/04/2023	1.67	
The Ohio Ethics Law 2023: Following the Right Path	03/01/2023	12/31/2023	Online	03/01/2023	03/20/2023	1.00	
Roll Call Training - Mental Health March 2023	03/02/2023	12/31/2023	Online	03/02/2023	03/20/2023	0.50	
Ohio's New Distracted Driving Law: What You Need to Know	03/19/2023	10/31/2023	Online	03/20/2023	03/20/2023	0.17	
State of Patrol Address	04/03/2023	10/31/2023	Online	04/04/2023	04/04/2023	1.00	
Mid-Ohio Advanced Emergency Vehicle Operations Training	04/11/2023	04/11/2023	Mid-OH Sports Car Course, 7721 Steam Corners Road, Lexington, OH 44904	02/09/2023	04/11/2023	6.00	
Sport Utility Vehicle Familiarization Course	04/11/2023	04/11/2023	OPOTA Driving Track, 1960 U.S. State Route 42 SW, London, OH 43140	04/11/2023	04/11/2023	4.00	
Hear to Serve Podcast #5	04/20/2023	12/31/2023	Online	04/20/2023	05/09/2023	0.50	
Roll Call Training - Mental Health April 2023	04/26/2023	12/31/2023	Online	04/26/2023	05/09/2023	0.50	
OSP Generational Leadership	05/04/2023	05/04/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/13/2023	05/04/2023	4.00	
CPR Annual Online Review	05/08/2023	12/31/2023	Online	05/08/2023	05/09/2023	0.50	
EEO Awareness and Sexual Harassment Prevention - 2023	05/09/2023	06/30/2023	Online	05/09/2023	05/09/2023	0.50	
Roll Call Training - Mental Health May 2023	05/16/2023	12/31/2023	Online	05/16/2023	06/12/2023	0.50	
SMD Annual Training Video - LIDAR	05/17/2023	11/17/2023	Online	05/17/2023	06/12/2023	0.50	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
SMD Annual Training Video - RADAR	05/17/2023	11/17/2023	Online	05/17/2023	06/12/2023	0.50	
Heat-Related Illnesses	05/30/2023	11/30/2023	Online	05/30/2023	06/12/2023	0.50	
Senate Bill 288 and Sub House Bill 343 - 2023 Legal Updates	06/12/2023	12/31/2023	Online	06/23/2023	07/07/2023	0.50	
Mobile Field Force In-Service 2023	06/14/2023	06/15/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	04/14/2023	06/15/2023	16.00	
Roll Call Training - Mental Health June 2023	06/22/2023	12/31/2023	Online	06/22/2023	07/06/2023	0.50	
Sworn In-Service Active Aggressor Training 23CPT400	06/22/2023	06/22/2023	Pike Elementary, 4533 Peters Creek Road, Cambridge, OH 43725	05/11/2023	06/22/2023	8.00	
Securing Ohio 2023-24	08/18/2023	10/27/2023	Online	08/18/2023	08/21/2023	1.00	
Roll Call Training - Mental Health August 2023	08/25/2023	12/31/2023	Online	08/25/2023	10/24/2023	0.50	
Hypothermia Training Video	10/05/2023	12/31/2023	Online	10/05/2023	10/24/2023	0.50	
Roll Call Training - Mental Health October 2023	10/11/2023	12/31/2023	Online	10/11/2023	10/24/2023	0.50	
Colonel Jones October 2023 Video Message: We Are All Recruiters	10/16/2023	12/31/2023	Online	10/16/2023	10/24/2023	0.50	
Sworn In-Service CARE and Officer Wellness Training 2023CPT752	11/09/2023	11/09/2023	Southeastern Equipment Training Facility 11406 Old National Road Cambridge, OH, 43725	11/01/2023	11/09/2023	8.00	
Recreational Use of Marijuana in Ohio	12/06/2023	12/31/2024	Online	12/06/2023	12/07/2023	1.00	
2023 Durango Training	12/11/2023	12/31/2024	Online	12/11/2023	12/11/2023	0.50	
2023 Colonel Jones Holiday Message	12/21/2023	01/31/2024	Online	12/21/2023	12/26/2023	0.50	
Mental Health Training	12/22/2023	01/31/2024	Online	12/22/2023	12/26/2023	0.50	
All Hazards and Incident Command	01/01/2024	12/31/2024	Online	04/09/2024	05/02/2024	0.50	
CPR Annual Online Review	01/01/2024	07/01/2024	Online	01/24/2024	01/30/2024	0.50	
NARCAN (Naloxone Hydrochloride)	01/01/2024	07/01/2024	Online	01/24/2024	01/29/2024	0.50	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
January 2024 Colonel Jones Message	01/08/2024	06/08/2024	Online	01/08/2024	01/08/2024	0.50	
Weapons Qualification	01/17/2024	01/17/2024	Cambridge DHQ				Student
Utilizing DREs	01/19/2024	12/31/2024	Online	01/19/2024	01/19/2024	0.50	
Body Language and De-Escalation	01/24/2024	01/24/2024	OSHP Academy			3.00	Student
Criminal Intelligence - 23CPT198	01/24/2024	01/24/2024	OSHP Academy			1.00	Student
First Amendment Online Training Video	01/29/2024	12/31/2024	Online	01/29/2024	01/30/2024	0.15	
2023 Legal Updates - 23CPT181 Arrest, Search and Seizure - 23CPT182 Human Trafficking - 23CPT225	02/01/2024	12/31/2024	Online	02/01/2024	02/02/2024	9.00	
2024 Mentorship Training	02/15/2024	02/15/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/05/2024	02/15/2024	8.00	
OSP Policy 203.20 Response Resistance-203.20-002 Motor Vehicle and Foot Pursuits	03/15/2024	09/15/2024	Online	03/15/2024	05/02/2024	0.50	
Hearing the Silent 88	03/19/2024	03/19/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/27/2023	03/19/2024	4.00	
TASER 2024 Annual Update Training	03/21/2024	12/31/2024	Online	03/21/2024	05/02/2024	0.50	
HyFin Chest Seals and IFAK First Aid Kits	04/09/2024	10/09/2024	Online	04/09/2024	05/02/2024	0.50	
Mobile Field Force Quarterly Training	04/09/2024	04/09/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/27/2023	04/09/2024	8.00	
2024 Troopers and PO's Sworn In-Service Training	04/17/2024	04/19/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/04/2024	04/19/2024	22.00	
NIBIN Overview 24CPT2024NO	04/30/2024	07/31/2024	Online	05/01/2024	05/02/2024	1.00	

DEPARTMENT RECORD



Employee Name [REDACTED]	Unit Number [REDACTED]	Hire Date 11/07/2012
Job Description [REDACTED]	Division OSP	Department D7 Post 79 New Philadelphia

No Department Record Found



OHIO DEPARTMENT OF PUBLIC SAFETY
OHIO STATE HIGHWAY PATROL



WEAPONS TRAINING RECORD
HP-15

RANK [REDACTED]	FIRST NAME [REDACTED]	MIDDLE NAME [REDACTED]	LAST NAME [REDACTED]
UNIT [REDACTED]	DISTRICT 7		POST 79
DATE 1-17-24	REQUALIFICATION OFFICER Sergeant S.W. Bayless		UNIT 0069

P 320 HANDGUN QUALIFICATION COURSE – 20/25 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION
Sig Sauer	P 320	[REDACTED]	9 mm	Good

HOLSTER TYPE
 SERVICE ISSUE TACTICAL NOT DIVISION-ISSUE

DATE OF TEST 1-17-24	UNIT # OF CERTIFYING OFFICER 0069	CERTIFYING OFFICER REQUALIFICATION # REQ-09497	EXPIRATION DATE 10/25/2026
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ATTEMPTS	HEAD/GROIN (+1/-1)	PREFERRED AREA (+1)	OUTSIDE OF PREFERRED AREA (0)	ROUNDS OFF TARGET (-1)	ROUNDS NOT FIRED (0)	EXTRA ROUNDS FIRED (-1)	TOTAL HITS QUALIFY (Y/N)
1 st Attempt	+1	24					25 Y
2 nd Attempt							
3 rd Attempt							
4 th Attempt							

SECOND WEAPON QUALIFICATION – 16/20 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION
Sig Sauer	P 365	[REDACTED]	9 mm	Good

SECOND WEAPON HOLSTER
 BELT ANKLE SHOULDER NOT DIVISION-ISSUE OTHER (SPECIFY)

DATE OF TEST 1-17-24	UNIT # OF CERTIFYING OFFICER 0069	CERTIFYING OFFICER REQUALIFICATION # REQ-09497	EXPIRATION DATE 10/25/2026
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ATTEMPTS	HEAD/GROIN (+1/0)	PREFERRED AREA (+1)	OUTSIDE OF SILHOUETTE (0)	ROUNDS NOT FIRED (0)	EXTRA ROUNDS FIRED (0)	TOTAL HITS QUALIFY (Y/N)
1 st Attempt	+1	19				20 Y
2 nd Attempt						

P 365 HANDGUN QUALIFICATION COURSE – 20/25 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION
Sig Sauer	P 365		9 mm	

HOLSTER TYPE
 BELT ANKLE SHOULDER NOT DIVISION-ISSUE OTHER (SPECIFY)

DATE OF TEST	UNIT # OF CERTIFYING OFFICER	CERTIFYING OFFICER REQUALIFICATION #	EXPIRATION DATE
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ATTEMPTS	HEAD/GROIN (+1/-1)	PREFERRED AREA (+1)	OUTSIDE OF PREFERRED AREA (0)	ROUNDS OFF TARGET (-1)	ROUNDS NOT FIRED (0)	EXTRA ROUNDS FIRED (-1)	TOTAL HITS QUALIFY (Y/N)
1 st Attempt							
2 nd Attempt							
3 rd Attempt							
4 th Attempt							

DATE	UNIT
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SHOTGUN QUALIFICATION – 8/8 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION				
Remington	870P	[REDACTED]	12 gauge	Good				
DATE OF TFST 1-17-24	UNIT # OF CERTIFYING OFFICER 0069	CERTIFYING OFFICER REQUALIFICATION # REQ-09794	EXPIRATION DATE 10/25/2026					
ATTEMPTS	"OO" STAGE 1 2 RND. 4 SEC.	QUALIFY (Y/N)	"OO" STAGE 2 2 RND. 3 SEC.	QUALIFY (Y/N)	"OO" STAGE 3 2 RND. 3 SEC.	QUALIFY (Y/N)	SLUG STAGE 4 2 RND. 20 SEC.	QUALIFY (Y/N)
1 st Attempt	2	Y	2	N	0	Y	0	N
2 nd Attempt	2	Y	2	Y	2	Y	2	Y
3 rd Attempt								
4 th Attempt								

PATROL RIFLE QUALIFICATION (IRON SIGHTS) – 16/20 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION			
Aero Precision	M4-E1	[REDACTED]	.223	Good			
DATE OF TEST 1-17-24	UNIT # OF CERTIFYING OFFICER 0069	CERTIFYING OFFICER REQUALIFICATION # REQ-09497	EXPIRATION DATE 10/25/2026				
DIVISION ISSUED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO							
ATTEMPTS	HEAD/GROIN (+1/-1)	PREFERRED AREA (+1)	OUTSIDE OF PREFERRED AREA (0)	ROUNDS OFF TARGET (-1)	ROUNDS NOT FIRED (0)	EXTRA ROUNDS FIRED (-1)	TOTAL HITS QUALIFY (Y/N)
1 st Attempt	+4	14					20Y
2 nd Attempt							
3 rd Attempt							
4 th Attempt							

PATROL RIFLE QUALIFICATION (OPTICS) – 16/20 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION			
Aero Precision	M4-E1	[REDACTED]	.223	Good			
DATE OF TEST 1-17-24	UNIT # OF CERTIFYING OFFICER 0069	CERTIFYING OFFICER REQUALIFICATION # REQ-09497	EXPIRATION DATE 10/25/2026				
DIVISION ISSUED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO							
ATTEMPTS	HEAD/GROIN (+1/-1)	PREFERRED AREA (+1)	OUTSIDE OF PREFERRED AREA (0)	ROUNDS OFF TARGET (-1)	ROUNDS NOT FIRED (0)	EXTRA ROUNDS FIRED (-1)	TOTAL HITS QUALIFY (Y/N)
1 st Attempt	+4	15	1				19Y
2 nd Attempt							
3 rd Attempt							
4 th Attempt							

DATE	UNIT
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PERSONAL PROTECTION EQUIPMENT (PPE) FIT TESTING		TASER RECERTIFICATION	
DATE OF TEST		SERIAL #	
UNIT # OF CERTIFYING OFFICER		DATE OF TEST	
		UNIT # OF CERTIFYING OFFICER	

OFF-DUTY CARRY WEAPON QUALIFICATION – 8/8 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION

OFF-DUTY WEAPON HOLSTER
 BELT ANKLE SHOULDER NOT DIVISION-ISSUE OTHER (SPECIFY)

DATE OF TEST	UNIT # OF CERTIFYING OFFICER	CERTIFYING OFFICER REQUALIFICATION #	EXPIRATION DATE

ATTEMPTS	STAGE 1 2 Rounds - 3 Sec. Dominant Hand Only	STAGE 2A 2 Rounds - 5 Sec. Dominant Hand Only	STAGE 2B 2 Rounds - 4 Sec. Non-Dominant Hand Only	STAGE 3 2 Rounds - 5 Sec. Two-Hand Dominant	TOTAL HITS
1 st Attempt					
2 nd Attempt					
3 rd Attempt					
4 th Attempt					

OFF-DUTY CARRY WEAPON QUALIFICATION – 8/8 NEEDED

MAKE	MODEL	SERIAL #	CALIBER	CONDITION

OFF-DUTY WEAPON HOLSTER
 BELT ANKLE SHOULDER NOT DIVISION-ISSUE OTHER (SPECIFY)

DATE OF TEST	UNIT # OF CERTIFYING OFFICER	CERTIFYING OFFICER REQUALIFICATION #	EXPIRATION DATE

ATTEMPTS	STAGE 1 2 Rounds - 3 Sec. Dominant Hand Only	STAGE 2A 2 Rounds - 5 Sec. Dominant Hand Only	STAGE 2B 2 Rounds - 4 Sec. Non-Dominant Hand Only	STAGE 3 2 Rounds - 5 Sec. Two-Hand Dominant	TOTAL HITS
1 st Attempt					
2 nd Attempt					
3 rd Attempt					
4 th Attempt					

State Of Ohio - Department of Public Safety

Comprehensive Training Record

Report Date : 05/14/2024 08:24 AM

OAKS ID : ██████████

Unit No : ██████

Name : ██████ ██████

Department : D7 Post 79 New Philadelphia

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
Run, Hide, Fight - Surviving An Active Shooter Event	11/05/2012	02/17/2017	Online	11/09/2012	07/18/2013	0.50	
Ethics Education 3	11/26/2012	10/16/2013	Online	12/05/2012	01/23/2013	1.00	
Any Responder Training - Law Enforcement	01/07/2013	03/11/2016	Online	07/12/2013	07/22/2013	1.00	
Data Privacy and HB 648	02/10/2013	08/18/2017	Online	05/23/2013	07/22/2013	1.00	
SIGNAL - Lesson 1 - Leadership	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 2 - Communication	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 3 - Relationships	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 4 - Administration	02/10/2013	N/A	Online	01/14/2019	05/18/2019	1.00	
SIGNAL - Lesson 5 - Decisions & Consequences	02/10/2013	N/A	Online	01/14/2019	05/19/2019	1.00	
SIGNAL - Lesson 6 - Failure	02/10/2013	N/A	Online	01/14/2019	05/19/2019	1.00	
Mid-Ohio Advanced Driver's Training	03/07/2013	03/07/2013	Mid-OH Sports Car Course, 7721 Steam Corners Road, Lexington, OH 44904	03/07/2013	03/07/2013	4.00	
Warren District 2013 Spring Civil Disturbance	05/15/2013	05/15/2013	Youngstown Pistol and Rifle Club, 8920 Shaffer Road North, Jackson, OH 44451	05/15/2013	05/15/2013	8.00	
ELECTRONIC SPEED MEASURING DEV	07/09/2013	07/09/2013	CANTON POST			2.00	Student
154th Cadet Post Graduate Training	07/15/2013	07/19/2013	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	05/23/2013	07/19/2013	40.00	

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Commercial Motor Vehicle Safety/Interdiction "OSHP Troopers & Officers Only"	08/20/2013	08/20/2013	Canton Patrol Post, 4710 Shuffel Road, North Canton, OH 44720	07/17/2013	08/20/2013	4.00	
Combined Charitable Campaign 2013 Video	08/27/2013	09/30/2014	Online	08/29/2013	09/25/2013	1.00	
A Video Message From Director John Born	09/24/2013	09/30/2014	Online	09/25/2013	09/25/2013	0.50	
Ohio Trooper Information System	09/27/2013	01/31/2018	Online	09/27/2013	09/28/2013	1.00	
DPS Ethics Education	10/15/2013	01/09/2015	Online	10/17/2013	06/17/2014	1.00	
Direct to Threat	10/18/2013	10/18/2013	Margaret Park Elementary School, 1413 Manchester Road, Akron, OH 44314	09/23/2013	10/18/2013	8.00	
Firearms, Arrest, and Self Defense Tactics (FAST)	10/21/2013	10/25/2013	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	09/08/2013	10/25/2013	40.00	
Contributing to a Safer Ohio Fourth Quarter Video	12/16/2013	N/A	Online	12/16/2013	12/21/2013	0.50	
SIGNAL - Final Exam	12/19/2013	N/A	Online	07/20/2019	07/20/2019	1.00	
How We Contributed in 2013	12/23/2013	02/21/2016	Online	12/23/2013	12/28/2013	0.50	
5 Minutes for Life Video	01/09/2014	12/18/2017	Online	01/09/2014	04/20/2014	0.50	
DIAP Commercial Interdiction/Awareness	01/22/2014	01/24/2014	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/24/2014	01/24/2014	24.00	
Become a Red Cross Volunteer Information	02/05/2014	08/15/2020	Online	02/06/2014		1.00	
Contributing to a Safer Ohio - Spring 2014	03/27/2014	N/A	Online	03/28/2014	04/09/2014	0.50	
Contributing to a Safer Ohio - Summer 2014	03/27/2014	N/A	Online	07/09/2014	07/09/2014	0.50	
Contributing to a Safer Ohio -September 2014	03/27/2014	N/A	Online	10/06/2014	11/10/2014	0.50	
Safer Ohio Phone App	03/27/2014	04/30/2019	Online	04/08/2014	04/20/2014	0.50	

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Troopers In-Service	04/03/2014	04/03/2014	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	11/04/2013	04/03/2014	16.00	
ESMD	06/12/2014	06/12/2014	Canton Post			4.00	Student
COPS IN COURT CLASS	06/20/2014	06/20/2014	MONTVILLE, OHIO			8.00	Student
Auto Larceny Baseline Awareness Training	06/25/2014	06/25/2014	BCI Richfield, 4055 Highlander Parkway Richfield, OH 44286	05/13/2014	06/25/2014	4.00	
ODPS Accomplishments 2013 - 2014	08/01/2014	N/A	Online	08/01/2014	08/09/2014	0.50	
Combined Charitable Campaign 2014 Video	09/03/2014	N/A	Online	09/05/2014	09/15/2014	0.50	
Below 100	09/09/2014	09/09/2014	Ohio Technical College, 1374 East 51st Street, Cleveland, OH 44103	08/14/2014	09/09/2014	4.00	
Civil Disturbance (CD) Fall Training	09/16/2014	09/16/2014	Youngstown Pistol and Rifle Club, 8920 Shaffer Road North, Jackson, OH 44451	07/15/2014	09/16/2014	8.00	
Advanced FAST	09/22/2014	09/26/2014	OSHP Academy			40.00	Student
Firearms, Arrest, and Self-Defense (ADVANCED CLASS)	09/22/2014	09/26/2014	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/02/2014	09/26/2014	40.00	
Advanced Trooper Tactical Training	10/01/2014	10/01/2014	Margaret Park Elementary School, 1413 Manchester Road, Akron, OH 44314	07/28/2014	10/01/2014	4.00	
Contributing to a Safer Ohio - December 2014	12/18/2014	N/A	Online	12/18/2014	12/18/2014	0.50	
Contributing to a Safer Ohio - July 2015	12/18/2014	12/18/2017	Online	07/13/2015	11/12/2016	0.50	
Contributing to a Safer Ohio - March 2015	12/18/2014	12/18/2017	Online	04/10/2015	10/18/2016	0.50	
Ohio Ethics Law: Promoting Integrity in Public Service 2015	01/01/2015	01/31/2016	Online	03/25/2015	07/13/2015	1.00	

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Criminal Patrol - Drug Interdiction	02/24/2015	02/25/2015	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/02/2015	02/25/2015	16.00	
OSHP SWORN IN-SERVICE TRAINING	04/14/2015	04/14/2015	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/09/2015	04/14/2015	16.00	
Individualized Training	05/12/2015	05/12/2015	OPOTA Driving Track, State Route 42 SW, London, OH 43140	04/21/2015	05/12/2015	2.00	
Fire Extinguishers at Work	06/08/2015	10/09/2018	Online	06/22/2015	07/13/2015	0.50	
Shake & Bake Clandestine Lab	06/08/2015	04/02/2020	Online	06/08/2015	02/14/2017	0.50	
ESMD	06/23/2015	06/23/2015	Canton Post			4.00	Student
2015 ODPS Mid-Year Accomplishments	07/01/2015	12/18/2017	Online	07/07/2015	07/13/2015	0.50	
2016 Director's Mid-Year Video	07/01/2015	12/18/2017	Online	07/05/2016	11/12/2016	0.50	
2015 Director's Year-End Video	09/14/2015	12/18/2017	Online	12/30/2015	01/04/2016	0.50	
Contributing to a Safer Ohio - September 2015	09/14/2015	12/18/2017	Online	10/02/2015	11/12/2016	0.50	
Contributing to a Safer Ohio: Oct - Dec 2015 "While you were sleeping" Edition	09/14/2015	12/18/2017	Online	01/19/2016	11/12/2016	0.50	
Civil Disturbance (CD) Fall Training	09/18/2015	09/18/2015	Cleveland PD Gun Range, 3666 West 58th Street, Cleveland, OH 44102	07/06/2015	09/18/2015	8.00	
Voice over Internet Protocol (VoIP)	01/01/2016	01/31/2018	Online	06/13/2016	10/10/2016	1.00	
OSP-INTERFRESH	01/20/2016	01/20/2016	Canton Post			4.00	Student
Civil Disturbance Readiness Training	02/17/2016	02/17/2016	Ohio National Guard, 4303 Green Road, Cleveland, OH 44128	01/05/2016	02/17/2016	1.00	

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Civil Disturbance (CD) Spring Training	04/05/2016	04/05/2016	Summit County Sheriff's Office Training Academy, 2825 Greensburg Road, North Canton, OH 44720	02/09/2016	04/05/2016	8.00	
Contributing to a Safer Ohio: April - June 2016	04/08/2016	12/18/2017	Online	07/05/2016	11/12/2016	0.50	
Contributing to a Safer Ohio: January - March 2016	04/08/2016	12/18/2017	Online	04/14/2016	11/12/2016	0.50	
Career Fair	04/13/2016	04/13/2016	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/29/2016	04/13/2016	1.00	
Ohio Ethics Law: Cultivating Good Governance	04/25/2016	08/16/2017	Online	04/25/2016	11/25/2016	1.00	
NARCAN (Naloxone Hydrochloride)	05/04/2016	02/17/2017	Online	05/05/2016	11/12/2016	0.50	
Troopers In-Service	05/09/2016	05/10/2016	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	11/24/2015	05/10/2016	16.00	
CPR Video	05/23/2016	12/18/2018	Online	05/25/2016	10/10/2016	0.50	
ESMD	06/15/2016	06/15/2016	Canton Post			4.00	Student
PremierOne Mobile Training	06/27/2016	06/27/2016	Canton Patrol Post, 4710 Shuffel Road, North Canton, OH 44720	06/27/2016	06/27/2016	3.00	
OSP Policy 203.20 Response to Resistance Quiz	08/25/2016	01/23/2017	Online	08/29/2016	11/12/2016	0.50	
House Bill 110 Update	09/09/2016	11/01/2019	Online	09/09/2016	10/10/2016	0.50	
Colonel's Quarterly Video	09/28/2016	12/18/2018	Online	09/28/2016	10/10/2016	0.50	
Intentional Contact Video	10/17/2016	11/12/2019	Online	10/18/2016	10/18/2016	0.50	
Ohio Deferred Comp. - Professor Penny Discusses Required Minimum Distributions	11/08/2016	12/18/2018	Online	11/09/2016	11/12/2016	0.50	
Colonel Pride's Holiday Message - 2016	12/19/2016	12/18/2018	Online	12/19/2016	12/20/2016	0.05	
CALEA New Hire Video	01/01/2017	11/01/2019	Online	02/07/2017	02/14/2017	0.50	
CPR Video	01/01/2017	01/31/2018	Online	02/02/2017	02/14/2017	0.50	

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2016 Directors Year End Video	01/03/2017	12/18/2017	Online	01/03/2017	01/09/2017	0.50	
OHLEG Training Materials and Video	01/11/2017	12/31/2017	Online	01/26/2017	01/28/2017	0.50	
NARCAN (Naloxone Hydrochloride)	02/06/2017	01/31/2018	Online	02/06/2017	02/14/2017	0.50	
Ohio Ethics Law: It's Everyone's Business!	02/10/2017	01/31/2018	Online	05/10/2017	11/13/2017	1.00	
Surviving an Active Aggressor/Threat	03/01/2017	09/06/2018	Online	03/06/2017	03/06/2017	1.00	
OSHP SWORN IN-SERVICE TRAINING	04/11/2017	04/12/2017	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/13/2017	04/12/2017	16.00	
Continuing Professional Training	05/01/2017	05/01/2017	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	04/24/2017	05/01/2017	4.00	
OSP Policy 203.20 Response to Resistance Quiz	08/29/2017	12/21/2018	Online	08/31/2017	05/10/2018	0.50	
Milestone Promotional Process 2017 Update	11/13/2017	10/19/2020	Online	11/14/2017	03/08/2018	0.50	
2017 DPS Year-End Video	12/28/2017	12/31/2018	Online	12/28/2017	03/08/2018	1.00	
Contributing to a Safer Ohio - 4th Quarter 2017	12/28/2017	12/31/2018	Online	12/29/2017	03/08/2018	1.00	
NARCAN (Naloxone Hydrochloride)	01/01/2018	01/01/2019	Online	01/03/2018	07/30/2018	0.50	
CPR Online Review	01/03/2018	11/12/2019	Online	01/03/2018	11/12/2019	0.50	
OHLEG Security Update (2018)	01/03/2018	07/31/2019	Online	01/09/2018	05/10/2018	0.50	
SOF Tactical Tourniquet Training	01/05/2018	11/12/2019	Online	01/05/2018	03/08/2018	0.50	
MFF - Cincinnati Police Department	02/23/2018	02/23/2018	Cincinnati Police Department Range, 10139 Spartan Drive, Cincinnati, OH 45215	02/14/2018	02/23/2018	8.00	
OSHP HPFP UPDATE	03/06/2018	03/20/2020	Online	03/06/2018	03/08/2018	0.50	
Ohio Ethics Law: Upholding Trust in Government	03/20/2018	01/31/2019	Online	08/14/2018	08/22/2018	1.00	

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Criminal Patrol - Drug Interdiction	03/28/2018	03/29/2018	University of Akron, Polymer Engineering Academic Center, Aggarwal Lecture Hall (Room 130), 250 S. Forge Street, Akron, OH 44325	01/29/2018	03/29/2018	16.00	
2018 Sworn In-Service Training	04/10/2018	04/10/2018	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/02/2018	04/10/2018	7.00	
MFF Less Lethal Grenadier Recertification Course	04/20/2018	04/20/2018	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	03/09/2018	04/20/2018	4.00	
HyFin Chest Seals and IFAK First Aid Kits	04/30/2018	11/12/2019	Online	05/14/2018	05/14/2018	0.50	
Civil Disturbance (CD) Spring Training	05/08/2018	05/08/2018	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	02/08/2018	05/08/2018	8.00	
Mobile Field Force In-Service Training	06/11/2018	06/12/2018	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	05/30/2018	06/12/2018	16.00	
SMD Annual Training Video - LIDAR	06/11/2018	04/30/2019	Online	06/11/2018	07/30/2018	0.50	
SMD Annual Training Video - RADAR	06/11/2018	04/30/2019	Online	06/11/2018	07/30/2018	0.50	
Autonomous Vehicle Awareness	07/16/2018	03/14/2020	Online	07/16/2018	07/30/2018	0.50	
2018 Directors Accomplishments Video	08/15/2018	08/29/2019	Online	08/15/2018	08/16/2018	1.00	
Contributing to a Safer Ohio - 2nd Quarter 2018	08/15/2018	01/31/2019	Online	08/21/2018	08/21/2018	1.00	
Cyber Security Awareness Training	08/15/2018	01/01/2019	Online	10/11/2018	10/24/2018	1.00	
Mobile Field Force Regional Training	09/14/2018	09/14/2018	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	06/08/2018	09/14/2018	6.00	

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Risk Management Training	10/25/2018	10/25/2018	Belmont County EMA, 68329 Bannock Road, St. Clairsville, OH 43950	07/19/2018	10/25/2018	4.00	
Hypothermia Training Video	10/31/2018	03/16/2020	Online	10/31/2018	11/21/2018	0.50	
Contributing to a Safer Ohio - 3rd Quarter 2018	11/09/2018	12/31/2019	Online	11/19/2018	11/21/2018	1.00	
Statewide Terrorism Analysis & Crime Center Website	11/19/2018	01/31/2020	Online	11/19/2018	11/21/2018	0.50	
Suicide Prevention Resources	11/28/2018	01/31/2020	Online	11/28/2018	11/30/2018	0.50	
2018 Cryptocurrency Training	12/03/2018	03/14/2020	Online	12/03/2018	12/05/2018	0.50	
Mobile Field Force Regional Training	12/05/2018	12/05/2018	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	10/12/2018	12/05/2018	6.00	
CPR Online Review	01/02/2019	01/01/2020	Online	01/03/2019	12/19/2019	0.50	
NARCAN (Naloxone Hydrochloride)	01/02/2019	01/01/2020	Online	01/03/2019	01/11/2019	0.50	
Ohio Medical Marijuana Control Program	01/02/2019	03/14/2020	Online	01/03/2019	01/11/2019	0.50	
HyFin Chest Seals and IFAK First Aid Kits	02/01/2019	02/02/2020	Online	02/12/2019	03/15/2019	0.50	
MFF Less Lethal Grenadier Re-certification Course	03/04/2019	03/04/2019	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	01/09/2019	03/04/2019	4.00	
Crucial Conversations	03/12/2019	03/12/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/28/2019	03/12/2019	4.00	
Ohio Ethics Law: Good Government in Action	03/20/2019	01/08/2020	Online	04/09/2019	04/26/2019	1.00	
Level One - Public Order Training	03/25/2019	03/28/2019	Ohio Fire Academy, 8895 East Main Street, Reynoldsburg, OH 43068	01/09/2019	03/28/2019	24.00	
Individualized Training	04/17/2019	04/17/2019	OSHP Academy			3.00	Student

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Phishing Decision Tree Video	04/17/2019	01/31/2020	Online	04/23/2019	05/03/2019	1.00	
Responding to Conflict	04/17/2019	04/17/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/08/2019	04/17/2019	4.00	
Ohio Communication Disability Law Enforcement Training Video	05/01/2019	05/01/2020	Online	05/01/2019	05/03/2019	0.50	
Civil Disturbance (CD) Spring Training	05/06/2019	05/06/2019	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	02/27/2019	05/06/2019	8.00	
Off Duty Carry	05/10/2019	05/10/2020	Online	05/10/2019	04/30/2020	0.50	
SMD Annual Training Video - LIDAR	05/10/2019	04/30/2020	Online	05/10/2019	06/06/2019	0.50	
SMD Annual Training Video - RADAR	05/10/2019	04/30/2020	Online	05/10/2019	06/06/2019	0.50	
Mobile Field Force Regional Training	05/15/2019	05/15/2019	Ohio National Guard Armory, 5999 West Airport Drive, North Canton, OH 44720	04/16/2019	05/15/2019	6.00	
Heat-Related Illnesses	05/23/2019	05/25/2020	Online	05/23/2019	05/23/2019	0.50	
Retirement Readiness - 5 Year Program	06/19/2019	06/19/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	04/30/2019	06/19/2019	1.00	
2019 Weapons Transition Course	06/25/2019	06/25/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/04/2019	06/25/2019	9.00	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	07/09/2019	03/14/2020	Online	07/09/2019	07/10/2019	1.00	
Cyber Security Awareness Training: Creating Strong Passwords	09/01/2019	01/31/2020	Online	10/24/2019	12/05/2019	1.00	
Cyber Security Awareness Training: Protecting Privacy	09/01/2019	01/31/2020	Online	10/24/2019	12/05/2019	1.00	
Cyber Security Awareness Training: Social Engineering Red Flags	09/01/2019	01/31/2020	Online	10/24/2019	12/25/2019	1.00	
2019 Colonel's Video Series	09/26/2019	03/14/2020	Online	09/26/2019	10/10/2019	0.50	

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2019 Diversity Training	10/03/2019	10/03/2019	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	10/07/2019	10/03/2019	8.00	
2019 Sworn In-Service Training	10/08/2019	10/08/2019	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/28/2019	10/08/2019	7.00	
Hypothermia Training Video	10/08/2019	03/14/2020	Online	10/08/2019	10/10/2019	0.50	
All Hazards and Incident Command	10/16/2019	10/31/2020	Online	10/16/2019	10/21/2019	0.50	
2019 Colonel's Second Video	10/18/2019	03/14/2020	Online	10/18/2019	10/21/2019	0.50	
Mobile Field Force Regional Training	10/22/2019	10/22/2019	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, Ohio 44266	08/21/2019	10/22/2019	6.00	
Responding to Domestic Violence in the Workplace - As an Employee	10/29/2019	04/24/2020	Online	11/05/2019	11/27/2019	1.00	
2019 Colonel's Third Video	11/25/2019	03/14/2020	Online	11/25/2019	11/26/2019	0.50	
Mental Health Training Video	12/13/2019	10/01/2020	Online	12/13/2019	12/25/2019	0.50	
Precision Immobilization Training	12/18/2019	12/18/2019	OPOTA Driving Track, State Route 42 SW, London, OH 43140	12/13/2019	12/18/2019	8.00	
CPR Online Review	01/02/2020	12/11/2020	Online	01/02/2020	01/03/2020	0.50	
NARCAN (Naloxone Hydrochloride)	01/02/2020	11/30/2020	Online	01/02/2020	01/03/2020	0.50	
HyFin Chest Seals and IFAK First Aid Kits	02/07/2020	11/30/2020	Online	02/07/2020	02/22/2020	0.50	
Ohio Ethics Law 20/20 Part Four: Sales to Public Agencies and Post-Employment	02/07/2020	01/31/2021	Online	02/25/2020	11/09/2020	0.25	
Ohio Ethics Law 20/20 Part One: Conflicts of Interest	02/07/2020	01/31/2021	Online	02/25/2020	10/30/2020	0.25	
Ohio Ethics Law 20/20 Part Three: Public Contracts and Nepotism	02/07/2020	01/31/2021	Online	02/25/2020	11/09/2020	0.25	
Ohio Ethics Law 20/20 Part Two: Gifts	02/07/2020	01/31/2021	Online	02/25/2020	11/09/2020	0.25	

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SOF Tactical Tourniquet Training	02/07/2020	02/01/2021	Online	02/07/2020	02/22/2020	0.05	
Individualized Training	02/10/2020	02/10/2020					Student
2020 Sworn In-Service Training	02/18/2020	02/18/2020	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	12/13/2019	02/18/2020	8.00	
MFF Less Lethal Grenadier Re-certification Course	03/10/2020	03/10/2020	Orient Corrections Training Academy, 11781 State Route 762, Orient, OH 43146	01/27/2020	03/10/2020	4.00	
Colonel Fambro COVID-19 Resilience Video	03/17/2020	02/05/2021	Online	03/17/2020	03/28/2020	0.50	
Mobile Field Force Training	03/19/2020	03/19/2020	Camp James A. Garfield Joint Military Training Center, 8451 SR 5, Ravenna, OH 44266	02/12/2020	03/19/2020	16.00	
Colonel Fambro COVID-19 - Communication	03/25/2020	02/05/2021	Online	03/25/2020	03/28/2020	0.50	
Colonel Fambro COVID-19 - Community Involvement	04/01/2020	02/05/2021	Online	04/01/2020	04/03/2020	0.50	
Colonel Fambro - COVID-19 National Communicators Week Video	04/09/2020	02/05/2021	Online	04/09/2020	04/10/2020	0.50	
Microsoft Teams - Getting Started	04/09/2020	01/31/2021	Online	11/06/2020	11/09/2020	1.00	
All Hazards and Incident Command	04/15/2020	02/05/2021	Online	04/15/2020	05/07/2020	0.50	
Colonel Fambro COVID-19 - Continuing the Mission Video	04/16/2020	02/05/2021	Online	04/16/2020	04/17/2020	0.50	
Colonel Fambro COVID-19 - Embracing Change	04/23/2020	02/05/2021	Online	04/23/2020	04/26/2020	0.50	
Colonel Fambro COVID-19 - Showing Appreciation	04/29/2020	02/05/2021	Online	04/29/2020	04/30/2020	0.50	
SMD Annual Training Video - LIDAR	05/01/2020	02/08/2021	Online	05/01/2020	06/17/2020	0.50	
SMD Annual Training Video - RADAR	05/01/2020	02/08/2021	Online	05/01/2020	06/16/2020	0.50	
Colonel Fambro COVID-19 - Transitioning and Moving Forward	05/06/2020	02/05/2021	Online	05/06/2020	05/06/2020	0.50	
2020 Ohio State Highway Patrol Memorial Video	05/07/2020	02/05/2021	Online	05/07/2020	05/07/2020	0.50	

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Colonel Fambro COVID-19 - Remembering Fallen Heroes	05/13/2020	02/05/2021	Online	05/13/2020	05/14/2020	0.50	
Colonel Fambro COVID-19 - Moving Forward	05/20/2020	02/05/2021	Online	05/20/2020	05/20/2020	0.50	
2020 CD Online Training	05/21/2020	10/21/2021	Online	09/09/2020	10/03/2020	0.50	
DPS Responsible RestartOhio In-Office Protocols	05/21/2020	12/31/2020	Online	05/26/2020	10/03/2020	1.00	
Colonel Fambro COVID-19 - Memorial Day Weekend	05/27/2020	02/05/2021	Online	05/27/2020	05/29/2020	0.50	
Colonel Fambro - May Our Most Sincere Intentions Be Reflective In Our Work	06/03/2020	02/05/2021	Online	06/03/2020	06/04/2020	0.50	
Heat-Related Illnesses	06/03/2020	11/30/2020	Online	06/03/2020	06/04/2020	0.50	
Risk Management Training Quiz - 2020	06/11/2020	10/21/2021	Online	06/12/2020	06/16/2020	1.00	
Colonel Fambro - Retirees, Diversity and Moving Forward	06/17/2020	02/05/2021	Online	06/17/2020	06/17/2020	0.50	
Colonel Fambro - Placing Mental and Physical Health at the Forefront	07/08/2020	02/05/2021	Online	07/08/2020	07/08/2020	0.50	
Colonel Fambro: COVID-19 - Diversification and Core Mission Video	07/30/2020	02/05/2021	Online	07/30/2020	10/03/2020	0.50	
2020 Civil Disturbance (CD) Fall Training	10/05/2020	10/05/2020	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/12/2020	10/05/2020	4.00	
Hypothermia Training Video	10/08/2020	02/08/2021	Online	10/13/2020	10/14/2020	0.50	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	10/08/2020	01/18/2021	Online	10/08/2020	10/14/2020	1.00	
Colonel Fambro - We Are In This Together	10/09/2020	02/05/2021	Online	10/09/2020	10/14/2020	0.50	
2020 Diversity Segment One	10/26/2020	01/15/2022	Online	10/26/2020	10/30/2020	0.67	
Crisis Intervention Team (CIT) Familiarization Training	10/26/2020	10/27/2020	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/27/2020	10/27/2020	16.00	
Diversity Training Quiz 1 - 2020	10/26/2020	10/21/2021	Online	10/26/2020	10/30/2020	0.08	
SOF Tactical Tourniquet Training	10/27/2020	10/26/2020	Online	02/05/2019	02/07/2019	0.50	

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Mental Health Training Video	10/29/2020	10/19/2020	Online	10/29/2020	10/30/2020	0.50	
2020 Diversity Segment Two	12/02/2020	01/15/2022	Online	12/02/2020	12/02/2020	0.50	
Police Legitimacy and the Community Bank Account Quiz - 2020	12/02/2020	10/21/2021	Online	12/02/2020	12/02/2020	1.00	
2020 Diversity Segment Three	12/15/2020	01/15/2022	Online	12/23/2020	12/24/2020	0.50	
OSP Technical Writing	12/18/2020	12/18/2020	Microsoft Teams	10/22/2020	12/18/2020	4.00	
Colonel Fambro - Showcasing Our Work	12/23/2020	01/31/2021	Online	12/23/2020	12/23/2020	0.50	
Bloodborne Pathogens Training	12/28/2020	04/28/2021	Online	12/29/2020	03/31/2021	0.50	
CPR Online Review	01/04/2021	01/15/2022	Online	01/04/2021	03/30/2021	0.50	
NARCAN (Naloxone Hydrochloride)	01/04/2021	10/21/2021	Online	01/04/2021	03/31/2021	0.50	
OSP 203-20 - Response to Resistance	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50	
OSP 902.04 - Officer Safety and Deadly Errors	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50	
Taser CEW Annual Conducted Energy Weapon User Update	02/01/2021	09/30/2022	Online	02/01/2021	03/30/2021	0.50	
Career Exploration & Professional Development - Online	02/04/2021	01/31/2022	Online	03/15/2021	12/02/2021	1.00	
HyFin Chest Seals and IFAK First Aid Kits	02/08/2021	01/15/2022	Online	02/08/2021	03/31/2021	0.50	
SOF Tactical Tourniquet Training	02/08/2021	10/21/2021	Online	02/08/2021	03/31/2021	0.05	
2020 Leadership Awards Recognition	03/12/2021	07/12/2021	Online	03/12/2021	03/30/2021	0.50	
Handgun Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/30/2021	0.50	
Rifle Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/30/2021	0.50	
Shotgun Care and Maintenance	03/16/2021	04/07/2022	Online	03/16/2021	03/30/2021	0.50	
Qualities of Leadership	03/23/2021	03/23/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/23/2021	03/23/2021	7.00	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	03/26/2021	01/15/2022	Online	03/26/2021	03/30/2021	1.00	
HB1 Guidance - Restraints/Confinement of Pregnant Women	04/06/2021	03/31/2023	Online	04/06/2021	04/09/2021	0.50	

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Mobile Field Force LL In-Service 2021	04/06/2021	04/06/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/17/2021	04/06/2021	8.00	
Mobile Field Force In-Service 2021	04/07/2021	04/07/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/16/2021	04/07/2021	8.00	
COVID-19, Making an Informed Decision	04/11/2021	01/15/2022	Online	04/12/2021	04/13/2021	0.50	
Administrative Post Operations: An Interactive Course for Troopers Preparing for the OSP Assessment Center	04/15/2021	04/15/2021	Canton Patrol Post, 4710 Shuffel Road, North Canton, OH 44720	03/04/2021	04/15/2021	4.00	
Bloodborne Pathogens Training	05/03/2021	01/15/2022	Online	05/03/2021	05/05/2021	0.50	
Heat-Related Illnesses	05/03/2021	01/15/2022	Online	05/03/2021	05/05/2021	0.50	
SMD Annual Training Video - RADAR	05/03/2021	04/07/2022	Online	05/03/2021	06/03/2021	0.50	
Trooper to Sergeant Assessment Center	05/17/2021	05/20/2021	Ohio Department of Public Safety, Shipley Building, 1970 West Broad Street, Columbus, OH 43223	05/20/2021	05/20/2021	1.00	
Ohio's New Protection Order - Notice of Existence of Protection Order	05/25/2021	12/31/2022	Online	05/25/2021	06/03/2021	0.50	
Ohio's Protection Order - Post-Conviction No Contact Orders	05/25/2021	03/31/2023	Online	05/25/2021	06/03/2021	0.50	
2021 Sworn In-Service Training	06/07/2021	06/07/2021	Bucyrus DHQ, 3665 State Route 4, Bucyrus, OH 44820	04/13/2021	06/07/2021	8.00	
Roundtable Discussion Group	06/16/2021	06/16/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/07/2021	06/16/2021	4.00	
Response to Resistance Video Series - Wright v. Euclid	06/30/2021	01/15/2022	Online	06/30/2021	07/14/2021	0.50	
Cynicism	07/08/2021	07/08/2021	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/04/2021	07/08/2021	4.00	

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Showcasing our Ability to Adapt to Challenges and High Profile Circumstances	07/22/2021	01/15/2022	Online	07/22/2021	08/04/2021	0.50	
MFF - East Platoon	08/17/2021	08/17/2021	Ohio National Guard Camp Garfield, East Gate - 1438 State Route 534 SW, Newton Falls, OH 44444	07/29/2021	08/17/2021	6.00	
2021 Civil Disturbance Training	09/27/2021	09/27/2021	FOP RANGE, 11422 County Highway 451 (Happydale Rd.) Cambridge, OH 43725	08/09/2021	09/27/2021	8.00	
Hypothermia Training Video	09/30/2021	01/30/2022	Online	09/30/2021	11/11/2021	0.50	
Mental Health Training	09/30/2021	04/07/2022	Online	09/30/2021	11/11/2021	0.50	
Hear to Serve - Lieutenant Colonel M. K. Gaskill	10/01/2021	12/31/2022	Online	10/01/2021	11/11/2021	0.50	
We All Have A Date With This Virus	10/08/2021	03/11/2022	Online	10/08/2021	11/11/2021	0.50	
Public Safety Training Campus - Upgrades & Enhancements	10/12/2021	12/31/2021	Online	10/13/2021	11/11/2021	1.00	
ICAT: Integrating Communications, Assessment, and Tactics	10/19/2021	10/19/2021	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	09/16/2021	10/19/2021	0.00	
Hear to Serve - Mick Yinger	11/01/2021	12/31/2022	Online	11/01/2021	11/11/2021	0.50	
OhioHealth Answers Your COVID-19 Questions Part 2	11/08/2021	03/08/2022	Online	11/08/2021	11/11/2021	0.50	
Hear to Serve Podcast #3 - Denise Williams	12/01/2021	12/31/2022	Online	12/01/2021	12/02/2021	0.50	
Handle with Care: Summary	12/08/2021	12/31/2022	Online	12/20/2022	12/29/2022	1.00	
SB 33 - Refresher Training	12/29/2021	10/31/2023	Online	12/29/2021	12/30/2021	0.50	
CPR Online Review	01/03/2022	12/31/2022	Online	01/03/2022	01/06/2022	0.50	
NARCAN (Naloxone Hydrochloride)	01/03/2022	11/30/2022	Online	01/03/2022	01/06/2022	0.50	
Axon Body Camera Training	01/05/2022	02/01/2023	Online	01/05/2022	01/06/2022	0.50	

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Taser CEW Annual Conducted Energy Weapon User Update	01/21/2022	11/30/2022	Online	01/24/2022	01/27/2022	0.50	
AXON, TASER Energy Weapon Annual Operator Update - Feb. 2022	02/09/2022	03/31/2023	Online	02/09/2022	02/10/2022	0.50	
2022 Domestic Violence Legal Updates	02/17/2022	01/31/2023	Online	02/17/2022	07/22/2022	4.00	
Escape from Management Land	02/17/2022	02/17/2022	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	12/27/2021	02/17/2022	4.00	
MAT - Trauma Video #1	02/24/2022	02/01/2023	Online	02/24/2022	02/25/2022	0.50	
SMD Annual Training Video - LIDAR	03/07/2022	04/07/2022	Online	05/03/2021	06/03/2021	0.50	
Hear to Serve Podcast #4 - Tricia Knoles	03/08/2022	02/01/2023	Online	03/08/2022	06/26/2022	0.50	
Mobile Field Force - East Platoon Civil Disturbance Training	03/15/2022	03/15/2022	SRT Range,11271 State Route 762, Orient, OH 43146	01/19/2022	03/15/2022	8.00	
Impact 22 Crisis Communications Strategy	03/22/2022	11/30/2022	Online	03/22/2022	06/26/2022	0.50	
All Hazards and Incident Command	04/05/2022	12/31/2022	Online	04/05/2022	06/26/2022	0.50	
OSP-203.20, Response to Resistance and OSP-203.20-002, Motor Vehicle and Foot Pursuits	04/13/2022	01/31/2023	Online	04/13/2022	06/26/2022	1.00	
2022 Sworn In-Service Training	04/21/2022	04/22/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/21/2021	04/22/2022	16.00	
MAT - Trauma Video #2	04/25/2022	06/30/2023	Online	04/25/2022	07/23/2022	0.50	
SMD Annual Training Video - LIDAR	05/05/2022	03/31/2023	Online	05/05/2022	06/26/2022	0.50	
SMD Annual Training Video - RADAR	05/05/2022	03/31/2023	Online	05/05/2022	06/26/2022	0.50	
MAT - Trauma Video #3	05/26/2022	06/30/2023	Online	05/26/2022	07/23/2022	0.50	
Bloodborne Pathogens Training	06/07/2022	12/10/2022	Online	06/07/2022	06/26/2022	0.50	
MAT - Trauma Video #4	06/07/2022	12/31/2022	Online	06/07/2022	06/26/2022	0.50	
Ohio Firearms Carry Training (2022)	06/16/2022	06/30/2023	Online	06/16/2022	06/26/2022	0.50	
Roll Call Training July 2022	06/30/2022	02/01/2023	Online	06/30/2022	07/23/2022	0.10	

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Search & Seizure Annual Quiz for All Sworn (OSHP and PO)	07/14/2022	03/15/2023	Online	08/09/2022	08/28/2022	1.00	
Mobile Field Force LL In-Service 2022	07/15/2022	07/15/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/10/2022	07/15/2022	8.00	
Mobile Field Force In-Service 2022	07/16/2022	07/16/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	06/10/2022	07/16/2022	8.00	
MAT - FULL Trauma Video #5	08/10/2022	03/15/2023	Online	08/10/2022	08/11/2022	0.50	
Colonel Jones' Message	08/16/2022	12/31/2022	Online	08/16/2022	08/17/2022	0.50	
Rile Operators Course 2022	08/18/2022	08/19/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	08/09/2022	08/19/2022	16.00	
2022 Weapons Transition Course	08/19/2022	08/19/2022	OSHP Academy			8.00	Student
Roll Call Training December 2022	10/04/2022	03/15/2023	Online	10/04/2022	12/15/2022	0.10	
Roll Call Training November 2022	10/04/2022	03/15/2023	Online	10/04/2022	12/15/2022	0.10	
Roll Call Training October 2022	10/04/2022	03/15/2023	Online	10/04/2022	10/07/2022	0.10	
Cultural Awareness & Respect Education/Stress First Aid/In-Service CPT 2022	10/20/2022	10/20/2022	Southeastern Equipment Training Facility 11406 Old National Road Cambridge, OH, 43725	09/13/2022	10/20/2022	8.00	
Embodying Service with a Purpose on the Patrol's 89th Birthday	11/15/2022	12/31/2022	Online	11/15/2022	12/15/2022	0.50	
Mobile Field Force Quarterly Training	11/21/2022	11/21/2022	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	10/14/2022	11/21/2022	6.00	
Roll Call Training - Mental Health January 2023	11/28/2022	12/31/2023	Online	01/06/2023	01/12/2023	0.50	
Holiday Message from Colonel Jones	12/22/2022	01/31/2023	Online	12/22/2022	12/29/2022	0.50	
All Hazards and Incident Command	01/04/2023	12/31/2023	Online	04/25/2023	05/10/2023	0.50	

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NARCAN (Naloxone Hydrochloride)	01/13/2023	12/26/2023	Online	01/13/2023	01/13/2023	0.50	
Taser 7 Transition Presentation	01/13/2023	10/31/2023	Online	01/13/2023	01/18/2023	0.50	
Roll Call Training - Mental Health February 2023	02/01/2023	12/31/2023	Online	02/01/2023	02/19/2023	0.50	
TASER 7 Transition	02/09/2023	02/09/2023	Cambridge DHQ, 7051 Glenn Highway Road, Cambridge, OH 43725	02/08/2023	02/09/2023	7.00	
Securing Ohio 2022-23 Training	02/28/2023	04/21/2023	Online	02/28/2023	04/04/2023	1.67	
The Ohio Ethics Law 2023: Following the Right Path	03/01/2023	12/31/2023	Online	03/01/2023	03/20/2023	1.00	
Roll Call Training - Mental Health March 2023	03/02/2023	12/31/2023	Online	03/02/2023	03/20/2023	0.50	
Ohio's New Distracted Driving Law: What You Need to Know	03/19/2023	10/31/2023	Online	03/20/2023	03/20/2023	0.17	
State of Patrol Address	04/03/2023	10/31/2023	Online	04/04/2023	04/04/2023	1.00	
Mid-Ohio Advanced Emergency Vehicle Operations Training	04/11/2023	04/11/2023	Mid-OH Sports Car Course, 7721 Steam Corners Road, Lexington, OH 44904	02/09/2023	04/11/2023	6.00	
Sport Utility Vehicle Familiarization Course	04/11/2023	04/11/2023	OPOTA Driving Track, 1960 U.S. State Route 42 SW, London, OH 43140	04/11/2023	04/11/2023	4.00	
Hear to Serve Podcast #5	04/20/2023	12/31/2023	Online	04/20/2023	05/09/2023	0.50	
Roll Call Training - Mental Health April 2023	04/26/2023	12/31/2023	Online	04/26/2023	05/09/2023	0.50	
OSP Generational Leadership	05/04/2023	05/04/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	03/13/2023	05/04/2023	4.00	
CPR Annual Online Review	05/08/2023	12/31/2023	Online	05/08/2023	05/09/2023	0.50	
EEO Awareness and Sexual Harassment Prevention - 2023	05/09/2023	06/30/2023	Online	05/09/2023	05/09/2023	0.50	
Roll Call Training - Mental Health May 2023	05/16/2023	12/31/2023	Online	05/16/2023	06/12/2023	0.50	
SMD Annual Training Video - LIDAR	05/17/2023	11/17/2023	Online	05/17/2023	06/12/2023	0.50	

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SMD Annual Training Video - RADAR	05/17/2023	11/17/2023	Online	05/17/2023	06/12/2023	0.50	
Heat-Related Illnesses	05/30/2023	11/30/2023	Online	05/30/2023	06/12/2023	0.50	
Senate Bill 288 and Sub House Bill 343 - 2023 Legal Updates	06/12/2023	12/31/2023	Online	06/23/2023	07/07/2023	0.50	
Mobile Field Force In-Service 2023	06/14/2023	06/15/2023	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	04/14/2023	06/15/2023	16.00	
Roll Call Training - Mental Health June 2023	06/22/2023	12/31/2023	Online	06/22/2023	07/06/2023	0.50	
Sworn In-Service Active Aggressor Training 23CPT400	06/22/2023	06/22/2023	Pike Elementary, 4533 Peters Creek Road, Cambridge, OH 43725	05/11/2023	06/22/2023	8.00	
Securing Ohio 2023-24	08/18/2023	10/27/2023	Online	08/18/2023	08/21/2023	1.00	
Roll Call Training - Mental Health August 2023	08/25/2023	12/31/2023	Online	08/25/2023	10/24/2023	0.50	
Hypothermia Training Video	10/05/2023	12/31/2023	Online	10/05/2023	10/24/2023	0.50	
Roll Call Training - Mental Health October 2023	10/11/2023	12/31/2023	Online	10/11/2023	10/24/2023	0.50	
Colonel Jones October 2023 Video Message: We Are All Recruiters	10/16/2023	12/31/2023	Online	10/16/2023	10/24/2023	0.50	
Sworn In-Service CARE and Officer Wellness Training 2023CPT752	11/09/2023	11/09/2023	Southeastern Equipment Training Facility 11406 Old National Road Cambridge, OH, 43725	11/01/2023	11/09/2023	8.00	
Recreational Use of Marijuana in Ohio	12/06/2023	12/31/2024	Online	12/06/2023	12/07/2023	1.00	
2023 Durango Training	12/11/2023	12/31/2024	Online	12/11/2023	12/11/2023	0.50	
2023 Colonel Jones Holiday Message	12/21/2023	01/31/2024	Online	12/21/2023	12/26/2023	0.50	
Mental Health Training	12/22/2023	01/31/2024	Online	12/22/2023	12/26/2023	0.50	
All Hazards and Incident Command	01/01/2024	12/31/2024	Online	04/09/2024	05/02/2024	0.50	
CPR Annual Online Review	01/01/2024	07/01/2024	Online	01/24/2024	01/30/2024	0.50	
NARCAN (Naloxone Hydrochloride)	01/01/2024	07/01/2024	Online	01/24/2024	01/29/2024	0.50	

<u>Course Title</u>	<u>Start Date</u>	<u>End Date</u>	<u>Course Location</u>	<u>Enroll Date</u>	<u>Completion Date</u>	<u>Training Hours</u>	<u>Instructor OR Student</u>
January 2024 Colonel Jones Message	01/08/2024	06/08/2024	Online	01/08/2024	01/08/2024	0.50	
Weapons Qualification	01/17/2024	01/17/2024	Cambridge DHQ				Student
Utilizing DREs	01/19/2024	12/31/2024	Online	01/19/2024	01/19/2024	0.50	
Body Language and De-Escalation	01/24/2024	01/24/2024	OSHP Academy			3.00	Student
Criminal Intelligence - 23CPT198	01/24/2024	01/24/2024	OSHP Academy			1.00	Student
First Amendment Online Training Video	01/29/2024	12/31/2024	Online	01/29/2024	01/30/2024	0.15	
2023 Legal Updates - 23CPT181 Arrest, Search and Seizure - 23CPT182 Human Trafficking - 23CPT225	02/01/2024	12/31/2024	Online	02/01/2024	02/02/2024	9.00	
2024 Mentorship Training	02/15/2024	02/15/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	02/05/2024	02/15/2024	8.00	
OSP Policy 203.20 Response Resistance-203.20-002 Motor Vehicle and Foot Pursuits	03/15/2024	09/15/2024	Online	03/15/2024	05/02/2024	0.50	
Hearing the Silent 88	03/19/2024	03/19/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/27/2023	03/19/2024	4.00	
TASER 2024 Annual Update Training	03/21/2024	12/31/2024	Online	03/21/2024	05/02/2024	0.50	
HyFin Chest Seals and IFAK First Aid Kits	04/09/2024	10/09/2024	Online	04/09/2024	05/02/2024	0.50	
Mobile Field Force Quarterly Training	04/09/2024	04/09/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	12/27/2023	04/09/2024	8.00	
2024 Troopers and PO's Sworn In-Service Training	04/17/2024	04/19/2024	OSHP Academy, 740 East 17th Avenue, Columbus, OH 43211	01/04/2024	04/19/2024	22.00	
NIBIN Overview 24CPT2024NO	04/30/2024	07/31/2024	Online	05/01/2024	05/02/2024	1.00	



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

██████████ Ohio State Highway Patrol, ID: ██████████

Appointment History*

Agency	Employee Status	Start Date	End Date	Separation Reason
Ohio State Highway Patrol	Full-time	4/5/2013		
Massillon Police Department	Full-time	4/1/2008	11/6/2012	

Basic Academy Records

School Number	School	Start Date	End Date	Exam Date	Certificate Number	Certificate Date	Appointed By	Appointed Date
OSP-154	Ohio State Highway Patrol - Troopers	11/7/2012	4/5/2013		██████████	4/5/2013	Ohio State Highway Patrol	4/5/2013
BAS07-067	Stark State College	8/13/2007	3/8/2008	3/26/2008	██████████	4/1/2008	Massillon Police Department	4/1/2008

OPOTA Advanced Training Records**

Course Title	Start Date	End Date
Testifying In Court	11/18/2008	11/18/2008

LMS Training Records

Date Completed	Course Title	Officer Number	Officer
7/22/2022	Domestic Violence Legal Updates	██████	██████ ██████
9/6/2012	Awareness of Human Trafficking	██████	██████ ██████
8/6/2011	CODIS Arrestee and Convicted Offender DNA Collections	██████	██████ ██████
8/5/2011	Biological Evidence Collection and Retention	██████	██████ ██████
8/23/2010	Responding to Human Trafficking	██████	██████ ██████
12/3/2009	Street Cons	██████	██████ ██████
12/3/2009	Medical Fraud	██████	██████ ██████
8/2/2009	Domestic Violence Legal Updates: Ohio Stalking Laws	██████	██████ ██████
10/27/2008	Credit Card Fraud	██████	██████ ██████
10/18/2008	Terrorism Awareness	██████	██████ ██████
10/18/2008	Terrorism	██████	██████ ██████
10/14/2008	Criminal Gang Awareness	██████	██████ ██████
10/14/2008	Death Notification	██████	██████ ██████
10/12/2008	Bridging the Gap	██████	██████ ██████

Canine Training Records

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

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

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

DEPARTMENT RECORD



Employee Name [REDACTED]	Unit Number [REDACTED]	Hire Date 11/07/2012
Job Description [REDACTED]	Division OSP	Department D7 Post 79 New Philadelphia

[REDACTED]			
Case Summary			
On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving the complainant. (Bailey)			
Violation Code(s)			
<ul style="list-style-type: none"> 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer 			
Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-

INTER-OFFICE COMMUNICATION



Date June 27, 2019

File 2-ADM

To Major David A. Church Attention S/Lt. Chad A. Miller

From Sergeant David E. Bailey, Administrative Investigation Unit

Administrative Investigation # [REDACTED] ~ [REDACTED] [REDACTED] [REDACTED] Unit # [REDACTED]

Subject District 7, New Philadelphia Post 79

Background:

On June 3, 2019, Staff Lieutenant Anne R. Ralston informed me of several incidents which occurred at the New Philadelphia Post. On April 7 and May 7, 2019, [REDACTED] did not perform searches incident to arrest on three female OVI drivers who were arrested for OVI.

Due to [REDACTED] being enrolled in a Performance Improvement Plan (PIP), the New Philadelphia Post supervisors were required to monitor his traffic stop videos. During the video reviews, it was also discovered [REDACTED] did not clearly establish sufficient probable cause before he initiated several traffic stops on April 4, April 7, May 2, and May 10, 2019.

Investigative Action:

On June 17, 2019, I interviewed Lieutenant Mark A. Glennon as a witness to this administrative investigation. Prior to the interview, I showed Glennon the Inter-Office Communication (IOC) dated May 29, 2019 (**Attachment A**), the April 2019 video reviews for [REDACTED] (**Attachment B**), the May 2019 video reviews for [REDACTED] (**Attachment C**), the May 2018 Risk Assessment for Steubenville Post 41 (**Attachment D**), and the PIP for [REDACTED] (**Attachment E**). Glennon acknowledged he reviewed these items prior to the start of the interview.

Prior to the interview, Glennon and I watched the traffic stop video for April 4th at 2246 hours (**VIDEO 1**), the traffic stop video for April 7th at 0048 hours (**VIDEO 2**), the traffic stop video for April 7th at 0311 hours (**VIDEO 3**), the traffic stop video for May 2nd at 0120 hours (**VIDEO 4**), the traffic stop video for May 7th at 2251 hours (**VIDEO 5**), and the traffic stop video for May 10th at 2254 hours (**VIDEO 6**).

Glennon is currently serving as the New Philadelphia Post Commander, and has served in this capacity for approximately six years. He has been employed with the Division since May 1991.

Glennon said there have been some operational issues with [REDACTED] which have led to him being placed into a PIP. Specifically these issues centered around [REDACTED] not establishing sufficient probable cause prior to initiating traffic stops, and failing to perform searches incident to arrest on multiple occasions (**Attachment A**).

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

I asked Glennon if the April and May 2019 Video Reviews for [REDACTED] (**Attachments B and C**) have established sufficient concern to place [REDACTED] into another PIP once his current PIP is concluded, and he answered yes. I asked Glennon if [REDACTED] did not perform searches incident to arrest twice on April 7, and again on May 7, 2019 (**VIDEOS 2, 3, and 5**) and he said yes. I asked Glennon if [REDACTED] did not appear to establish sufficient probable cause prior to initiating traffic stops on April 4, April 7, May 2, and May 10, 2019 (**VIDEOS 1, 2, 4, and 6**), and he answered yes.

I asked Glennon if [REDACTED] was performing poor pat-downs and/or omitting the searches incident to arrest on the previously mentioned traffic stops, and he said yes. I asked if the issues involving poor or omitted searches were documented in May 2018, while [REDACTED] was working at the Steubenville Post, and he answered yes (**Attachment D**). Glennon explained [REDACTED] received a training IOC concerning the lack of a proper search due to the issues uncovered during the risk assessment. I asked if the lack of performing searches were previously documented, and he replied yes.

Glennon said [REDACTED] was enrolled in a PIP, which ended on May 24, 2019 (**Attachment E**). I asked him if [REDACTED] met all of the requirements of the PIP, and he said no. Glennon remarked [REDACTED] was tasked with gaining knowledge of the Ohio Revised Code with an emphasis on properly enforcing the law as part of the PIP. [REDACTED] scored a 74% on a traffic law quiz, and an 84% on the final test. Glennon felt [REDACTED] still needed to show improvement on his overall knowledge of the law, and the video reviews have shown [REDACTED] is still “demonstrating issues” with establishing probable cause as a basis to initiate traffic stops.

I asked Glennon if [REDACTED] was able to successfully complete the other portions of the PIP, and he stated, “Yes, he demonstrated that he was able to complete the PIP satisfactorily.” I asked if [REDACTED] will be enrolled in another PIP as a result of issues shown during the current PIP, and he replied yes. Glennon advised [REDACTED] has shown a need to improve his operations by increasing his knowledge of the law, and establishing sufficient probable cause prior to initiating traffic stops.

I asked Glennon if the PIP ending on May 24th indicated [REDACTED] needed to show improvement on performing proper searches incident to arrest, and he answered no. Glennon said this issue will be addressed in the upcoming PIP. I asked if the issues with searches will be implemented in the same PIP as the issues we discussed with [REDACTED] gaining knowledge of the law and establishing probable cause, and he replied yes. Glennon said once the new PIP begins, all of these issues will be addressed simultaneously.

I asked Glennon why the issues with searches and probable cause are required to wait for another PIP to begin, and he said he believed [REDACTED] could only be enrolled in one PIP at a time. He said he wanted to wait until the recently concluded PIP is signed and acknowledged before he started another one.

I asked Glennon to explain the circumstances of the April 4th traffic stop at 2246 hours (**VIDEO 1**). He advised [REDACTED] was behind the vehicle on Interstate 77, when the vehicle exited at State Route 39 and waited for the traffic light. The vehicle made a turn and stopped at another traffic light before turning left into the Speedway gas station. Glennon said [REDACTED] told the driver he did not stop at the stop bar at the exit ramp and State Route 39. I asked if this traffic violation was shown on the in-car camera, and he responded, “It doesn’t show him committing that violation, no. It shows him stopping at the stop bar.”

I asked Glennon if the stop bars are painted on roadways to keep motorists from pulling into intersections, and he replied yes. I asked if driving past the stop bar is a violation of the law, and he again answered yes. Glennon explained if a person was going to be stopped for this violation, it should be clearly visible. He said the violations of driving past stop bars, marked lanes, and crosswalks need to be established as clear violations, according to the local courts in Tuscarawas County. He added, "Just touching or being on it is not a violation in and of itself." I asked Glennon if it appeared the driver committed the stop line violation, and he answered no.

I asked Glennon to explain the circumstances of the April 7th traffic stop at 0048 hours (**VIDEO 2**). He said [REDACTED] was behind a vehicle going westbound on State Route 212 in Bolivar, Ohio. The vehicle came to a three way stop sign at a T-intersection, and the driver "clearly" stopped at the stop sign. He said [REDACTED] appeared to pull into the gas station as the vehicle was approaching the stop sign. [REDACTED] left the parking lot and followed the vehicle, and activated his overhead lights as the vehicle was turning right onto a side road. He remarked [REDACTED] told the female driver he was stopping her because she did not stop at the stop sign. I asked Glennon if the video showed the driver stopping at the stop sign, and he answered yes. I asked Glennon if it appeared the driver was stopped at the stop sign for approximately the same amount of time as [REDACTED] was, and he said yes.

I asked Glennon if this traffic stop also showed [REDACTED] not performing a search incident to arrest, and he replied yes. Glennon explained [REDACTED] performed a pat down, but he did not "go below the waist" to check for any weapons. I asked if a search incident to arrest was omitted, and he answered yes.

I asked Glennon to explain the circumstances of the April 7th traffic stop at 0311 hours (**VIDEO 3**). He said [REDACTED] stopped a vehicle for a speeding violation on Interstate 77 near Bolivar, Ohio. [REDACTED] had the driver exit the vehicle and performed a "slight pat down" of her person. [REDACTED] subsequently arrested the driver for OVI and did not search her incident to arrest. Glennon explained since the female driver was wearing a "very tight, very short dress," there was not much for [REDACTED] to search due to the type of clothing she was wearing.

I asked Glennon if there were times where [REDACTED] performed correct searches incident to arrest, and he said yes. I asked if the issue with searches and establishing probable cause have been ongoing issues, and he answered yes. Glennon remarked [REDACTED] was the subject of another administrative investigation earlier in 2019, which resulted from him not establishing probable cause when he stopped a vehicle for a license plate light violation when the light was working.

I asked Glennon to explain the circumstances of the May 2nd traffic stop at 0120 hours (**VIDEO 4**). Glennon said this traffic stop occurred on US 36, when [REDACTED] got behind the vehicle and stopped it for going "over the fog-line near the viaduct." He explained the vehicle got close to the fog-line and might have touched it, but he could not see where the vehicle actually crossed over it. I asked Glennon if this video would be difficult to determine clear-cut violations because the vehicle was far ahead of [REDACTED] and he answered yes.

I asked Glennon to explain the circumstances of the May 7th traffic stop at 2251 hours (**VIDEO 5**). He said [REDACTED] stopped a vehicle for a speeding violation on State Route 416. [REDACTED] had the female driver exit the vehicle and performed a "poor pat down" on her person, and did not check her boots for weapons.

Glennon said after [REDACTED] placed the driver under arrest for OVI, [REDACTED] asked her if she had anything on her person which might be illegal. In response to this, the driver told [REDACTED] she had “a doobie” or “a couple doobies” in her bra. [REDACTED] told her he would have the jail staff search her because she told him about the contraband. He then placed her in the back of his patrol car without searching her. I asked Glennon if he had any problems with [REDACTED] allowing the jail staff to locate the marijuana, and he stated, “No, I don’t have a problem with that at all.” Glennon stated [REDACTED] could still have searched the rest of her person before placing her in his cruiser.

I asked Glennon to explain the circumstances of the May 10th traffic stop at 2254 hours (**VIDEO 6**). He said this traffic stop occurred on State Route 416 in the Village of Tuscarawas. The vehicle drove past [REDACTED] and he turned around and caught up to the vehicle. As the vehicle turned left at 22:53:58 hours, the license plate light was clearly visible. Glennon advised [REDACTED] actually turned off his headlights at 22:54:15 hours. While the headlights were off, Glennon said he saw the right side license plate light bulb was clearly working. At 22:54:53 hours, the vehicle turned left again, and [REDACTED] activated his overhead lights. The license plate light was clearly visible according to the video. At 22:55:02 hours, the license plate light was again clearly visible. Glennon said [REDACTED] told the driver he thought the license plate light was not working, and “kicks him loose.” I asked Glennon if [REDACTED] let the driver go without any further contact, and he said yes.

I asked Glennon if [REDACTED] has told him he was required to wear glasses, and he advised [REDACTED] has not said anything about needing glasses. I asked if he said anything to [REDACTED] about this incident, and he said [REDACTED] told him he thought the light was not working. I referred Glennon to another traffic stop which occurred on May 11th at 2344 hours (**Attachment C, Page 2**), and asked him if further review of this video showed probable cause was established because the vehicle did not use a turn signal, and he answered yes. Glennon indicated there were no issues with this traffic stop after further review.

Glennon said the issues with searches and probable cause have been brought up during previous occasions at two different Posts. He said he has spoken to [REDACTED] on prior occasions, and there have also been administrative investigations conducted previously, which showed [REDACTED] did not establish probable cause.

I asked Glennon if there was anything else he wished to add to his statement, and he said no. Glennon said everything in his statement was true and factual. On behalf of the Office of Personnel, I ordered Glennon not to discuss this administrative investigation with anyone while it is pending, and he acknowledged my order. The interview concluded at 1159 hours.

During an interview on June 24, 2019, [REDACTED] [REDACTED] [REDACTED] answered questions regarding this administrative investigation. The DPS 0036 form was read to [REDACTED] and he acknowledged he understood the content of the form and the allegations against him. He received a signed copy of this form at the conclusion of the interview. [REDACTED] participated in the interview with Mr. Robert F. Cooper as his labor representative.

Prior to the interview, I showed [REDACTED] the Inter-Office Communication dated May 29, 2019 (**Attachment A**), his April 2019 video reviews (**Attachment B**), his May 2019 video reviews (**Attachment C**), the May

2018 Risk Assessment for Steubenville Post 41 (**Attachment D**), and his PIP (**Attachment E**). [REDACTED] acknowledged he reviewed these items prior to the start of the interview.

Prior to the interview, [REDACTED] and I watched the traffic stop video for April 4th at 2246 hours (**VIDEO 1**), the traffic stop video for April 7th at 0048 hours (**VIDEO 2**), the traffic stop video for April 7th at 0311 hours (**VIDEO 3**), the traffic stop video for May 2nd at 0120 hours (**VIDEO 4**), the traffic stop video for May 7th at 2251 hours (**VIDEO 5**), and the traffic stop video for May 10th at 2254 hours (**VIDEO 6**).

[REDACTED] has been employed as a trooper since 2012. He currently works the midnight shift at the New Philadelphia Post.

I asked [REDACTED] if he was working on April 4, 2019, and he answered yes. I asked if he stopped a vehicle for driving past the stop bar at the exit ramp from Interstate 77 (**Attachment B and VIDEO 1**), and he said yes. [REDACTED] remarked the driver “drove up on it.” I asked him if the front wheels of the vehicle were on the stop bar, and he replied yes. [REDACTED] said the law states vehicles must stop behind the stop bar. I asked if the vehicle stopped at the second stop bar, and he again replied yes. I asked if he was confident the driver stopped over the stop bar, and he said yes. I asked if the in-car camera showed the scene exactly as he saw it, and he answered no. [REDACTED] explained the camera does not capture a “360 degree” view of the scene, it only shows objects in two dimensions as opposed to real life.

I asked [REDACTED] if he stopped a vehicle for driving through a stop sign on April 7, 2019, at 0048 hours (**Attachment B and VIDEO 2**), and he responded yes. I asked if this violation was clearly visible on camera, and he stated, “Yes, I believe it is.” I asked if the vehicle failed to stop completely, and he replied, “It’s a slow roll.” I asked [REDACTED] if he performed a search incident to arrest of the female driver, and he said no, he forgot to search her because he was concerned about the passenger. He explained he did not feel “anything out of the ordinary” during the pat down, but he admitted he “just forgot” to search her person.

I asked [REDACTED] if he stopped a vehicle for a speeding violation on April 7, 2019, at 0311 hours (**Attachment B and VIDEO 3**), and he said yes. I asked if he performed a search incident to arrest of the female driver’s person, and he replied no. [REDACTED] commented the driver was a “very large woman” who was wearing a very tight dress. He said, “There was nothing left to the imagination.” He also said the driver was concerned he was going to kill her, and due to the fact she was wearing very tight clothing, he knew there was no place where she could hide anything, except for her bra. He remarked, “I’m not going in there anyway.”

I asked [REDACTED] if he stopped a vehicle for a marked lanes violation on May 2, 2019, at 0120 hours (**Attachment C and VIDEO 4**), and he said yes. I asked where the violation took place, and he advised it occurred when the driver went past the Trenton Avenue exit. I asked [REDACTED] if this violation was on camera, and he said it was. He explained there was “a distance,” and the camera does not show the violation as he saw it. He described the view of the camera as being similar to side mirrors in vehicles which display the warning of objects being closer than they appear. He said the video showed where the driver went over the fog-line, and then came back into his lane. He added, “I wouldn’t have stopped him if it was something I wasn’t comfortable with.” I asked him to estimate how far over the fog-line the driver veered, and he said it was probably about a foot.

I asked [REDACTED] if he stopped a vehicle for a speeding violation on May 7, 2019, at 2251 hours (**Attachment C and VIDEO 5**), and he answered yes. I asked him if he performed a search incident to arrest, and he said no. He stated he was taking the driver to the jail to get a urine sample, and there were no female officers working in the area. He explained he conducted a pat down, and the driver was wearing “skin tight leggings.” He said there were no pockets in her pants, and he did not feel there was anything on her person which might hurt him. He said he asked her if she had anything on her, and she admitted to having marijuana. I asked him if the jail staff found only the marijuana contraband she told him about, and he said yes. He said a female corrections officer retrieved the contraband.

I asked [REDACTED] if he stopped a vehicle for a license plate light violation on May 10, 2019, at 2254 hours (**Attachment C and VIDEO 6**), and he answered yes. I asked him to explain why he turned off his headlights, and he said it was to confirm what he thought he saw. I asked [REDACTED] if he saw the license plate light working when he saw the video, and he said he saw the light when the driver turned left. He remarked the Ohio Revised Code requires the light to illuminate the license plate, and it was not illuminating. He advised he told the driver he made a mistake, and left without taking any further action. I asked how he claimed this traffic stop, and he said he claimed it as a “non-enforcement, white male.”

I asked [REDACTED] if his supervisors have spoken to him about proper searches and probable cause, and he said probable cause was part of his PIP, but he did not hear anything about searches until “about a month ago.” He remarked he heard Glennon was upset about his searches, and he spoke to Sergeant Armstrong about it. He stated he asked Armstrong to tell him if there was anything wrong with his traffic stops. [REDACTED] said when his PIP was coming to an end, he told Glennon he did not think another PIP was necessary, and offered to closely watch his videos for the next six months.

I asked [REDACTED] if he received a training IOC dealing with his failure to conduct searches incident to arrest, while he was working at the Steubenville Post, and he replied yes (**Attachment D, Page 1**). [REDACTED] admitted he did not search a female arrestee, but it was determined she was a large framed person who was wearing tight clothing. He thought Professional Standards had been contacted, and he heard there was not an issue according to them.

I asked [REDACTED] if there was anything else he wished to add to his statement, and he said he did not feel as if his supervisors adequately notified him about these operational deficiencies. He also did not feel as if this course of action was necessary. [REDACTED] thought some type of corrective action would have been appropriate, and he acknowledged he would have been receptive to it. I asked if he felt he was not properly notified about the administrative investigation, and he said no. I asked him if he thought he should have been told about the issues before an administrative investigation was initiated, and he replied yes. I asked [REDACTED] if he knew the IOC’s were part of his PIP, and he replied yes. He said he still felt the Post supervisors should have told him what he was doing wrong.

I asked [REDACTED] if there was anything else, and he answered no. [REDACTED] said everything in his statement was true and factual. I ordered [REDACTED] not to discuss this administrative investigation while it is pending, and he acknowledged my order. The interview concluded at 0615 hours.

At the conclusion of the interview, [REDACTED] signed the Inter-Office Communication directing him not to discuss the administrative investigation (**Attachment F**).

Attachments:

- (A) Inter-Office Communication dated May 29, 2019 ... (1 page)
- (B) April 2019 Video Reviews for [REDACTED] [REDACTED] ... (3 pages)
- (C) May 2019 Video Reviews for [REDACTED] [REDACTED] ... (3 pages)
- (D) May 2018 Risk Assessment for Steubenville Post 41 ... (5 pages)
- (E) Performance Improvement Plan for [REDACTED] [REDACTED] ... (4 pages)
- (F) Direct Order Inter-Office Communication ... (1 page)

(VIDEO 1) - April 4, 2019, Traffic Stop Video at 2246 hours

(VIDEO 2) - April 7, 2019, Traffic Stop Video at 0048 hours

(VIDEO 3) - April 7, 2019, Traffic Stop Video at 0311 hours

(VIDEO 4) – May 2, 2019, Traffic Stop Video at 0120 hours

(VIDEO 5) – May 7, 2019, Traffic Stop Video at 2251 hours

(VIDEO 6) – May 10, 2019, Traffic Stop Video at 2254 hours

INTER-OFFICE COMMUNICATION

A.I.# [REDACTED]

Attachment-- A

Page 1 of 1



Date May 29, 2019

File 2-ADM

To Captain C.D. Davies Attention S/Lt. A.R. Ralston

From Lt. M.A. Glennon, New Philadelphia Post Commander

Subject [REDACTED] Failure to search and operational deficiencies

During the April and May video reviews that were a part of [REDACTED]'s PIP several operational issues were observed. These issues include, probable cause for traffic stops, poor/improper pat downs of subjects, poor/no searches of individuals arrested and improper transportation of subjects in patrol cars.

The issues of probable cause and poor/improper pat downs of subjects will be addressed in an upcoming PIP.

The issue of improper transportation of subjects in patrol cars will be addressed in a training IOC.

The instances where [REDACTED] failed to conduct a search incident to arrest are:

- VIDEO 2 → During an April 7, 2019 traffic stop, [REDACTED] failed to perform a search incident to arrest of a female OVI suspect. She was initially stopped for a stop sign violation.
- VIDEO 3 → During another April 7, 2019 traffic stop, [REDACTED] failed to conduct a search of a female OVI arrestee incident to arrest. She was initially stopped for a speed violation
- VIDEO 5 → The final traffic stop occurred on May 7, 2019. The female driver is not searched. The suspect admitted to having marijuana in her bra. [REDACTED] transported her to the jail. The initial stop was for speed.

→ On May 16, 2018, when [REDACTED] was still working at the Steubenville Post, a training IOC was completed when it was discovered that he failed to conduct a search of a female violator incident to arrest. The IOC also indicates that during three other video reviews, poor searches were conduct by [REDACTED]. This IOC was completed following an Operational Risk Assessment that identified the no search issue. → ATTACHMENT D

With a training IOC already having been completed for failure to search incident to arrest, I am recommending that an Administrative Investigation be completed on [REDACTED] for the traffic stops documented above.

T. BARLEY 6-3-19

INTER-OFFICE COMMUNICATION

Date 4/15/19



File

A.I.# [REDACTED]

Attachment-- B

Page 1 of 3

To Lt. M.A. Glennon Attention _____

From Sgt. C.D. Armstrong

Subject [REDACTED] - April Video Reviews

4/4/19 2246 Hours Video #ola00292 20190405024733e0 VIDEO 1

(#1)
Prob.
Cause

Unit stopped the suspect for a stop bar violation at the intersection of IR 77 and SR 39 in Dover. Vehicle pulled over into the Speedway parking lot. Unit makes a left side approach and makes contact with the driver. The driver is asked out of the vehicle and he consents to a pat down. Unit performs SFSTs on suspect. Unit demonstrates and explains the tests well. Driver is arrested for OVI. He is handcuffed, searched, and Mirandized. There was a passenger in the vehicle that he called Tpr. Sutterluety to the scene to assist. Driver is transported to the Post and refuses the breath test.

Issues: Unit stopped the vehicle for not stopping behind the stop bar. However, from the video it appears the vehicle is behind the stop bar. The Post had also received a call on the suspect being all over the road. The ticket reflects a traffic control device violation. ***I spoke with [REDACTED] and advised him the importance of making sure he has quality probable cause when making a traffic stop.

4/5/19 0105 Hours Video #ola00292 20190405050636e0

Unit is dispatched to a one vehicle crash on County Road 52. He finds the driver in the ditch by the wrecked vehicle. He pats the subject down immediately and does not ask the driver. During the pat down the driver does say there is a weapon in the vehicle. Unit explains and demonstrates the SFSTs. Driver is subsequently arrested for OVI. Driver is handcuffed, searched, and Mirandized. He is placed into the back of the patrol car. He is safety belted in and transported to the Post. He agrees to a breath test.

Issues: Unit locates the driver and immediately pats the driver down. He does not ask for permission to do the pat down. This does not meet the stop and frisk standard. During this pat down, the unit then goes into the pockets of the driver and removes his wallet. The driver did state that he had his identification on him so he was not making any attempt to conceal it. I do not see a reason why the unit went into the driver's pocket. ***I spoke with [REDACTED] about the difference between a pat down, Terry Stop, and search. He was given an OSHP cheat sheet outlining the differences.

4/6/19 0025 Hours Video #ola00292 20190406042642e0

Unit stops the vehicle for a speeding of violation of 52/45mph zone. He makes a left side approach and advised the driver for the reason of the stop. He detects the odor of alcohol coming from the vehicle and asks the driver out. Driver consents to a pat down. Unit explains and demonstrates the SFSTs. She is

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

4/19/19 0334 Hours Video #ola00292 20190419073613e0

Unit stops the vehicle for a plate light violation as well as marked lanes. He calls for another unit right away. Unit makes a left side approach and informs the driver for the reason of the stop. Driver admits he does not have a license. Unit smells alcohol at the vehicle and the driver admits to consuming. Driver is asked out of the vehicle and he consents to a pat down. Unit does a good job explaining and demonstrating the SFSTs. Tpr. Sutterluety is on scene and maintains control of the three passengers. Driver is arrested for OVI. He is handcuffed, Mirandized, and searched. Suspect is placed into the back of the patrol car and safety belted in. The passengers are transported to the Post by Tpr. Sutterluety and [REDACTED]. The driver is taken to the post for a test. Unit was transporting the subject's back to the Post and realized he was almost out of fuel. He called to ask if he could fill up and I advised him to. He stopped at a gas station that was along the route. Unit did not realize the driver had unbuckled his safety belt.

Issues: Unit almost ran out of fuel and he did not realize the driver had unbuckled his safety belt in the back of the patrol car. Unit does a poor search on the suspect.

4/20/19 0129 Hours Video #ola00292 20190420055057e0

Unit was on patrol and came across a crash. The driver was extremely intoxicated. I responded to the scene to assist [REDACTED]. Unit attempts to administer the SFSTs but due to her level of intoxication she is unable to do the tests. Driver is arrested for OVI. She is handcuffed, Mirandized, searched and placed into the back of the Patrol car. She is safety belted in and the unit begins to transport her to the post. While en route she begins to bang her head of the protective glass. I advised him to take her directly to jail, which he did.

No issues. Unit handled this intoxicated driver very well.

4/21/19 0150 Hours Video#ola00292 20190421055227e0

I stopped and OVI driver and turned it over to [REDACTED]. Driver is arrested for OVI.

No issues with this stop. I was present during the entire stop.

4/24/19 0702 Hours Video #ola00292 20190424230358e0

Unit stops a vehicle for speed on US 36. Unit makes a left side approach and makes contact with the driver. Driver advises she is a CCW holder. Unit obtains all the information needed to write a ticket and returns to his patrol car. He completes the ticket and makes a left side approach. Unit explains the ticket to the violator.

No issues with this stop.

A.I.# [REDACTED]
Attachment-- B
Page 3 of 3

INTER-OFFICE COMMUNICATION

Date 5/15/19



File

A.I.# [redacted] Attachment-- C Page 1 of 3

To Lt. M.A. Glennon Attention

From Sgt. C.D. Armstrong

Subject [redacted] May Video Reviews

5/2/19 0120 Hours Video #ola00292 20190502052157e0

VIDEO 4

PROB. CAUSE #4

Traffic stop starts out with [redacted] sitting at the intersection of Indian Hill and Greer Road. Unit stops the vehicle for going over the fog line. The violation is not visible on the in-car camera. Unit makes a left side approach and detects alcohol on the driver. The driver is asked out of the vehicle and he complies. The driver consents to a patdown. He is administered the SFSTs and subsequently arrested for OVI. He is Mirandized, searched, and safety belted into the back of the patrol car. He is then transported to the Post.

Issues: The marked lanes violation is not visible on the camera. The video starts out with the unit sitting at the intersection of Greer and Indian Hill Road. This location is half a mile east of the Y-Tavern.

5/7/19 2251 Hours Video #ola00292 20190508025252e0

VIDEO 5

No SEARCH #5

Traffic stop on SR 416 for a speeding violation. Unit states he smells marijuana at the vehicle. Driver is asked out of the vehicle and another unit is called. Driver consents to a pat down and is placed into the back of the patrol car. Driver admits to the speeding violation. Tpr. Walters arrived on scene and [redacted] conducts a search of the vehicle. Unit finds a vape pen with suspected THC oil. Suspect is administered the SFSTs and subsequently arrested for OVI. Unit reads the suspect her Miranda Rights and she admits to marijuana in her bra. Unit plans on taking her to the county jail to obtain a urine sample. He advises her the marijuana will be retrieved once at the county jail and in the presence of a female officer. Driver is not searched and is placed into the back of the patrol car. She is then transported to the county jail.

Issues: Driver is not searched. However, his intent is to take her to the county jail for a female to do the search since she admitted to having marijuana in her bra. The unit still could have searched the rest of her person.

A.I.# [REDACTED]

Attachment-- C

Page 2 of 3

5/9/19 2123 Hours Video #ola00292 20190510012456e0

Unit stops the vehicle for a marked lanes violation on IR 77. Suspect is slow to stop. Unit makes a right side approach. Unit detects alcohol on the driver and gets him out of the vehicle. He is brought back to the patrol car where he consents to a pat down. Driver is administered the SFSTs and arrested for OVI. He is handcuffed and Mirandized. Driver is searched and placed into the back of the patrol car. He is then transported to the Post.

No issues with this stop.

5/10/19 2254 Hours Video #ola00292 20190511025450e0 VIDEO 6

Unit is traveling through Tusky and passes a vehicle traveling the opposite direction. Unit turns around on vehicle and follows it suspecting the plate light is out. While unit is gaining on vehicle the light is working and can be seen on the in-car camera. When the vehicle turns you can see the light is working. Unit even turns out his headlights and you can see the license plate lights are working. He stops the vehicle anyways. He makes contact with the driver and ends up clearing the stop.

Issues: Unit stopped the vehicle even though it was evident the lights were working.

5/10/19 2317 Hours Video #ola00292 20190511031847e0

Unit checks a vehicle for a speeding violation on US 36. Unit loses sight of the vehicle. He stops a vehicle he thought was the speeder but it is several miles from where the incident took place. Turns out it was the wrong vehicle. Unit apologized and then cleared.

Issues: Unit stopped the wrong vehicle because he lost sight of the actual violator.

5/11/19 0042 Hours Video # ola00292 20190511044341e0

Unit stops the vehicle for stopping beyond the stop bar on State route 212 in Bolivar. Unit makes a left side approach with the flashlight in his weak hand. Unit detects alcohol on the driver and asks him out of the vehicle. Driver consents to a pat down. Unit explains and demonstrates the SFSTs. Driver is subsequently arrested for OVI. He is handcuffed, Mirandized, and searched. Driver is then placed into the back of the patrol car. A Bolivar PD officer is on scene to assist. Unit locates THC oil in the vehicle. Vehicle is towed from the scene. The driver is safety belted in the back of the patrol car and transported to the Post.

No issues with this stop.

5/11/19 2344 Hours Video #ola00292 20190512034543e0

Unit stops a vehicle for a turn signal violation from SR 212 to IR 77. Probable cause is not really visible on camera but the driver does admit to the violation. Unit detects the odor of alcohol on the driver and she is asked out of the vehicle. Driver consents to a pat down. Unit administers the SFSTs. Driver is subsequently arrested for OVI. She is handcuffed, searched, and read her Miranda Rights. She is then safety belted into the back of the patrol car. Unit then brings the passenger back to the patrol car and he consents to a pat down. While in the back of the patrol car, the occupants can be heard talking about where the marijuana is at in the vehicle. Some of the responses are inaudible. The driver and passenger are both safety belted in and transported to the post.

- CLOSER REVIEW SHOWED P.C. WAS VISIBLE + No Turn signal WAS USED.

Date May 16, 2018



File 2-TRA

To Lieutenant J.R. Fetty Attention

From Sergeant R.J. Bodo U-1720

Subject Training IOC - [REDACTED]

During the recent GHQ Risk Assessment a video was discovered from May 1, 2018 at 2349 hours, where [REDACTED] stopped a female for a moving violation on SR 213. Alcohol was detected and the female subject was placed through field sobriety tests. The female violator was subsequently arrested for OVI. The violator was handcuffed and placed into custody in the front of the patrol car. [REDACTED] failed to conduct a search incident to arrest on the female violator, before placing her in the patrol car.

As a result of this incident, three videos were reviewed to see if this was an isolated incident or common practice in his day to day operations. During three video reviews of OVI arrests, all three occupants were searched prior to being secured in the patrol car. Although the three searches were conducted, the searches were not thorough. [REDACTED] was still not completely searching areas where contraband could be hidden. Also during the three video reviews it was discovered that [REDACTED] would shut off his in car camera once the subject is secured in the patrol car. He would then immediately turn his camera back on. This would make two separate videos in the arbitrator system. He would tag the first video as evidence and not the second video.

As a result the videos were reviewed with [REDACTED]. We discussed the dangers of failing to properly search violators who are in our custody. We also discussed the liability of turning off the in car video system during an arrest.

[REDACTED] reviewed the following policies:

OSP-203.05 Search and Seizure.

OSP-103.22 Audio/Video Use, Storage, Release, and Destruction



Violator Contact(s)	<p>(OSP-902.04) (OSP-203.05) (OSP-203.20) (OSP-203.26)</p>	<p>Search and Seizure</p> <ul style="list-style-type: none"> • Proper application of law. • Probable cause. • Proper documentation. (HP24R) • Use of cover officers (Safe Search). <p>Securing / Handcuffing</p> <ul style="list-style-type: none"> • Controlling both of the suspect's hands and arms, prior to and during the application of handcuffs. • Maintaining a position of power, control, and advantage during the entire arrest scenario. <p>Weapon Safety</p> <ul style="list-style-type: none"> • Blading weapon away from violator. • Maintain safe distance. • Not holding anything in weapon hand. <p>Situational Awareness</p> <ul style="list-style-type: none"> • Maintain control of violator / passengers. • Turning back on violators or passengers. • Requested back-up when appropriate. <p>Use of Force</p> <ul style="list-style-type: none"> • Appropriate level of response. 	Monthly Supervisor Review
---------------------	---	---	---------------------------

EVALUATION SUMMARY: The documentation of consent searches were reviewed and overall the documentation was well done. The supervision team was reminded to ensure they are checking the remarks section for the search form to ensure adequate reasoning was given by the officer (only one was deficient out of all but it was notable). There were several comments by the supervisory team indicating that they expected the violator to be "free to go" before consent was sought. I addressed this with the supervisors present that this was not the case. The courts look at the totality of the circumstances surrounding the incident to determine whether or not consent was proper. All of the HP24R documentation included a witnessing officer which indicated that they were properly documenting the incidents and were not conducting these searches alone.

Six random videos were reviewed during the risk assessment. Searches and pat-downs were conducted during most of stops reviewed. During most of the stops the searches could have been more thorough and methodical. Troopers should be reminded to search the chest and waist area of all suspects. Four of the six videos were of female arrestees and the chest and waistline was not checked.

Troopers must also be reminded consensual pat downs should be conducted prior to SFST's and to cover all four sides of all the suspects' extremities, as well as the groin, waistline, and chest area.

During one stop made by [REDACTED] a consensual pat down prior to SFST's was not conducted. After she was placed under arrest she was handcuffed but no search was conducted. [REDACTED] showed a lack of officer safety during the entire stop. On several occasions he turned his back on the suspect and twice reached into his patrol car to retrieve items with the suspect standing beside him. He also had items in his strong hand while speaking to the suspect during his initial contact.

An OVI arrest made by Trooper Parrish was also reviewed. His officer safety was evident during the entire video. A consensual pat down was conducted prior to SFST's. Gloves were worn during the search incident to arrest and his search was extremely thorough prior to being placed in the patrol car. This video should be shared with other units at the post as an example of a text book arrest.

Troopers should use extra caution when emptying suspects' pockets during the search incident to arrest and utilize gloves prior to entering suspects' pockets. During some of the videos reviewed, gloves were not utilized or only one glove was worn to search the vehicle or suspects.

A.I.# [REDACTED]
Attachment-- D
Page 3 of 5

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Patrol Car Operations	(OSP-200.06)	Safe Operation <ul style="list-style-type: none"> • Appropriate vehicle operation for the violation. • Good location information provided to dispatch. Vehicle Placement <ul style="list-style-type: none"> • Space the vehicle about one car length away. • Offset vehicle with the stopped vehicle 50%. • Stop location (tactically sound – lighting, traffic, barriers etc.) 	Monthly Supervisor Review
<p>EVALUATION SUMMARY: Patrol car operations were reviewed during the three random videos of troopers wearing their traffic safety vest at crash scenes. During the videos reviewed troopers responded to crash scenes appropriately. The leadership team should remind troopers to continually evaluate the need to respond in emergency status especially if another unit and emergency personnel are already on scene of a traffic crash. Proper information is being provided to the dispatcher in a timely manner. Patrol car positioning was appropriate.</p>			

PROFESSIONAL STANDARDS & MANAGEMENT OPERATIONS

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Enforcement Supervision	(OSP-203.46)	<ul style="list-style-type: none"> • Supervisor actively participates in video reviews. 	Monthly Review
<p>EVALUATION SUMMARY: The supervision team was actively engaged in the review of videos during the risk period. They were looking to ensure that the troopers were wearing protective gloves when searching, reflective vests when proper, and conducting pat-downs when necessary. These items were documented as well as the corrective action taken with the troopers. Finally, I reminded them to make sure the reasons for pat-downs were being documented by the officers to ensure they are differentiating between Terry pat-downs and consensual pat-downs to justify when each is done.</p>			

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Communication	(OSP-501.04)	<ul style="list-style-type: none"> • Are the supervisors actively engaged in personnel development? • Supervisors accessible to staff. 	Survey
<p>EVALUATION SUMMARY: Post personnel completed an online survey prior to the risk assessment. The results were above average for the leadership team at the post (average rating was 6.1 on a 7 point scale). The overall rating of post morale was above average (average rating 7.9 on a 10 point scale). Sixteen people responded to the survey. The survey was discussed with the Post Commander and Cambridge District staff.</p>			

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Complaints	(OSP-203.46)	<ul style="list-style-type: none"> • Patterns identified. • Frequency of similar violations. • Proper documentation. 	Monthly Supervisor Review
<p>EVALUATION SUMMARY: There were numerous complaints documented for the review period. No patterns were identified and complaints were documented on the HP-53 with dispositions. The complaints are also reviewed by the Wilmington District staff. It appears that management is holding personnel accountable for their actions.</p>			

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
HP – 2J	(OSP-203.46)	<ul style="list-style-type: none"> • Review conducted of the 2J reports generated by SAU. • Corrective steps documented for any issues identified. • Follow up documentation on corrective measures. 	Supervisor Review
<p>EVALUATION SUMMARY: Overall, the documentation of corrective steps was well done; however, some improvements were suggested in explaining the variances in the reports. For example, some of the explanatory language appeared redundant and the same for different units, i.e., the language used was "boiler plate" or "copied and pasted" from one to another. The supervisory team was reminded to ensure the descriptions are tailored to each unit to avoid the perception of "rubber stamping." Finally, one report explained that a K9 was called to the scene but no reasoning was given as to why; this should be indicated on the IOC since this would likely generate questioning upon further review.</p>			

A.I.# [REDACTED]
 Attachment-- D
 Page 4 of 5

Development Document - PERFORMANCE IMPROVEMENT PLAN
Manager Evaluation

A.I.# [REDACTED]

Attachment-- E

Page 1 **of** 4

[REDACTED] Highway Patrol [REDACTED]
PERFORMANCE IMPROVEMENT PLAN, 02/24/2019 - 05/25/2019

Author: MARK GLENNON
Status: In Progress
Approval: Submitted

Role: Manager
Due Date: 07/24/2019

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290779
	D7 Post 79 New Philadelphia
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]

Enter ratings and comments for each section in this evaluation, if applicable. Save entries made on the evaluation by selecting the Save button.

Section 1 - IMPROVEMENT OPPORTUNITY

Improvement Opportunity		
Description	Improve his knowledgeable of the Ohio Revised Code and how to properly enforce the laws.	
Created By :	MARK GLENNON	02/19/2019 1:32PM
Last Modified By :	MARK GLENNON	02/22/2019 11:27AM



Improvement Opportunity		
Description	Demonstrate proficiency with Electronic Speed Measuring Devices and how to properly determine a violators speed.	
Created By :	MARK GLENNON	02/19/2019 1:33PM
Last Modified By :	MARK GLENNON	02/22/2019 11:28AM

Improvement Oppurtunity		
Description	Consistently demonstrate professionalism in your encounters with the motoring public.	
Created By :	MARK GLENNON	02/19/2019 1:34PM
Last Modified By :	MARK GLENNON	02/22/2019 11:29AM

Section 2 - IMPROVEMENT PLAN

Improvement Plan	
Description	[REDACTED] will be provided traffic law quizzes at Post level in order to improve his knowledge of the Ohio Revised Code and how to best use those laws. Proper use of the Ohio Revised Code will be monitored by reviewing [REDACTED]'s videos.
- Start Date :	02/24/2019



- End Date : 05/25/2019
Rating: 1. Unsatisfactory
[REDACTED] was given a traffic law quiz along with a traffic law final that was provided by the Academy. The results are attached.
Comments: [REDACTED] scored a 74% on the traffic law quiz and an 84% on the final test. He still needs to improve his knowledge of the Ohio Revised Code and how to properly apply and enforce the laws. Through his video reviews he is still demonstrating issues with probable cause for stopping vehicles. Another PIP will be utilized to help [REDACTED] in these areas.
Created By : MARK GLENNON 02/19/2019 1:37PM
Last Modified By : MARK GLENNON 06/13/2019 10:37AM

Improvement Plan
Description [REDACTED] will be given individualized training with an ESMD instructor on the proper way to determine a violator's speed. Specific guidance will be given on the proper way to pace a vehicle.
- Start Date : 02/24/2019
- End Date : 05/25/2019
Rating: 3. Satisfactory
Comments: [REDACTED] did a 4 hour ride-a-long with Sergeant Wolfe. Sergeant Wolfe is a certified ESMD instructor. His IOC is attached.
Created By : MARK GLENNON 02/19/2019 1:38PM
Last Modified By : MARK GLENNON 05/29/2019 10:11AM

Improvement Plan
Description Citizen complaints will be monitored throughout the review period. [REDACTED]'s public interaction will be monitored through video reviews. Post supervision will research training opportunities that deal with interpersonal relations.
- Start Date : 02/24/2019
- End Date : 05/25/2019
Rating: 3. Satisfactory
[REDACTED] has been entered to attend "Crucial Conversations" class at the Academy on March 12, 2019.
Comments: 3/5/19 John Zucal came to the Post and spoke to Sergeant Wolfe reference a traffic stop that [REDACTED] conducted with his wife Wendy. Attached is the IOC from Sergeant Armstrong after he conducted a video review of the traffic stop.
[REDACTED] has been entered to attend "Responding to Conflict" class at the Academy on April 17, 2019.
Created By : MARK GLENNON 02/22/2019 11:44AM
Last Modified By : MARK GLENNON 05/29/2019 10:11AM

Section 3 - APPROVALS SECTION

[REDACTED] MARK GLENNON

05/29/2019

[REDACTED] MARK GLENNON

06/13/2019

[REDACTED] ANNE RALSTON

06/14/2019

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.
I have included a response in this performance evaluation's
Employee Comments Section.
 Yes No

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

Choose one (1) of the following:
 I refuse to acknowledge this document.
 I acknowledge this document.

Section 4 - MANAGER RATER COMMENTS SECTION

[REDACTED] has improved his interaction with the public during traffic stops. He is encouraged to apply what he has learned though his individualized training to ensure he is treating others in a professional manner. He attended two classes to help improve his abilities and skills when interacting with the public. [REDACTED] was given individualized training by Sergeant Wolfe on the proper use of electronic speed measuring devices and specific training on the proper way to pace another vehicle. Seth showed proficiency in this area. Video reviews show [REDACTED] continues to issues with probable cause when initiate traffic stops and did not do well on the Traffic Law tests provided in this PIP. These issues will be addressed in a new PIP.



Section 5 - MANAGER REVIEWER COMMENTS SECTION

[REDACTED] will need to continue to show improvement in applying revised code when initiating traffic stops. These issues have been identified and addressed with [REDACTED]. The new PIP will focus on this issue.

Section 6 - APPOINTING AUTHORITY COMMENTS

Section 7 - EMPLOYEE COMMENTS SECTION

Section 8 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments				
File Name	Description	Attachment Audience	Last Update Date/Time	Uploaded By
May_(2nd_Half)_Video_Reviews.docx		Manager Only	05/29/2019 9:39:27AM	MARK GLENNON
May_(1st_Half)_Video_Reviews.docx		Manager Only	05/29/2019 9:39:27AM	MARK GLENNON
April_15_2019_IOC.docx		Manager Only	05/29/2019 9:39:27AM	MARK GLENNON
Responding_Conflict_Class_IOC.docx		Manager Only	05/07/2019 3:16:57PM	MARK GLENNON
Crucial_Conversations_Class_IOC.docx		Manager Only	05/07/2019 3:16:08PM	MARK GLENNON
Traffic_Law_Final.pdf		Manager Only	04/16/2019 7:57:16AM	MARK GLENNON
Traffic_Law_Quiz_2.pdf		Manager Only	04/16/2019 7:57:08AM	MARK GLENNON
ESMD_Ride_Time_IOC.pdf		Manager Only	04/16/2019 7:57:08AM	MARK GLENNON
March_13_2019_IOC.docx		Manager Only	03/13/2019 8:46:02AM	MARK GLENNON
March_05_2019_IOC.docx		Manager Only	03/06/2019 2:53:32PM	MARK GLENNON

Audit History	
Created By :	MARK GLENNON
Last Updated By :	ANNE RALSTON 06/14/2019 9:32:19AM
Reopened Document By :	MARK GLENNON 06/13/2019 10:31:31AM

INTER-OFFICE COMMUNICATION



Date June 24, 2019

File 2-ADM

To [REDACTED] Attention Staff Lieutenant C. A. Miller

From Sergeant D. E. Bailey

Subject Direct Order Regarding Administrative Investigations

The purpose of this IOC is to notify you that you are either the subject of or witness to an administrative investigation, or the possibility that you will be the subject of or witness to an administrative investigation.

In order to maintain the integrity of the administrative investigation, I am giving you a direct order not to speak about the incident in question or any circumstances surrounding the incident in question with anyone except your union representative.

I acknowledge receipt of the above order.

[REDACTED]
Acknowledgement

24 June 2019
Date

A.I.# [REDACTED]
Attachment-- F
Page 1 **of** 1



Employee Name	[REDACTED]	Unit Number	[REDACTED]	Hire Date	11/07/2012
Job Description	[REDACTED]	Division	OSP	Department	D7 Post 79 New Philadelphia

Case Summary

On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed

Written Reprimand

Discipline Days

-

Effective Date

04/06/2019

Abeyance Days

-

INTER-OFFICE COMMUNICATION



Date June 27, 2019

File 2-ADM

To Major David A. Church Attention S/Lt. Chad A. Miller

From Sergeant David E. Bailey, Administrative Investigation Unit

Administrative Investigation # [REDACTED] ~ [REDACTED] [REDACTED] [REDACTED] Unit # [REDACTED]

Subject District 7, New Philadelphia Post 79

Background:

On June 3, 2019, Staff Lieutenant Anne R. Ralston informed me of several incidents which occurred at the New Philadelphia Post. On April 7 and May 7, 2019, [REDACTED] did not perform searches incident to arrest on three female OVI drivers who were arrested for OVI.

Due to [REDACTED] being enrolled in a Performance Improvement Plan (PIP), the New Philadelphia Post supervisors were required to monitor his traffic stop videos. During the video reviews, it was also discovered [REDACTED] did not clearly establish sufficient probable cause before he initiated several traffic stops on April 4, April 7, May 2, and May 10, 2019.

Investigative Action:

On June 17, 2019, I interviewed Lieutenant Mark A. Glennon as a witness to this administrative investigation. Prior to the interview, I showed Glennon the Inter-Office Communication (IOC) dated May 29, 2019 (**Attachment A**), the April 2019 video reviews for [REDACTED] (**Attachment B**), the May 2019 video reviews for [REDACTED] (**Attachment C**), the May 2018 Risk Assessment for Steubenville Post 41 (**Attachment D**), and the PIP for [REDACTED] (**Attachment E**). Glennon acknowledged he reviewed these items prior to the start of the interview.

Prior to the interview, Glennon and I watched the traffic stop video for April 4th at 2246 hours (**VIDEO 1**), the traffic stop video for April 7th at 0048 hours (**VIDEO 2**), the traffic stop video for April 7th at 0311 hours (**VIDEO 3**), the traffic stop video for May 2nd at 0120 hours (**VIDEO 4**), the traffic stop video for May 7th at 2251 hours (**VIDEO 5**), and the traffic stop video for May 10th at 2254 hours (**VIDEO 6**).

Glennon is currently serving as the New Philadelphia Post Commander, and has served in this capacity for approximately six years. He has been employed with the Division since May 1991.

Glennon said there have been some operational issues with [REDACTED] which have led to him being placed into a PIP. Specifically these issues centered around [REDACTED] not establishing sufficient probable cause prior to initiating traffic stops, and failing to perform searches incident to arrest on multiple occasions (**Attachment A**).

As national leaders, the Ohio State Highway Patrol collaborates with community and safety partners to provide professional law enforcement services focused on deterring crime and promoting traffic safety to improve the quality of life for those we serve.
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I asked Glennon if the April and May 2019 Video Reviews for [REDACTED] (**Attachments B and C**) have established sufficient concern to place [REDACTED] into another PIP once his current PIP is concluded, and he answered yes. I asked Glennon if [REDACTED] did not perform searches incident to arrest twice on April 7, and again on May 7, 2019 (**VIDEOS 2, 3, and 5**) and he said yes. I asked Glennon if [REDACTED] did not appear to establish sufficient probable cause prior to initiating traffic stops on April 4, April 7, May 2, and May 10, 2019 (**VIDEOS 1, 2, 4, and 6**), and he answered yes.

I asked Glennon if [REDACTED] was performing poor pat-downs and/or omitting the searches incident to arrest on the previously mentioned traffic stops, and he said yes. I asked if the issues involving poor or omitted searches were documented in May 2018, while [REDACTED] was working at the Steubenville Post, and he answered yes (**Attachment D**). Glennon explained [REDACTED] received a training IOC concerning the lack of a proper search due to the issues uncovered during the risk assessment. I asked if the lack of performing searches were previously documented, and he replied yes.

Glennon said [REDACTED] was enrolled in a PIP, which ended on May 24, 2019 (**Attachment E**). I asked him if [REDACTED] met all of the requirements of the PIP, and he said no. Glennon remarked [REDACTED] was tasked with gaining knowledge of the Ohio Revised Code with an emphasis on properly enforcing the law as part of the PIP. [REDACTED] scored a 74% on a traffic law quiz, and an 84% on the final test. Glennon felt [REDACTED] still needed to show improvement on his overall knowledge of the law, and the video reviews have shown [REDACTED] is still “demonstrating issues” with establishing probable cause as a basis to initiate traffic stops.

I asked Glennon if [REDACTED] was able to successfully complete the other portions of the PIP, and he stated, “Yes, he demonstrated that he was able to complete the PIP satisfactorily.” I asked if [REDACTED] will be enrolled in another PIP as a result of issues shown during the current PIP, and he replied yes. Glennon advised [REDACTED] has shown a need to improve his operations by increasing his knowledge of the law, and establishing sufficient probable cause prior to initiating traffic stops.

I asked Glennon if the PIP ending on May 24th indicated [REDACTED] needed to show improvement on performing proper searches incident to arrest, and he answered no. Glennon said this issue will be addressed in the upcoming PIP. I asked if the issues with searches will be implemented in the same PIP as the issues we discussed with [REDACTED] gaining knowledge of the law and establishing probable cause, and he replied yes. Glennon said once the new PIP begins, all of these issues will be addressed simultaneously.

I asked Glennon why the issues with searches and probable cause are required to wait for another PIP to begin, and he said he believed [REDACTED] could only be enrolled in one PIP at a time. He said he wanted to wait until the recently concluded PIP is signed and acknowledged before he started another one.

I asked Glennon to explain the circumstances of the April 4th traffic stop at 2246 hours (**VIDEO 1**). He advised [REDACTED] was behind the vehicle on Interstate 77, when the vehicle exited at State Route 39 and waited for the traffic light. The vehicle made a turn and stopped at another traffic light before turning left into the Speedway gas station. Glennon said [REDACTED] told the driver he did not stop at the stop bar at the exit ramp and State Route 39. I asked if this traffic violation was shown on the in-car camera, and he responded, “It doesn’t show him committing that violation, no. It shows him stopping at the stop bar.”

I asked Glennon if the stop bars are painted on roadways to keep motorists from pulling into intersections, and he replied yes. I asked if driving past the stop bar is a violation of the law, and he again answered yes. Glennon explained if a person was going to be stopped for this violation, it should be clearly visible. He said the violations of driving past stop bars, marked lanes, and crosswalks need to be established as clear violations, according to the local courts in Tuscarawas County. He added, "Just touching or being on it is not a violation in and of itself." I asked Glennon if it appeared the driver committed the stop line violation, and he answered no.

I asked Glennon to explain the circumstances of the April 7th traffic stop at 0048 hours (**VIDEO 2**). He said [REDACTED] was behind a vehicle going westbound on State Route 212 in Bolivar, Ohio. The vehicle came to a three way stop sign at a T-intersection, and the driver "clearly" stopped at the stop sign. He said [REDACTED] appeared to pull into the gas station as the vehicle was approaching the stop sign. [REDACTED] left the parking lot and followed the vehicle, and activated his overhead lights as the vehicle was turning right onto a side road. He remarked [REDACTED] told the female driver he was stopping her because she did not stop at the stop sign. I asked Glennon if the video showed the driver stopping at the stop sign, and he answered yes. I asked Glennon if it appeared the driver was stopped at the stop sign for approximately the same amount of time as [REDACTED] was, and he said yes.

I asked Glennon if this traffic stop also showed [REDACTED] not performing a search incident to arrest, and he replied yes. Glennon explained [REDACTED] performed a pat down, but he did not "go below the waist" to check for any weapons. I asked if a search incident to arrest was omitted, and he answered yes.

I asked Glennon to explain the circumstances of the April 7th traffic stop at 0311 hours (**VIDEO 3**). He said [REDACTED] stopped a vehicle for a speeding violation on Interstate 77 near Bolivar, Ohio. [REDACTED] had the driver exit the vehicle and performed a "slight pat down" of her person. [REDACTED] subsequently arrested the driver for OVI and did not search her incident to arrest. Glennon explained since the female driver was wearing a "very tight, very short dress," there was not much for [REDACTED] to search due to the type of clothing she was wearing.

I asked Glennon if there were times where [REDACTED] performed correct searches incident to arrest, and he said yes. I asked if the issue with searches and establishing probable cause have been ongoing issues, and he answered yes. Glennon remarked [REDACTED] was the subject of another administrative investigation earlier in 2019, which resulted from him not establishing probable cause when he stopped a vehicle for a license plate light violation when the light was working.

I asked Glennon to explain the circumstances of the May 2nd traffic stop at 0120 hours (**VIDEO 4**). Glennon said this traffic stop occurred on US 36, when [REDACTED] got behind the vehicle and stopped it for going "over the fog-line near the viaduct." He explained the vehicle got close to the fog-line and might have touched it, but he could not see where the vehicle actually crossed over it. I asked Glennon if this video would be difficult to determine clear-cut violations because the vehicle was far ahead of [REDACTED] and he answered yes.

I asked Glennon to explain the circumstances of the May 7th traffic stop at 2251 hours (**VIDEO 5**). He said [REDACTED] stopped a vehicle for a speeding violation on State Route 416. [REDACTED] had the female driver exit the vehicle and performed a "poor pat down" on her person, and did not check her boots for weapons.

Glennon said after [REDACTED] placed the driver under arrest for OVI, [REDACTED] asked her if she had anything on her person which might be illegal. In response to this, the driver told [REDACTED] she had “a doobie” or “a couple doobies” in her bra. [REDACTED] told her he would have the jail staff search her because she told him about the contraband. He then placed her in the back of his patrol car without searching her. I asked Glennon if he had any problems with [REDACTED] allowing the jail staff to locate the marijuana, and he stated, “No, I don’t have a problem with that at all.” Glennon stated [REDACTED] could still have searched the rest of her person before placing her in his cruiser.

I asked Glennon to explain the circumstances of the May 10th traffic stop at 2254 hours (**VIDEO 6**). He said this traffic stop occurred on State Route 416 in the Village of Tuscarawas. The vehicle drove past [REDACTED] and he turned around and caught up to the vehicle. As the vehicle turned left at 22:53:58 hours, the license plate light was clearly visible. Glennon advised [REDACTED] actually turned off his headlights at 22:54:15 hours. While the headlights were off, Glennon said he saw the right side license plate light bulb was clearly working. At 22:54:53 hours, the vehicle turned left again, and [REDACTED] activated his overhead lights. The license plate light was clearly visible according to the video. At 22:55:02 hours, the license plate light was again clearly visible. Glennon said [REDACTED] told the driver he thought the license plate light was not working, and “kicks him loose.” I asked Glennon if [REDACTED] let the driver go without any further contact, and he said yes.

I asked Glennon if [REDACTED] has told him he was required to wear glasses, and he advised [REDACTED] has not said anything about needing glasses. I asked if he said anything to [REDACTED] about this incident, and he said [REDACTED] told him he thought the light was not working. I referred Glennon to another traffic stop which occurred on May 11th at 2344 hours (**Attachment C, Page 2**), and asked him if further review of this video showed probable cause was established because the vehicle did not use a turn signal, and he answered yes. Glennon indicated there were no issues with this traffic stop after further review.

Glennon said the issues with searches and probable cause have been brought up during previous occasions at two different Posts. He said he has spoken to [REDACTED] on prior occasions, and there have also been administrative investigations conducted previously, which showed [REDACTED] did not establish probable cause.

I asked Glennon if there was anything else he wished to add to his statement, and he said no. Glennon said everything in his statement was true and factual. On behalf of the Office of Personnel, I ordered Glennon not to discuss this administrative investigation with anyone while it is pending, and he acknowledged my order. The interview concluded at 1159 hours.

During an interview on June 24, 2019, [REDACTED] [REDACTED] [REDACTED] answered questions regarding this administrative investigation. The DPS 0036 form was read to [REDACTED] and he acknowledged he understood the content of the form and the allegations against him. He received a signed copy of this form at the conclusion of the interview. [REDACTED] participated in the interview with Mr. Robert F. Cooper as his labor representative.

Prior to the interview, I showed [REDACTED] the Inter-Office Communication dated May 29, 2019 (**Attachment A**), his April 2019 video reviews (**Attachment B**), his May 2019 video reviews (**Attachment C**), the May

2018 Risk Assessment for Steubenville Post 41 (**Attachment D**), and his PIP (**Attachment E**). [REDACTED] acknowledged he reviewed these items prior to the start of the interview.

Prior to the interview, [REDACTED] and I watched the traffic stop video for April 4th at 2246 hours (**VIDEO 1**), the traffic stop video for April 7th at 0048 hours (**VIDEO 2**), the traffic stop video for April 7th at 0311 hours (**VIDEO 3**), the traffic stop video for May 2nd at 0120 hours (**VIDEO 4**), the traffic stop video for May 7th at 2251 hours (**VIDEO 5**), and the traffic stop video for May 10th at 2254 hours (**VIDEO 6**).

[REDACTED] has been employed as a trooper since 2012. He currently works the midnight shift at the New Philadelphia Post.

I asked [REDACTED] if he was working on April 4, 2019, and he answered yes. I asked if he stopped a vehicle for driving past the stop bar at the exit ramp from Interstate 77 (**Attachment B and VIDEO 1**), and he said yes. [REDACTED] remarked the driver “drove up on it.” I asked him if the front wheels of the vehicle were on the stop bar, and he replied yes. [REDACTED] said the law states vehicles must stop behind the stop bar. I asked if the vehicle stopped at the second stop bar, and he again replied yes. I asked if he was confident the driver stopped over the stop bar, and he said yes. I asked if the in-car camera showed the scene exactly as he saw it, and he answered no. [REDACTED] explained the camera does not capture a “360 degree” view of the scene, it only shows objects in two dimensions as opposed to real life.

I asked [REDACTED] if he stopped a vehicle for driving through a stop sign on April 7, 2019, at 0048 hours (**Attachment B and VIDEO 2**), and he responded yes. I asked if this violation was clearly visible on camera, and he stated, “Yes, I believe it is.” I asked if the vehicle failed to stop completely, and he replied, “It’s a slow roll.” I asked [REDACTED] if he performed a search incident to arrest of the female driver, and he said no, he forgot to search her because he was concerned about the passenger. He explained he did not feel “anything out of the ordinary” during the pat down, but he admitted he “just forgot” to search her person.

I asked [REDACTED] if he stopped a vehicle for a speeding violation on April 7, 2019, at 0311 hours (**Attachment B and VIDEO 3**), and he said yes. I asked if he performed a search incident to arrest of the female driver’s person, and he replied no. [REDACTED] commented the driver was a “very large woman” who was wearing a very tight dress. He said, “There was nothing left to the imagination.” He also said the driver was concerned he was going to kill her, and due to the fact she was wearing very tight clothing, he knew there was no place where she could hide anything, except for her bra. He remarked, “I’m not going in there anyway.”

I asked [REDACTED] if he stopped a vehicle for a marked lanes violation on May 2, 2019, at 0120 hours (**Attachment C and VIDEO 4**), and he said yes. I asked where the violation took place, and he advised it occurred when the driver went past the Trenton Avenue exit. I asked [REDACTED] if this violation was on camera, and he said it was. He explained there was “a distance,” and the camera does not show the violation as he saw it. He described the view of the camera as being similar to side mirrors in vehicles which display the warning of objects being closer than they appear. He said the video showed where the driver went over the fog-line, and then came back into his lane. He added, “I wouldn’t have stopped him if it was something I wasn’t comfortable with.” I asked him to estimate how far over the fog-line the driver veered, and he said it was probably about a foot.

I asked [REDACTED] if he stopped a vehicle for a speeding violation on May 7, 2019, at 2251 hours (**Attachment C and VIDEO 5**), and he answered yes. I asked him if he performed a search incident to arrest, and he said no. He stated he was taking the driver to the jail to get a urine sample, and there were no female officers working in the area. He explained he conducted a pat down, and the driver was wearing “skin tight leggings.” He said there were no pockets in her pants, and he did not feel there was anything on her person which might hurt him. He said he asked her if she had anything on her, and she admitted to having marijuana. I asked him if the jail staff found only the marijuana contraband she told him about, and he said yes. He said a female corrections officer retrieved the contraband.

I asked [REDACTED] if he stopped a vehicle for a license plate light violation on May 10, 2019, at 2254 hours (**Attachment C and VIDEO 6**), and he answered yes. I asked him to explain why he turned off his headlights, and he said it was to confirm what he thought he saw. I asked [REDACTED] if he saw the license plate light working when he saw the video, and he said he saw the light when the driver turned left. He remarked the Ohio Revised Code requires the light to illuminate the license plate, and it was not illuminating. He advised he told the driver he made a mistake, and left without taking any further action. I asked how he claimed this traffic stop, and he said he claimed it as a “non-enforcement, white male.”

I asked [REDACTED] if his supervisors have spoken to him about proper searches and probable cause, and he said probable cause was part of his PIP, but he did not hear anything about searches until “about a month ago.” He remarked he heard Glennon was upset about his searches, and he spoke to Sergeant Armstrong about it. He stated he asked Armstrong to tell him if there was anything wrong with his traffic stops. [REDACTED] said when his PIP was coming to an end, he told Glennon he did not think another PIP was necessary, and offered to closely watch his videos for the next six months.

I asked [REDACTED] if he received a training IOC dealing with his failure to conduct searches incident to arrest, while he was working at the Steubenville Post, and he replied yes (**Attachment D, Page 1**). [REDACTED] admitted he did not search a female arrestee, but it was determined she was a large framed person who was wearing tight clothing. He thought Professional Standards had been contacted, and he heard there was not an issue according to them.

I asked [REDACTED] if there was anything else he wished to add to his statement, and he said he did not feel as if his supervisors adequately notified him about these operational deficiencies. He also did not feel as if this course of action was necessary. [REDACTED] thought some type of corrective action would have been appropriate, and he acknowledged he would have been receptive to it. I asked if he felt he was not properly notified about the administrative investigation, and he said no. I asked him if he thought he should have been told about the issues before an administrative investigation was initiated, and he replied yes. I asked [REDACTED] if he knew the IOC’s were part of his PIP, and he replied yes. He said he still felt the Post supervisors should have told him what he was doing wrong.

I asked [REDACTED] if there was anything else, and he answered no. [REDACTED] said everything in his statement was true and factual. I ordered [REDACTED] not to discuss this administrative investigation while it is pending, and he acknowledged my order. The interview concluded at 0615 hours.

At the conclusion of the interview, [REDACTED] signed the Inter-Office Communication directing him not to discuss the administrative investigation (**Attachment F**).

Attachments:

- (A) Inter-Office Communication dated May 29, 2019 ... (1 page)**
- (B) April 2019 Video Reviews for [REDACTED] [REDACTED] ... (3 pages)**
- (C) May 2019 Video Reviews for [REDACTED] [REDACTED] ... (3 pages)**
- (D) May 2018 Risk Assessment for Steubenville Post 41 ... (5 pages)**
- (E) Performance Improvement Plan for [REDACTED] [REDACTED] ... (4 pages)**
- (F) Direct Order Inter-Office Communication ... (1 page)**

(VIDEO 1) - April 4, 2019, Traffic Stop Video at 2246 hours

(VIDEO 2) - April 7, 2019, Traffic Stop Video at 0048 hours

(VIDEO 3) - April 7, 2019, Traffic Stop Video at 0311 hours

(VIDEO 4) – May 2, 2019, Traffic Stop Video at 0120 hours

(VIDEO 5) – May 7, 2019, Traffic Stop Video at 2251 hours

(VIDEO 6) – May 10, 2019, Traffic Stop Video at 2254 hours

INTER-OFFICE COMMUNICATION

A.I.# [REDACTED]

Attachment-- A

Page 1 of 1

Date May 29, 2019



File 2-ADM

To Captain C.D. Davies Attention S/Lt. A.R. Ralston

From Lt. M.A. Glennon, New Philadelphia Post Commander

Subject [REDACTED] Failure to search and operational deficiencies

During the April and May video reviews that were a part of [REDACTED]'s PIP several operational issues were observed. These issues include, probable cause for traffic stops, poor/improper pat downs of subjects, poor/no searches of individuals arrested and improper transportation of subjects in patrol cars.

The issues of probable cause and poor/improper pat downs of subjects will be addressed in an upcoming PIP.

The issue of improper transportation of subjects in patrol cars will be addressed in a training IOC.

The instances where [REDACTED] failed to conduct a search incident to arrest are:

- VIDEO 2 → During an April 7, 2019 traffic stop, [REDACTED] failed to perform a search incident to arrest of a female OVI suspect. She was initially stopped for a stop sign violation.
- VIDEO 3 → During another April 7, 2019 traffic stop, [REDACTED] failed to conduct a search of a female OVI arrestee incident to arrest. She was initially stopped for a speed violation
- VIDEO 5 → The final traffic stop occurred on May 7, 2019. The female driver is not searched. The suspect admitted to having marijuana in her bra. [REDACTED] transported her to the jail. The initial stop was for speed.

→ On May 16, 2018, when [REDACTED] was still working at the Steubenville Post, a training IOC was completed when it was discovered that he failed to conduct a search of a female violator incident to arrest. The IOC also indicates that during three other video reviews, poor searches were conduct by [REDACTED]. This IOC was completed following an Operational Risk Assessment that identified the no search issue. → ATTACHMENT D

With a training IOC already having been completed for failure to search incident to arrest, I am recommending that an Administrative Investigation be completed on [REDACTED] for the traffic stops documented above.

T. BARLEY 6.3.19

INTER-OFFICE COMMUNICATION

Date 4/15/19



File

A.I.# [REDACTED]

Attachment-- B

Page 1 of 3

To Lt. M.A. Glennon Attention _____

From Sgt. C.D. Armstrong

Subject [REDACTED] - April Video Reviews

4/4/19 2246 Hours Video #ola00292 20190405024733e0 VIDEO 1

(#1)
Prob.
Cause

Unit stopped the suspect for a stop bar violation at the intersection of IR 77 and SR 39 in Dover. Vehicle pulled over into the Speedway parking lot. Unit makes a left side approach and makes contact with the driver. The driver is asked out of the vehicle and he consents to a pat down. Unit performs SFSTs on suspect. Unit demonstrates and explains the tests well. Driver is arrested for OVI. He is handcuffed, searched, and Mirandized. There was a passenger in the vehicle that he called Tpr. Sutterluety to the scene to assist. Driver is transported to the Post and refuses the breath test.

Issues: Unit stopped the vehicle for not stopping behind the stop bar. However, from the video it appears the vehicle is behind the stop bar. The Post had also received a call on the suspect being all over the road. The ticket reflects a traffic control device violation. ***I spoke with [REDACTED] and advised him the importance of making sure he has quality probable cause when making a traffic stop.

4/5/19 0105 Hours Video #ola00292 20190405050636e0

Unit is dispatched to a one vehicle crash on County Road 52. He finds the driver in the ditch by the wrecked vehicle. He pats the subject down immediately and does not ask the driver. During the pat down the driver does say there is a weapon in the vehicle. Unit explains and demonstrates the SFSTs. Driver is subsequently arrested for OVI. Driver is handcuffed, searched, and Mirandized. He is placed into the back of the patrol car. He is safety belted in and transported to the Post. He agrees to a breath test.

Issues: Unit locates the driver and immediately pats the driver down. He does not ask for permission to do the pat down. This does not meet the stop and frisk standard. During this pat down, the unit then goes into the pockets of the driver and removes his wallet. The driver did state that he had his identification on him so he was not making any attempt to conceal it. I do not see a reason why the unit went into the driver's pocket. ***I spoke with [REDACTED] about the difference between a pat down, Terry Stop, and search. He was given an OSHP cheat sheet outlining the differences.

4/6/19 0025 Hours Video #ola00292 20190406042642e0

Unit stops the vehicle for a speeding of violation of 52/45mph zone. He makes a left side approach and advised the driver for the reason of the stop. He detects the odor of alcohol coming from the vehicle and asks the driver out. Driver consents to a pat down. Unit explains and demonstrates the SFSTs. She is

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subsequently arrested for OVI. Driver is handcuffed, Mirandized, and searched. Vehicle is secured at the scene and she is transported to the post.

No issues with this stop.

4/7/19 0048 Hours Video # ola00292 20190407044948e0 VIDEO 2

Unit stops the vehicle for rolling the stop sign. However, from the video it appears the vehicle did stop at the stop sign. Unit makes a left side approach and advised the driver for the reason of the stop. The driver is asked out of the vehicle and she is asked to consent to a pat down. She does consent and the unit does a poor pat down. Unit explains and demonstrates the SFSTs. The driver is subsequently arrested for OVI. She is handcuffed, Mirandized, and placed into the back of the Patrol car. She is safety belted into the back of the car. Passenger is brought back to the patrol car and he submits to a pat down. Unit does a poor pat down on the passenger. Passenger is checked through LEADS. The driver and passenger are both transported to the Post.

Issues: The in car camera shows the vehicle does stop at the stop sign. Unit does a poor pat down on the driver and passenger both. Once the driver is arrested the unit does not do a search

4/7/19 0311 Hours Video #ola00292 20190407071258e0 - VIDEO 3

Unit stops the vehicle for a speed violation of 85/70 mph zone on IR 77 at the Bolivar Exit. Unit detects alcohol on the driver and she admits to consuming alcohol. She is asked out of the vehicle. She submits to a pat down. Unit explains and demonstrates the SFSTs. Driver is subsequently arrested for OVI. She is handcuffed and Mirandized. She is not searched but is wearing a very tight dress and there are no weapons visible. She is then transported to the Post for a test. The passenger is asked out of the vehicle. Unit pats the passenger down without consent. He is transported to the Post by Tpr. Sutterluety.

Issues: Unit pats the passenger down without consent.

4/12/19 0003 Hours Video #ola00292 20190412040505e0

Unit stops the vehicle for a stop sign violation that happened behind him and not on camera. Unit makes a left side approach and makes contact with the driver. Unit detects the odor of alcohol coming from the vehicle. The driver is asked out of the vehicle and he consents to a pat down. Unit does a poor pat down. He does not check below the pants pockets. Unit does a good job explaining and demonstrating the SFSTs. Driver is arrested for OVI. He is handcuffed, Mirandized, and searched. Driver is safety belted in. Vehicle is towed from the scene and unit does an inventory. Driver is then transported to the Post.

No issues with this stop.

A.I.# _____
Attachment-- B
Page 2 of 3

PROB. CAUSE + NO SEARCH #2

No SEARCH #3

4/19/19 0334 Hours Video #ola00292 20190419073613e0

Unit stops the vehicle for a plate light violation as well as marked lanes. He calls for another unit right away. Unit makes a left side approach and informs the driver for the reason of the stop. Driver admits he does not have a license. Unit smells alcohol at the vehicle and the driver admits to consuming. Driver is asked out of the vehicle and he consents to a pat down. Unit does a good job explaining and demonstrating the SFSTs. Tpr. Sutterluety is on scene and maintains control of the three passengers. Driver is arrested for OVI. He is handcuffed, Mirandized, and searched. Suspect is placed into the back of the patrol car and safety belted in. The passengers are transported to the Post by Tpr. Sutterluety and [REDACTED]. The driver is taken to the post for a test. Unit was transporting the subject's back to the Post and realized he was almost out of fuel. He called to ask if he could fill up and I advised him to. He stopped at a gas station that was along the route. Unit did not realize the driver had unbuckled his safety belt.

Issues: Unit almost ran out of fuel and he did not realize the driver had unbuckled his safety belt in the back of the patrol car. Unit does a poor search on the suspect.

4/20/19 0129 Hours Video #ola00292 20190420055057e0

Unit was on patrol and came across a crash. The driver was extremely intoxicated. I responded to the scene to assist [REDACTED]. Unit attempts to administer the SFSTs but due to her level of intoxication she is unable to do the tests. Driver is arrested for OVI. She is handcuffed, Mirandized, searched and placed into the back of the Patrol car. She is safety belted in and the unit begins to transport her to the post. While en route she begins to bang her head of the protective glass. I advised him to take her directly to jail, which he did.

No issues. Unit handled this intoxicated driver very well.

4/21/19 0150 Hours Video#ola00292 20190421055227e0

I stopped and OVI driver and turned it over to [REDACTED]. Driver is arrested for OVI.

No issues with this stop. I was present during the entire stop.

4/24/19 0702 Hours Video #ola00292 20190424230358e0

Unit stops a vehicle for speed on US 36. Unit makes a left side approach and makes contact with the driver. Driver advises she is a CCW holder. Unit obtains all the information needed to write a ticket and returns to his patrol car. He completes the ticket and makes a left side approach. Unit explains the ticket to the violator.

No issues with this stop.

A.I.# [REDACTED]
Attachment-- B
Page 3 of 3

INTER-OFFICE COMMUNICATION

Date 5/15/19



File

A.I.# [redacted] Attachment-- C Page 1 of 3

To Lt. M.A. Glennon Attention

From Sgt. C.D. Armstrong

Subject [redacted] May Video Reviews

5/2/19 0120 Hours Video #ola00292 20190502052157e0

VIDEO 4

PROB. CASE

#4

Traffic stop starts out with [redacted] sitting at the intersection of Indian Hill and Greer Road. Unit stops the vehicle for going over the fog line. The violation is not visible on the in-car camera. Unit makes a left side approach and detects alcohol on the driver. The driver is asked out of the vehicle and he complies. The driver consents to a patdown. He is administered the SFSTs and subsequently arrested for OVI. He is Mirandized, searched, and safety belted into the back of the patrol car. He is then transported to the Post.

Issues: The marked lanes violation is not visible on the camera. The video starts out with the unit sitting at the intersection of Greer and Indian Hill Road. This location is half a mile east of the Y-Tavern.

5/7/19 2251 Hours Video #ola00292 20190508025252e0

VIDEO 5

No SEARCH

#5

Traffic stop on SR 416 for a speeding violation. Unit states he smells marijuana at the vehicle. Driver is asked out of the vehicle and another unit is called. Driver consents to a pat down and is placed into the back of the patrol car. Driver admits to the speeding violation. Tpr. Walters arrived on scene and [redacted] conducts a search of the vehicle. Unit finds a vape pen with suspected THC oil. Suspect is administered the SFSTs and subsequently arrested for OVI. Unit reads the suspect her Miranda Rights and she admits to marijuana in her bra. Unit plans on taking her to the county jail to obtain a urine sample. He advises her the marijuana will be retrieved once at the county jail and in the presence of a female officer. Driver is not searched and is placed into the back of the patrol car. She is then transported to the county jail.

Issues: Driver is not searched. However, his intent is to take her to the county jail for a female to do the search since she admitted to having marijuana in her bra. The unit still could have searched the rest of her person.

5/9/19 2123 Hours Video #ola00292 20190510012456e0

Unit stops the vehicle for a marked lanes violation on IR 77. Suspect is slow to stop. Unit makes a right side approach. Unit detects alcohol on the driver and gets him out of the vehicle. He is brought back to the patrol car where he consents to a pat down. Driver is administered the SFSTs and arrested for OVI. He is handcuffed and Mirandized. Driver is searched and placed into the back of the patrol car. He is then transported to the Post.

No issues with this stop.

5/10/19 2254 Hours Video #ola00292 20190511025450e0 VIDEO 6

Unit is traveling through Tusky and passes a vehicle traveling the opposite direction. Unit turns around on vehicle and follows it suspecting the plate light is out. While unit is gaining on vehicle the light is working and can be seen on the in-car camera. When the vehicle turns you can see the light is working. Unit even turns out his headlights and you can see the license plate lights are working. He stops the vehicle anyways. He makes contact with the driver and ends up clearing the stop.

Issues: Unit stopped the vehicle even though it was evident the lights were working.

5/10/19 2317 Hours Video #ola00292 20190511031847e0

Unit checks a vehicle for a speeding violation on US 36. Unit loses sight of the vehicle. He stops a vehicle he thought was the speeder but it is several miles from where the incident took place. Turns out it was the wrong vehicle. Unit apologized and then cleared.

Issues: Unit stopped the wrong vehicle because he lost sight of the actual violator.

5/11/19 0042 Hours Video # ola00292 20190511044341e0

Unit stops the vehicle for stopping beyond the stop bar on State route 212 in Bolivar. Unit makes a left side approach with the flashlight in his weak hand. Unit detects alcohol on the driver and asks him out of the vehicle. Driver consents to a pat down. Unit explains and demonstrates the SFSTs. Driver is subsequently arrested for OVI. He is handcuffed, Mirandized, and searched. Driver is then placed into the back of the patrol car. A Bolivar PD officer is on scene to assist. Unit locates THC oil in the vehicle. Vehicle is towed from the scene. The driver is safety belted in the back of the patrol car and transported to the Post.

No issues with this stop.

5/11/19 2344 Hours Video #ola00292 20190512034543e0

Unit stops a vehicle for a turn signal violation from SR 212 to IR 77. Probable cause is not really visible on camera but the driver does admit to the violation. Unit detects the odor of alcohol on the driver and she is asked out of the vehicle. Driver consents to a pat down. Unit administers the SFSTs. Driver is subsequently arrested for OVI. She is handcuffed, searched, and read her Miranda Rights. She is then safety belted into the back of the patrol car. Unit then brings the passenger back to the patrol car and he consents to a pat down. While in the back of the patrol car, the occupants can be heard talking about where the marijuana is at in the vehicle. Some of the responses are inaudible. The driver and passenger are both safety belted in and transported to the post.

- CLOSER REVIEW SHOWED P.C. WAS VISIBLE + No Turn signal WAS USED.

A.I.# [REDACTED]

Attachment-- C

Page 3 of 3

No issues with this stop.

Date May 16, 2018



File 2-TRA

To Lieutenant J.R. Fetty Attention _____

From Sergeant R.J. Bodo U-1720

Subject Training IOC - [REDACTED]

During the recent GHQ Risk Assessment a video was discovered from May 1, 2018 at 2349 hours, where [REDACTED] stopped a female for a moving violation on SR 213. Alcohol was detected and the female subject was placed through field sobriety tests. The female violator was subsequently arrested for OVI. The violator was handcuffed and placed into custody in the front of the patrol car. [REDACTED] failed to conduct a search incident to arrest on the female violator, before placing her in the patrol car.

As a result of this incident, three videos were reviewed to see if this was an isolated incident or common practice in his day to day operations. During three video reviews of OVI arrests, all three occupants were searched prior to being secured in the patrol car. Although the three searches were conducted, the searches were not thorough. [REDACTED] was still not completely searching areas where contraband could be hidden. Also during the three video reviews it was discovered that [REDACTED] would shut off his in car camera once the subject is secured in the patrol car. He would then immediately turn his camera back on. This would make two separate videos in the arbitrator system. He would tag the first video as evidence and not the second video.

As a result the videos were reviewed with [REDACTED]. We discussed the dangers of failing to properly search violators who are in our custody. We also discussed the liability of turning off the in car video system during an arrest.

[REDACTED] reviewed the following policies:

OSP-203.05 Search and Seizure.

OSP-103.22 Audio/Video Use, Storage, Release, and Destruction

[REDACTED]

Violator Contact(s)	<u>(OSP-902.04)</u> <u>(OSP-203.05)</u> <u>(OSP-203.20)</u> <u>(OSP-203.26)</u>	<p>Search and Seizure</p> <ul style="list-style-type: none"> • Proper application of law. • Probable cause. • Proper documentation. (HP24R) • Use of cover officers (Safe Search). <p>Securing / Handcuffing</p> <ul style="list-style-type: none"> • Controlling both of the suspect's hands and arms, prior to and during the application of handcuffs. • Maintaining a position of power, control, and advantage during the entire arrest scenario. <p>Weapon Safety</p> <ul style="list-style-type: none"> • Blading weapon away from violator. • Maintain safe distance. • Not holding anything in weapon hand. <p>Situational Awareness</p> <ul style="list-style-type: none"> • Maintain control of violator / passengers. • Turning back on violators or passengers. • Requested back-up when appropriate. <p>Use of Force</p> <ul style="list-style-type: none"> • Appropriate level of response. 	Monthly Supervisor Review
---------------------	--	---	---------------------------

EVALUATION SUMMARY: The documentation of consent searches were reviewed and overall the documentation was well done. The supervision team was reminded to ensure they are checking the remarks section for the search form to ensure adequate reasoning was given by the officer (only one was deficient out of all but it was notable). There were several comments by the supervisory team indicating that they expected the violator to be "free to go" before consent was sought. I addressed this with the supervisors present that this was not the case. The courts look at the totality of the circumstances surrounding the incident to determine whether or not consent was proper. All of the HP24R documentation included a witnessing officer which indicated that they were properly documenting the incidents and were not conducting these searches alone.

Six random videos were reviewed during the risk assessment. Searches and pat-downs were conducted during most of stops reviewed. During most of the stops the searches could have been more thorough and methodical. Troopers should be reminded to search the chest and waist area of all suspects. Four of the six videos were of female arrestees and the chest and waistline was not checked.

Troopers must also be reminded consensual pat downs should be conducted prior to SFST's and to cover all four sides of all the suspects' extremities, as well as the groin, waistline, and chest area.

During one stop made by [REDACTED] a consensual pat down prior to SFST's was not conducted. After she was placed under arrest she was handcuffed but no search was conducted. [REDACTED] showed a lack of officer safety during the entire stop. On several occasions he turned his back on the suspect and twice reached into his patrol car to retrieve items with the suspect standing beside him. He also had items in his strong hand while speaking to the suspect during his initial contact.

An OVI arrest made by Trooper Parrish was also reviewed. His officer safety was evident during the entire video. A consensual pat down was conducted prior to SFST's. Gloves were worn during the search incident to arrest and his search was extremely thorough prior to being placed in the patrol car. This video should be shared with other units at the post as an example of a text book arrest.

Troopers should use extra caution when emptying suspects' pockets during the search incident to arrest and utilize gloves prior to entering suspects' pockets. During some of the videos reviewed, gloves were not utilized or only one glove was worn to search the vehicle or suspects.

A.I.# [REDACTED]
Attachment-- D
Page 3 of 5

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Patrol Car Operations	(OSP-200.06)	Safe Operation <ul style="list-style-type: none"> • Appropriate vehicle operation for the violation. • Good location information provided to dispatch. Vehicle Placement <ul style="list-style-type: none"> • Space the vehicle about one car length away. • Offset vehicle with the stopped vehicle 50%. • Stop location (tactically sound – lighting, traffic, barriers etc.) 	Monthly Supervisor Review
<p>EVALUATION SUMMARY: Patrol car operations were reviewed during the three random videos of troopers wearing their traffic safety vest at crash scenes. During the videos reviewed troopers responded to crash scenes appropriately. The leadership team should remind troopers to continually evaluate the need to respond in emergency status especially if another unit and emergency personnel are already on scene of a traffic crash. Proper information is being provided to the dispatcher in a timely manner. Patrol car positioning was appropriate.</p>			

PROFESSIONAL STANDARDS & MANAGEMENT OPERATIONS

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Enforcement Supervision	(OSP-203.46)	<ul style="list-style-type: none"> • Supervisor actively participates in video reviews. 	Monthly Review
<p>EVALUATION SUMMARY: The supervision team was actively engaged in the review of videos during the risk period. They were looking to ensure that the troopers were wearing protective gloves when searching, reflective vests when proper, and conducting pat-downs when necessary. These items were documented as well as the corrective action taken with the troopers. Finally, I reminded them to make sure the reasons for pat-downs were being documented by the officers to ensure they are differentiating between Terry pat-downs and consensual pat-downs to justify when each is done.</p>			

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Communication	(OSP-501.04)	<ul style="list-style-type: none"> • Are the supervisors actively engaged in personnel development? • Supervisors accessible to staff. 	Survey
<p>EVALUATION SUMMARY: Post personnel completed an online survey prior to the risk assessment. The results were above average for the leadership team at the post (average rating was 6.1 on a 7 point scale). The overall rating of post morale was above average (average rating 7.9 on a 10 point scale). Sixteen people responded to the survey. The survey was discussed with the Post Commander and Cambridge District staff.</p>			

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
Complaints	(OSP-203.46)	<ul style="list-style-type: none"> • Patterns identified. • Frequency of similar violations. • Proper documentation. 	Monthly Supervisor Review
<p>EVALUATION SUMMARY: There were numerous complaints documented for the review period. No patterns were identified and complaints were documented on the HP-53 with dispositions. The complaints are also reviewed by the Wilmington District staff. It appears that management is holding personnel accountable for their actions.</p>			

ACTIVITY	POLICY REFERENCE	IDENTIFIED RISK(S)	RISK CONTROL(S)
HP – 2J	(OSP-203.46)	<ul style="list-style-type: none"> • Review conducted of the 2J reports generated by SAU. • Corrective steps documented for any issues identified. • Follow up documentation on corrective measures. 	Supervisor Review
<p>EVALUATION SUMMARY: Overall, the documentation of corrective steps was well done; however, some improvements were suggested in explaining the variances in the reports. For example, some of the explanatory language appeared redundant and the same for different units, i.e., the language used was "boiler plate" or "copied and pasted" from one to another. The supervisory team was reminded to ensure the descriptions are tailored to each unit to avoid the perception of "rubber stamping." Finally, one report explained that a K9 was called to the scene but no reasoning was given as to why; this should be indicated on the IOC since this would likely generate questioning upon further review.</p>			

A.I.# [REDACTED]
 Attachment-- D
 Page 4 of 5

Development Document - PERFORMANCE IMPROVEMENT PLAN
Manager Evaluation

A.I.# [REDACTED]

Attachment-- E

Page 1 **of** 4

[REDACTED] Highway Patrol [REDACTED]
PERFORMANCE IMPROVEMENT PLAN, 02/24/2019 - 05/25/2019

Author: MARK GLENNON
Status: In Progress
Approval: Submitted

Role: Manager
Due Date: 07/24/2019

EMPLOYEE DATA	
Empl ID :	[REDACTED]
Agency :	Dept of Public Safety
Division :	DPS290779
Job Code :	[REDACTED]
Supervisor ID :	[REDACTED]
	D7 Post 79 New Philadelphia

Enter ratings and comments for each section in this evaluation, if applicable. Save entries made on the evaluation by selecting the Save button.

Section 1 - IMPROVEMENT OPPORTUNITY

Improvement Opportunity		
Description	Improve his knowledgeable of the Ohio Revised Code and how to properly enforce the laws.	
Created By :	MARK GLENNON	02/19/2019 1:32PM
Last Modified By :	MARK GLENNON	02/22/2019 11:27AM

Improvement Opportunity		
Description	Demonstrate proficiency with Electronic Speed Measuring Devices and how to properly determine a violators speed.	
Created By :	MARK GLENNON	02/19/2019 1:33PM
Last Modified By :	MARK GLENNON	02/22/2019 11:28AM

Improvement Oppurtunity		
Description	Consistently demonstrate professionalism in your encounters with the motoring public.	
Created By :	MARK GLENNON	02/19/2019 1:34PM
Last Modified By :	MARK GLENNON	02/22/2019 11:29AM

Section 2 - IMPROVEMENT PLAN

Improvement Plan	
Description	[REDACTED] will be provided traffic law quizzes at Post level in order to improve his knowledge of the Ohio Revised Code and how to best use those laws. Proper use of the Ohio Revised Code will be monitored by reviewing [REDACTED]'s videos.
- Start Date :	02/24/2019

- End Date : 05/25/2019
Rating: 1. Unsatisfactory
[REDACTED] was given a traffic law quiz along with a traffic law final that was provided by the Academy. The results are attached.
Comments: [REDACTED] scored a 74% on the traffic law quiz and an 84% on the final test. He still needs to improve his knowledge of the Ohio Revised Code and how to properly apply and enforce the laws. Through his video reviews he is still demonstrating issues with probable cause for stopping vehicles. Another PIP will be utilized to help [REDACTED] in these areas.
Created By : MARK GLENNON 02/19/2019 1:37PM
Last Modified By : MARK GLENNON 06/13/2019 10:37AM

Improvement Plan
Description [REDACTED] will be given individualized training with an ESMD instructor on the proper way to determine a violator's speed. Specific guidance will be given on the proper way to pace a vehicle.
- Start Date : 02/24/2019
- End Date : 05/25/2019
Rating: 3. Satisfactory
Comments: [REDACTED] did a 4 hour ride-a-long with Sergeant Wolfe. Sergeant Wolfe is a certified ESMD instructor. His IOC is attached.
Created By : MARK GLENNON 02/19/2019 1:38PM
Last Modified By : MARK GLENNON 05/29/2019 10:11AM

Improvement Plan
Description Citizen complaints will be monitored throughout the review period. [REDACTED]'s public interaction will be monitored through video reviews. Post supervision will research training opportunities that deal with interpersonal relations.
- Start Date : 02/24/2019
- End Date : 05/25/2019
Rating: 3. Satisfactory
[REDACTED] has been entered to attend "Crucial Conversations" class at the Academy on March 12, 2019.
Comments: 3/5/19 John Zucal came to the Post and spoke to Sergeant Wolfe reference a traffic stop that [REDACTED] conducted with his wife Wendy. Attached is the IOC from Sergeant Armstrong after he conducted a video review of the traffic stop.
[REDACTED] has been entered to attend "Responding to Conflict" class at the Academy on April 17, 2019.
Created By : MARK GLENNON 02/22/2019 11:44AM
Last Modified By : MARK GLENNON 05/29/2019 10:11AM

Section 3 - APPROVALS SECTION

[REDACTED] MARK GLENNON

05/29/2019

[REDACTED] MARK GLENNON

06/13/2019

[REDACTED] ANNE RALSTON

06/14/2019

SIGNATURE ACKNOWLEDGEMENT (Performance Evaluation & PIP)

I have reviewed my performance evaluation.

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

Yes No

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

Choose one (1) of the following:

I refuse to acknowledge this document.

I acknowledge this document.

Section 4 - MANAGER RATER COMMENTS SECTION

[REDACTED] has improved his interaction with the public during traffic stops. He is encouraged to apply what he has learned through his individualized training to ensure he is treating others in a professional manner. He attended two classes to help improve his abilities and skills when interacting with the public.

[REDACTED] was given individualized training by Sergeant Wolfe on the proper use of electronic speed measuring devices and specific training on the proper way to pace another vehicle. Seth showed proficiency in this area. Video reviews show [REDACTED] continues to issues with probable cause when initiate traffic stops and did not do well on the Traffic Law tests provided in this PIP. These issues will be addressed in a new PIP.

Section 5 - MANAGER REVIEWER COMMENTS SECTION

[REDACTED] will need to continue to show improvement in applying revised code when initiating traffic stops. These issues have been identified and addressed with [REDACTED]. The new PIP will focus on this issue.

Section 6 - APPOINTING AUTHORITY COMMENTS

Section 7 - EMPLOYEE COMMENTS SECTION

Section 8 - SIGNATURES

Rater/Date

Reviewer/Date

Appointing Authority/Date

Employee/Date

Attachments				
File Name	Description	Attachment Audience	Last Update Date/Time	Uploaded By
May_(2nd_Half)_Video_Reviews.docx		Manager Only	05/29/2019 9:39:27AM	MARK GLENNON
May_(1st_Half)_Video_Reviews.docx		Manager Only	05/29/2019 9:39:27AM	MARK GLENNON
April_15_2019_IOC.docx		Manager Only	05/29/2019 9:39:27AM	MARK GLENNON
Responding_Conflict_Class_IOC.docx		Manager Only	05/07/2019 3:16:57PM	MARK GLENNON
Crucial_Conversations_Class_IOC.docx		Manager Only	05/07/2019 3:16:08PM	MARK GLENNON
Traffic_Law_Final.pdf		Manager Only	04/16/2019 7:57:16AM	MARK GLENNON
Traffic_Law_Quiz_2.pdf		Manager Only	04/16/2019 7:57:08AM	MARK GLENNON
ESMD_Ride_Time_IOC.pdf		Manager Only	04/16/2019 7:57:08AM	MARK GLENNON
March_13_2019_IOC.docx		Manager Only	03/13/2019 8:46:02AM	MARK GLENNON
March_05_2019_IOC.docx		Manager Only	03/06/2019 2:53:32PM	MARK GLENNON

Audit History	
Created By :	MARK GLENNON
Last Updated By :	ANNE RALSTON 06/14/2019 9:32:19AM
Reopened Document By :	MARK GLENNON 06/13/2019 10:31:31AM

INTER-OFFICE COMMUNICATION



Date June 24, 2019

File 2-ADM

To [REDACTED] Attention Staff Lieutenant C. A. Miller

From Sergeant D. E. Bailey

Subject Direct Order Regarding Administrative Investigations

The purpose of this IOC is to notify you that you are either the subject of or witness to an administrative investigation, or the possibility that you will be the subject of or witness to an administrative investigation.

In order to maintain the integrity of the administrative investigation, I am giving you a direct order not to speak about the incident in question or any circumstances surrounding the incident in question with anyone except your union representative.

I acknowledge receipt of the above order.

[REDACTED]

24 June 2019
Date

A.I.# [REDACTED]
Attachment-- F
Page 1 **of** 1



INTERNAL INVESTIGATION PRE-INTERVIEW (OSP ONLY)

EMPLOYEE NAME [REDACTED]		UNIT # [REDACTED]	OAKS EMPLOYEE ID # [REDACTED]	SHIFT 10P-6A
COMPONENT / POST Ohio Department of Public Safety / New Philadelphia Post 79		DIVISION / DISTRICT Ohio State Highway Patrol / District 7		
DATE 6/24/2019	TIME 0552 <input checked="" type="checkbox"/> A.M. <input type="checkbox"/> P.M.	LOCATION 2454 East High Ave. New Philadelphia, OH 44663		
INTERVIEWER NAME David E. Bailey	TITLE Sergeant	ASSIGNMENT AND SHIFT Administrative Investigation Unit / 8A-4:30P		

You are the subject of an administrative investigation. The known allegations are:
 The facts and circumstances surrounding six incidents which occurred between April 4, 2019, and May 10, 2019, where you committed the following violations:
 * You did not perform searches incident to arrest on three occasions on April 7, and May 7, 2019.
 * You did not establish sufficient probable cause prior to initiating the traffic stops on four occasions on April 4, April 7, May 2, and May 10.

Ask employee if he / she wants a labor representative? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Bargaining Unit – O.S.T.A.
IF YES, REPRESENTATIVE NAME Robert F. Cooper	UNIT #	OAKS EMPLOYEE ID #
COMPONENT / POST Ohio State Troopers' Association	DIVISION / DISTRICT	

If a request for a labor representative is made, do not interview until a representative is available.

CONCLUDED AT	RESCHEDULED FOR
--------------	-----------------

If the employee declines a labor representative or if the representative is present, proceed with the interview by reading the following warning:
 You are being interviewed as part of an official administrative investigation by the Department of Public Safety. You will be asked questions relating to the performance of your official duties or fitness for office. If you refuse to answer questions completely and / or accurately, you may be subject to disciplinary action, up to and including dismissal. Statements provided under threat of disciplinary action may not be used against you in any subsequent criminal proceedings.

SIGNATURE OF EMPLOYEE X [REDACTED]	DATE 24 Jun 2019
SIGNATURE OF WITNESS X [Signature]	DATE 6-24-19

INTERVIEW BREAKS			
STOP 0615	START	STOP	START
INTERVIEW COMPLETED AT 0615	TAPE RECORDING MADE OF THE INTERVIEW? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		TAPE RECORDING MADE BY Sergeant David E. Bailey

SIGNATURE OF INTERVIEWER X [Signature: D E Bailey]	DATE 06/24/2019
---	--------------------

Employee to receive a copy of completed form.

INTER-OFFICE COMMUNICATION



Date August 10, 2020 File 2-TRA

To Major Chuck A. Jones Attention Captain Steven R. Rine ZHR

From Sergeant Archie L. Spradlin, Assistant Regional Training Unit Commander

Subject Individualized Training, [REDACTED] Unit # [REDACTED], District 7, Post 79,
AI# [REDACTED]

On Monday, February 10, 2020, [REDACTED] reported to the Ohio State Highway Patrol Academy for individualized training. The training addressed concerns that were identified during administrative investigation # [REDACTED]. The training lasted approximately four (4) hours.

Specific issues that were addressed as training topics were: the importance of following Division policy when it comes to arrest, search and seizure, as well as maintaining officer safety. Specifically, when contacting members of the opposite sex. According to the facts found in the administrative investigation, [REDACTED] conducted three (3) traffic stops involving females that he believed were operating a vehicle under the influence of alcohol or drugs. During the traffic stops, [REDACTED] failed to follow Division policy pertaining to arrest, search and seizure, and custodial care and security when placing the subjects under arrest. All three incidents were similar in the fact the subjects were subsequently arrested for Operating a Motor Vehicle Under the Influence (OVI) where [REDACTED] failed to conduct a proper search of the arrestee. [REDACTED] felt that in all three arrests of the females for OVI, he did not "feel" threatened, therefore, failed to take his personal safety seriously.

OSP Policy 203.05 Search and Seizure, was reviewed, and discussed in great length, focusing on his knowledge of search and seizure law. [REDACTED] was asked to complete a 50 question exam on Laws of Arrest, Search and Seizure, of which he answered all correct, receiving a score of 100%. [REDACTED] completed a practical exercise in conducting a search of a female, which he completed properly. We also discussed Policy OSP 902.04, Officer Safety and the Deadly Errors, and the importance of always remaining vigilant.

[REDACTED] was shown several videos of proper, and improper, police-civilian encounters to compare various ways officers handled the situation. We further discussed Policy OSP 203.26 Custodial and Non-Custodial Care and Security and Policy OSP 902.20 Alcohol / Drugged Driver Enforcement.

[REDACTED] recognized his deficiencies, did not deny he was lackadaisical, asked several pertinent questions, and was very receptive to the training he received. He reassured me that these incidents should not be indicative of his normal procedures, [REDACTED] acknowledged that in reflection of the incidents, he recognized the seriousness of his lack of actions, and has learned an invaluable lesson from it.

INDIVIDUALIZED TRAINING REVIEW GUIDE

DATE RECEIVED: August 22, 2019

REASON FOR TRAINING				
Separation From Service A	Military Deployment B	District / Post Request C	A.I. D	E.I.P. E
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> RES - DIS - ARB	<input type="checkbox"/>	<input type="checkbox"/>	[REDACTED]	<input type="checkbox"/>

SECTION ASSIGNED	
Training	Employee Development
CPT <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/>

OFFICER INFORMATION				
Name	Unit	Post	District	Date of Training
[REDACTED]	[REDACTED]	79	7	February 19, 2020

TYPE OF TRAINING		
Class	Hours	Instructor
Incident Review and Discussion	1	Sergeant Archie L. Spradlin
OSP Policy 203.05 Search and Seizure and knowledge test	1	Sergeant Archie L. Spradlin
Policy OSP 902.04, Officer Safety and the Deadly Errors	1	Sergeant Archie L. Spradlin
Policy OSP 203.26 Custodial and Non-Custodial Care and Security	:30	Sergeant Archie L. Spradlin
OSP Policy 902.20 Alcohol / Drugged Driver Enforcement	:30	Sergeant Archie L. Spradlin

REVIEWED BY			
A.I.U.	Training	Standards	Employee Development
	0675		

DISPOSITION	
People Soft Entry	I.O.C. E-Mailed / Filed / Record Entered
<input type="checkbox"/>	<input type="checkbox"/>

Tracking Number: _____

INTER-OFFICE COMMUNICATION



Date August 7, 2020

File 2-TRA

To Major Chuck A. Jones Attention Captain Steven R. Rine

From Lieutenant E. Scott Damron, Regional Training Unit Commander

Subject Training Record for Trooper Andrew J. English's Individualized Training

[REDACTED] Unit # [REDACTED] completed individualized training on February 10, 2020, for administrative investigations # [REDACTED]. The course was not entered into the Public Safety Training Campus (PSTC), and a roster was not completed. In order to correct this oversight, Personnel Testing Specialist 3 Tanya L. Benner entered the training on August 6, 2020, into the ERIS training record for the unit.



- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio State Highway Patrol

1970 West Broad Street
P.O. Box 182081
Columbus, Ohio 43218-2081
(614) 466-3383
www.publicsafety.ohio.gov

September 5, 2019

[REDACTED]
Ohio State Highway Patrol
New Philadelphia Patrol Post
2454 E. High Avenue
New Philadelphia, Ohio 44663

Dear [REDACTED]

This letter is to advise you that you are suspended from your employment with the Ohio Department of Public Safety, Ohio State Highway Patrol, for a period of **one (1) day without pay** for violation of Ohio State Highway Patrol Rules & Regulations 4501:2-6-02(B)(5) Performance of Duty.

Specifically, as a result of administrative investigation # [REDACTED] it was found that on April 7, 2019 and May 7, 2019, you failed to perform a search incident to arrest on three separate female drivers who you arrested for Operating a Vehicle Intoxicated.

In accordance with the terms set forth in the attached Discipline Substitution Notice, you have elected to forfeit accrued compensatory time in lieu of a one (1) day suspension, **effective September 13, 2019.**

If you continue to violate the Work Rules and Procedures, further progressive discipline may lead to termination.

Sincerely,

Thomas J. Stickrath, Director
Ohio Department of Public Safety

TJS/jls

Mission Statement

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

An Equal Opportunity Employer



Employee Name	[REDACTED]	Unit Number	[REDACTED]	Hire Date	11/07/2012
Job Description	[REDACTED]	Division	OSP	Department	D7 Post 79 New Philadelphia

[REDACTED]

Case Summary
On April 7, and May 7, 2019, [REDACTED] failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Violation Code(s)

- 4501:2-6-02(B)(5) - Performance of Duty

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Suspension	1	09/13/2019	-

[REDACTED]

Case Summary
On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-



OHIO DEPARTMENT OF PUBLIC SAFETY
OHIO STATE HIGHWAY PATROL

DISCIPLINE SUBSTITUTION NOTICE

Subject: Disciplinary Time Substitution
Per Unit 1, 2, and Unit 15 Labor Agreements, Article 19

Name [REDACTED] Bargaining Unit 1 Unit # [REDACTED]

I, [REDACTED] hereby elect to declare my eligibility to substitute (forfeit) personal leave, vacation, or compensatory time in lieu of serving a suspension imposed by the Highway Patrol. I understand this forfeiture is in accordance with the Collective Bargaining Agreement between the state of Ohio and the Union, which states:

"If a bargaining unit employee receives discipline which includes lost wages, the Employer may offer the following forms of corrective action: have the employee deplete his/her accrued personal leave, vacation or compensatory leave banks of hours or a combination of any of these banks, under such terms as might be mutually agreed to by the Employer, the employee and the Union."

X [REDACTED]
Employee Signature

2 Sept 2019
Date

X [Handwritten Signature]
Witness Signature

09/02/2019
Date

By signing this agreement you forfeit the ability to serve the suspension.

File original in Administrative Investigation
Copy to employee



OHIO DEPARTMENT
OF PUBLIC SAFETY
SAFETY • SERVICE • PROTECTION

- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio State Highway Patrol



Mike DeWine, Governor
Thomas J. Stickrath, Director
Colonel Richard S. Fambro
Superintendent

Ohio State Highway Patrol
1970 West Broad Street
P.O. Box 182074
Columbus, Ohio 43218-2074
www.statepatrol.ohio.gov

August 22, 2019

Colonel Richard Fambro
Superintendent
Ohio State Highway Patrol
1970 W. Broad Street
Columbus, OH 43223

RE: Statement of Charges AI # [REDACTED]

Dear Colonel Fambro:

It is herewith stated that reasonable and substantial cause exists to establish that [REDACTED] has committed an act or acts in violation of the Rules and Regulations of the Ohio State Highway Patrol, specifically of:

4501:2-6-02 (B) (5) – Performance of Duty

Through administrative investigation # [REDACTED], it was found that on April 7, 2019, and May 7, 2019, [REDACTED] failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Sincerely,

Captain Anne R. Ralston
Cambridge District Commander



**OHIO DEPARTMENT
OF PUBLIC SAFETY**
SAFETY • SERVICE • PROTECTION

- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio State Highway Patrol



Mike DeWine, Governor
Thomas J. Stickrath, Director
Colonel Richard S. Fambro
Superintendent

Ohio State Highway Patrol
1970 West Broad Street
P.O. Box 162074
Columbus, Ohio 43218-2074
www.statepatrol.ohio.gov

1970 West Broad Street
Columbus, Ohio 43218
August 22, 2019

Re: AI [REDACTED]

Dear [REDACTED]

Notice is hereby being given that you are being issued a one (1) day suspension from your employer, the Ohio State Highway Patrol, for violation of the Rule and Regulations, specifically of: Rule 4501:2-6-02 (B)(5) Performance of Duty. To wit: through investigation # [REDACTED], it was found that on April 7, 2019 and May 7, 2019 you failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

This discipline is based on an investigation report by Sergeant David Bailey.

S/Lieutenant William Haymaker, Meeting Officer, will conduct a pre-disciplinary meeting on the matter, August 28, 2019, at 05:30 a.m., at the New Philadelphia Patrol Post. At this pre-disciplinary meeting, you may present your version of the events or respond to the charges. You may be accompanied by a union representative or private counsel if not a member of a bargaining unit.

The employer will provide a summary of the evidence gathered in support of the proposed discipline.

Following the pre-discipline meeting, the meeting officer will consider all evidence. He will then submit a written recommendation to the Director within five days. You shall be provided with a copy of the hearing officer's recommendation.

This letter will be the only formal notice of the pre-discipline meeting. Any change of the pre-discipline meeting date shall only be made by the meeting officer.

You have the right to waive your pre-discipline meeting. If you elect to waive the pre-discipline meeting, sign the original copy of this notice and forward to the meeting officer within 72 hours. Your signature must be witnessed by another person, who must also sign this form.

Colonel Richard S. Fambro
(Signature)

Colonel Richard S. Fambro
Superintendent

I have read this notice and understand my rights. No promises or threats have been made to me, and no pressure or coercion of any kind has been used against me. I am waiving my right to have a pre-discipline meeting and understand the discipline will be carried out as stated in this notice. Furthermore, I understand that I am not waiving any rights I may have under Section 124.34 of the Ohio Revised Code, and/or the applicable labor agreement.

Signature  Date 8/22/19

Witness *Sgt. [Signature]* Date 8-22-19

Scalley, Jessica

From: Scalley, Jessica
Sent: Thursday, August 22, 2019 2:10 PM
To: 'Ramona Bean'; 'jmendenhall@ohiotroopers.org'; 'Kari Root'; Elaine Silveira
Subject: Al # [REDACTED] 1 Day
Attachments: 2019-10207.pdf; 0114_001.pdf; 0113_001.pdf

Good afternoon,

Attached is Al # [REDACTED], for your review. Let me know if you need anything additional.

Thanks,
Jess

Jessie Scalley
Ohio State Highway Patrol
Office of Personnel
1970 W. Broad Street
Columbus, Ohio 43223
Office: (614) 466-2991
Fax: (614) 995-4554



Scalley, Jessica

From: Scalley, Jessica
Sent: Monday, September 9, 2019 1:35 PM
To: Dziatkowicz, Elizabeth; Merrick, Kathleen
Subject: RE: AI # [REDACTED] PA Request
Attachments: 4569_001.pdf

Good afternoon,

Attached is the updated discipline letter for [REDACTED]

Thank you!
Jessie

From: Scalley, Jessica
Sent: Wednesday, September 4, 2019 7:29 AM
To: Dziatkowicz, Elizabeth <EDziatkowicz@dps.ohio.gov>; Merrick, Kathleen <KAMerrick@dps.ohio.gov>
Subject: RE: AI # [REDACTED], PA Request
Importance: High

Good morning,

Can we please **cancel** this request?? I'm going to be sending you an updated letter for him (hopefully within the next few days). I apologize for the confusion.

Let me know if you need anything additional for me on this one.

Thanks,
Jess

From: Scalley, Jessica
Sent: Tuesday, September 3, 2019 9:09 AM
To: Dziatkowicz, Elizabeth <EDziatkowicz@dps.ohio.gov>; Merrick, Kathleen <KAMerrick@dps.ohio.gov>
Subject: AI # [REDACTED] PA Request

Good morning,

Attached is a PA request for [REDACTED], AI # [REDACTED]. Please let me know if you need anything additional.

Thanks!
Jessie

Jessie Scalley
Ohio State Highway Patrol
Office of Personnel
1970 W. Broad Street
Columbus, Ohio 43223
Office: (614) 466-2991
Fax: (614) 995-4554

INTER-OFFICE COMMUNICATION



Date August 10, 2020

File 2-TRA

To Major Chuck A. Jones

Attention Captain Steven R. Rine ZHR

From Sergeant Archie L. Spradlin, Assistant Regional Training Unit Commander

Individualized Training, [REDACTED] Unit # [REDACTED] District 7, Post 79,

Subject AI# [REDACTED]

On Monday, February 10, 2020, [REDACTED] reported to the Ohio State Highway Patrol Academy for individualized training. The training addressed concerns that were identified during administrative investigation # [REDACTED]. The training lasted approximately four (4) hours.

Specific issues that were addressed as training topics were: the importance of following Division policy when it comes to arrest, search and seizure, as well as maintaining officer safety. Specifically, when contacting members of the opposite sex. According to the facts found in the administrative investigation, [REDACTED] conducted three (3) traffic stops involving females that he believed were operating a vehicle under the influence of alcohol or drugs. During the traffic stops, [REDACTED] failed to follow Division policy pertaining to arrest, search and seizure, and custodial care and security when placing the subjects under arrest. All three incidents were similar in the fact the subjects were subsequently arrested for Operating a Motor Vehicle Under the Influence (OVI) where [REDACTED] failed to conduct a proper search of the arrestee. [REDACTED] felt that in all three arrests of the females for OVI, he did not "feel" threatened, therefore, failed to take his personal safety seriously.

OSP Policy 203.05 Search and Seizure, was reviewed, and discussed in great length, focusing on his knowledge of search and seizure law. [REDACTED] was asked to complete a 50 question exam on Laws of Arrest, Search and Seizure, of which he answered all correct, receiving a score of 100%. [REDACTED] completed a practical exercise in conducting a search of a female, which he completed properly. We also discussed Policy OSP 902.04, Officer Safety and the Deadly Errors, and the importance of always remaining vigilant.

[REDACTED] was shown several videos of proper, and improper, police-civilian encounters to compare various ways officers handled the situation. We further discussed Policy OSP 203.26 Custodial and Non-Custodial Care and Security and Policy OSP 902.20 Alcohol / Drugged Driver Enforcement.

[REDACTED] recognized his deficiencies, did not deny he was lackadaisical, asked several pertinent questions, and was very receptive to the training he received. He reassured me that these incidents should not be indicative of his normal procedures, [REDACTED] acknowledged that in reflection of the incidents, he recognized the seriousness of his lack of actions, and has learned an invaluable lesson from it.

INDIVIDUALIZED TRAINING REVIEW GUIDE

DATE RECEIVED: August 22, 2019

REASON FOR TRAINING				
Separation From Service A	Military Deployment B	District / Post Request C	A.I. D	E.I.P. E
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> RES - DIS - ARB	<input type="checkbox"/>	<input type="checkbox"/>	[REDACTED]	<input type="checkbox"/>

SECTION ASSIGNED	
Training	Employee Development
CPT <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/>

OFFICER INFORMATION				
Name	Unit	Post	District	Date of Training
[REDACTED]	[REDACTED]	79	7	February 19, 2020

TYPE OF TRAINING		
Class	Hours	Instructor
Incident Review and Discussion	1	Sergeant Archie L. Spradlin
OSP Policy 203.05 Search and Seizure and knowledge test	1	Sergeant Archie L. Spradlin
Policy OSP 902.04, Officer Safety and the Deadly Errors	1	Sergeant Archie L. Spradlin
Policy OSP 203.26 Custodial and Non-Custodial Care and Security	:30	Sergeant Archie L. Spradlin
OSP Policy 902.20 Alcohol / Drugged Driver Enforcement	:30	Sergeant Archie L. Spradlin

REVIEWED BY			
A.I.U.	Training	Standards	Employee Development
	0675		

DISPOSITION	
People Soft Entry	I.O.C. E-Mailed / Filed / Record Entered
<input type="checkbox"/>	<input type="checkbox"/>

Tracking Number: _____

INTER-OFFICE COMMUNICATION



Date August 7, 2020

File 2-TRA

To Major Chuck A. Jones Attention Captain Steven R. Rine

From Lieutenant E. Scott Damron, Regional Training Unit Commander

Subject Training Record for Trooper Andrew J. English's Individualized Training

██████████ Unit # ██████, completed individualized training on February 10, 2020, for administrative investigations # ██████. The course was not entered into the Public Safety Training Campus (PSTC), and a roster was not completed. In order to correct this oversight, Personnel Testing Specialist 3 Tanya L. Benner entered the training on August 6, 2020, into the ERIS training record for the unit.



INTERNAL INVESTIGATION PRE-INTERVIEW (OSP ONLY)

EMPLOYEE NAME [REDACTED]		UNIT # [REDACTED]	OAKS EMPLOYEE ID # [REDACTED]	SHIFT 10P-6A
COMPONENT / POST Ohio Department of Public Safety / New Philadelphia Post 79		DIVISION / DISTRICT Ohio State Highway Patrol / District 7		
DATE 6/24/2019	TIME 0552 <input checked="" type="checkbox"/> A.M. <input type="checkbox"/> P.M.	LOCATION 2454 East High Ave. New Philadelphia, OH 44663		
INTERVIEWER NAME David E. Bailey	TITLE Sergeant	ASSIGNMENT AND SHIFT Administrative Investigation Unit / 8A-4:30P		

You are the subject of an administrative investigation. The known allegations are:
 The facts and circumstances surrounding six incidents which occurred between April 4, 2019, and May 10, 2019, where you committed the following violations:
 * You did not perform searches incident to arrest on three occasions on April 7, and May 7, 2019.
 * You did not establish sufficient probable cause prior to initiating the traffic stops on four occasions on April 4, April 7, May 2, and May 10.

Ask employee if he / she wants a labor representative? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Bargaining Unit – O.S.T.A.
IF YES, REPRESENTATIVE NAME Robert F. Cooper	UNIT #	OAKS EMPLOYEE ID #
COMPONENT / POST Ohio State Troopers' Association	DIVISION / DISTRICT	

If a request for a labor representative is made, do not interview until a representative is available.

CONCLUDED AT	RESCHEDULED FOR
--------------	-----------------

If the employee declines a labor representative or if the representative is present, proceed with the interview by reading the following warning:

You are being interviewed as part of an official administrative investigation by the Department of Public Safety. You will be asked questions relating to the performance of your official duties or fitness for office. If you refuse to answer questions completely and / or accurately, you may be subject to disciplinary action, up to and including dismissal. Statements provided under threat of disciplinary action may not be used against you in any subsequent criminal proceedings.

SIGNATURE OF EMPLOYEE X [REDACTED]	DATE 24 Jun 2019
SIGNATURE OF WITNESS X [Signature]	DATE 6-24-19

INTERVIEW BREAKS			
STOP 0615	START	STOP	START
INTERVIEW COMPLETED AT 0615	TAPE RECORDING MADE OF THE INTERVIEW? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		TAPE RECORDING MADE BY Sergeant David E. Bailey

SIGNATURE OF INTERVIEWER X [Signature: D.E. Bailey]	DATE 06/24/2019
--	--------------------

Employee to receive a copy of completed form.



Mike DeWine, Governor
Thomas J. Stickrath, Director

- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio State Highway Patrol

1970 West Broad Street
P.O. Box 182081
Columbus, Ohio 43218-2081
(614) 466-3383
www.publicsafety.ohio.gov

September 5, 2019

[REDACTED]
Ohio State Highway Patrol
New Philadelphia Patrol Post
2454 E. High Avenue
New Philadelphia, Ohio 44663

Dear [REDACTED]

This letter is to advise you that you are suspended from your employment with the Ohio Department of Public Safety, Ohio State Highway Patrol, for a period of **one (1) day without pay** for violation of Ohio State Highway Patrol Rules & Regulations 4501:2-6-02(B)(5) Performance of Duty.

Specifically, as a result of administrative investigation # [REDACTED] it was found that on April 7, 2019 and May 7, 2019, you failed to perform a search incident to arrest on three separate female drivers who you arrested for Operating a Vehicle Intoxicated.

In accordance with the terms set forth in the attached Discipline Substitution Notice, you have elected to forfeit accrued compensatory time in lieu of a one (1) day suspension, **effective September 13, 2019.**

If you continue to violate the Work Rules and Procedures, further progressive discipline may lead to termination.

Sincerely,

Thomas J. Stickrath, Director
Ohio Department of Public Safety

TJS/jls

Mission Statement

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

An Equal Opportunity Employer



Employee Name	[REDACTED]	Unit Number	[REDACTED]	Hire Date	11/07/2012
Job Description	[REDACTED]	Division	OSP	Department	D7 Post 79 New Philadelphia

201910207

Case Summary

On April 7, and May 7, 2019, [REDACTED] failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Violation Code(s)

- 4501:2-6-02(B)(5) - Performance of Duty

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Suspension	1	09/13/2019	-

201910037

Case Summary

On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-



OHIO DEPARTMENT
OF PUBLIC SAFETY
SAFETY • SERVICE • PROTECTION

- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio State Highway Patrol



Mike DeWine, Governor
Thomas J. Stickrath, Director
Colonel Richard S. Fambro
Superintendent

Ohio State Highway Patrol
1970 West Broad Street
P.O. Box 182074
Columbus, Ohio 43218-2074
www.statepatrol.ohio.gov

August 22, 2019

Colonel Richard Fambro
Superintendent
Ohio State Highway Patrol
1970 W. Broad Street
Columbus, OH 43223

RE: Statement of Charges AI # [REDACTED]

Dear Colonel Fambro:

It is herewith stated that reasonable and substantial cause exists to establish that [REDACTED] has committed an act or acts in violation of the Rules and Regulations of the Ohio State Highway Patrol, specifically of:

4501:2-6-02 (B) (5) – Performance of Duty

Through administrative investigation # [REDACTED], it was found that on April 7, 2019, and May 7, 2019, [REDACTED] failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Sincerely,

Captain Anne R. Ralston
Cambridge District Commander



**OHIO DEPARTMENT
OF PUBLIC SAFETY**
SAFETY • SERVICE • PROTECTION

- Bureau of Motor Vehicles
- Emergency Management Agency
- Emergency Medical Services
- Office of Criminal Justice Services
- Ohio Homeland Security
- Ohio State Highway Patrol



Mike DeWine, Governor
Thomas J. Stickrath, Director
Colonel Richard S. Fambro
Superintendent

Ohio State Highway Patrol
1970 West Broad Street
P.O. Box 182074
Columbus, Ohio 43218-2074
www.statepatrol.ohio.gov

1970 West Broad Street
Columbus, Ohio 43218
August 22, 2019

Re: AI# [REDACTED]

[REDACTED]
Bowerston, Ohio 44695

Dear [REDACTED]

Notice is hereby being given that you are being issued a one (1) day suspension from your employer, the Ohio State Highway Patrol, for violation of the Rule and Regulations, specifically of: Rule 4501:2-6-02 (B)(5) Performance of Duty. To wit: through investigation # [REDACTED] it was found that on April 7, 2019 and May 7, 2019 you failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

This discipline is based on an investigation report by Sergeant David Bailey.

S/Lieutenant William Haymaker, Meeting Officer, will conduct a pre-disciplinary meeting on the matter, August 28, 2019, at 05:30 a.m., at the New Philadelphia Patrol Post. At this pre-disciplinary meeting, you may present your version of the events or respond to the charges. You may be accompanied by a union representative or private counsel if not a member of a bargaining unit.

The employer will provide a summary of the evidence gathered in support of the proposed discipline.

Following the pre-discipline meeting, the meeting officer will consider all evidence. He will then submit a written recommendation to the Director within five days. You shall be provided with a copy of the hearing officer's recommendation.

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You have the right to waive your pre-discipline meeting. If you elect to waive the pre-discipline meeting, sign the original copy of this notice and forward to the meeting officer within 72 hours. Your signature must be witnessed by another person, who must also sign this form.

Colonel Richard S. Fambro
(R.S.F.)

Colonel Richard S. Fambro
Superintendent

I have read this notice and understand my rights. No promises or threats have been made to me, and no pressure or coercion of any kind has been used against me. I am waiving my right to have a pre-discipline meeting and understand the discipline will be carried out as stated in this notice. Furthermore, I understand that I am not waiving any rights I may have under Section 124.34 of the Ohio Revised Code, and/or the applicable labor agreement.

Signature



Date

8/22/19

Witness

Sgt. [Signature]

Date

8-22-19

Scalley, Jessica

From: Scalley, Jessica
Sent: Thursday, August 22, 2019 2:10 PM
To: 'Ramona Bean'; 'jmendenhall@ohiotroopers.org'; 'Kari Root'; Elaine Silveira
Subject: AI # [REDACTED], 1 Day
Attachments: 2019-10207.pdf; 0114_001.pdf; 0113_001.pdf

Good afternoon,

Attached is AI # [REDACTED] for your review. Let me know if you need anything additional.

Thanks,
Jess

Jessie Scalley
Ohio State Highway Patrol
Office of Personnel
1970 W. Broad Street
Columbus, Ohio 43223
Office: (614) 466-2991
Fax: (614) 995-4554



Scalley, Jessica

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Sent: Monday, September 9, 2019 1:35 PM
To: Dziatkowicz, Elizabeth; Merrick, Kathleen
Subject: RE: AI # [REDACTED] PA Request
Attachments: 4569_001.pdf

Good afternoon,

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Thank you!
Jessie

From: Scalley, Jessica
Sent: Wednesday, September 4, 2019 7:29 AM
To: Dziatkowicz, Elizabeth <EDziatkowicz@dps.ohio.gov>; Merrick, Kathleen <KAMerrick@dps.ohio.gov>
Subject: RE: AI # [REDACTED] PA Request
Importance: High

Good morning,

Can we please **cancel** this request?? I'm going to be sending you an updated letter for him (hopefully within the next few days). I apologize for the confusion.

Let me know if you need anything additional for me on this one.

Thanks,
Jess

From: Scalley, Jessica
Sent: Tuesday, September 3, 2019 9:09 AM
To: Dziatkowicz, Elizabeth <EDziatkowicz@dps.ohio.gov>; Merrick, Kathleen <KAMerrick@dps.ohio.gov>
Subject: AI # [REDACTED] PA Request

Good morning,

Attached is a PA request for [REDACTED]. Please let me know if you need anything additional.

Thanks!
Jessie

Jessie Scalley
Ohio State Highway Patrol
Office of Personnel
1970 W. Broad Street
Columbus, Ohio 43223
Office: (614) 466-2991
Fax: (614) 995-4554



Employee Name	██████ ██████	Unit Number	██████	Hire Date	11/07/2012
Job Description	██████	Division	OSP	Department	D7 Post 79 New Philadelphia

201910207

Case Summary

On April 7, and May 7, 2019, ██████ failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Violation Code(s)

- 4501:2-6-02(B)(5) - Performance of Duty

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Suspension	1	09/13/2019	-

201910037

Case Summary

On February 14, 2019, ██████ was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-



Employee Name	[REDACTED]	Unit Number	[REDACTED]	Hire Date	11/07/2012
Job Description	[REDACTED]	Division	OSP	Department	D7 Post 79 New Philadelphia

201910207

Case Summary

On April 7, and May 7, 2019, [REDACTED] failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Violation Code(s)

- 4501:2-6-02(B)(5) - Performance of Duty

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Case Summary

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Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-

INTER-OFFICE COMMUNICATION



Date November 22, 2021

File 2-ADM

To Major Charles J. Linek III Attention S/Lieutenant Chad A. Miller

From Sergeant Chad M. Bass, Administrative Investigation Unit

Administrative Investigation # [REDACTED] ; [REDACTED] Unit [REDACTED] Cambridge

Subject District, New Philadelphia Post

Background:

On October 22, 2021, [REDACTED] failed to appear for a bench trial at the New Philadelphia Municipal Court, which resulted in the dismissal of the charges against the defendant.

Investigative Action:

On October 28, 2021, Staff Lieutenant Chad Miller, A.I.U., instructed me to initiate an administrative investigation (A.I.) on [REDACTED] for missing the court case he had been subpoenaed for.

I contacted Lieutenant Laura Taylor, New Philadelphia Post Commander, and requested information regarding [REDACTED]'s missed court hearing. Taylor sent me the subpoena (Attachment A) that notified [REDACTED] of the trial, and the docket entry (Attachment B) showing the court case had been dismissed.

[REDACTED] – Subject

On November 18, 2021, I interviewed [REDACTED] at the New Philadelphia Post. He was read the Internal Investigation Pre-Interview form. Union representative Jeff Skinner was present for the interview. [REDACTED] has been with the Division for nine years, and he has been assigned to the New Philadelphia Post for almost three years. The following is a summary of the recorded interview:

[REDACTED] recalled getting a subpoena for the hearing in advance of the trial date, but he could not recall when he received it. He stated he missed the trial because his phone had died and his alarm did not go off. [REDACTED] advised he puts his subpoenas on the front of his refrigerator as a reminder of upcoming hearings.

[REDACTED] told me after he woke up at 1530 hours, he received a text message from the prosecutor about the court case. He replied to the prosecutor to express his apologies, and he then contacted Sergeant Clinton Armstrong, New Philadelphia Post, to tell him what had happened. [REDACTED] said the charges were for a stop sign violation, and the prosecutor told him the charge was dismissed.

[REDACTED] advised everything he told me was true and accurate. The interview concluded.

Attachments:

- A. Subpoena
- B. Court Docket

NEW PHILADELPHIA MUNICIPAL COURT

166 E. HIGH AVENUE
NEW PHILADELPHIA, OHIO 44663
(330) 343-6797

Case No. [REDACTED]

State of Ohio,
Plaintiff

vs

Matthew Ritterbeck,
Defendant

SUBPOENA

- CRIMINAL []
CIVIL []
DUCES TECUM []

To: [REDACTED] New Philadelphia OSP

YOU ARE HEREBY COMMANDED to appear in the MUNICIPAL Court

of NEW PHILADELPHIA, on the 22nd day of October 2021

at 9:30 o'clock A M to attend and give testimony on behalf of State of Ohio

for a bench trial in the above entitled case under penalty of law.

And, to bring with you Reference: Stop sign on 6/20/21

If trial/hearing is rescheduled, Subpoena applies to rescheduled dates. Failure to appear at the time and place indicated may result in a contempt of court citation. Bring this subpoena with you to the court and present it to the Bailiff at the front door. Direct any questions to the person requesting you to appear.

The person who requested this subpoena is:
Attorney Lacey Felix, NP Prosecutor
Telephone: (330) 364-4491 ext. 1261

YOU MAY CHECK THE STATUS OF THE CASE AT www.npmunicipalcourt.org



RECEIPT
date
Received of
The sum of
for advance witness fee in this case.
Signature

RECEIVED
AUG 31 2021

RETURN ON SERVICE
On the day of
I served the above named individual by
Date
Sheriff of County
By
Service fees:
1 day's fee tendered \$
Service and Return
Mileage
TOTAL \$

Docket Entries: [REDACTED]**10/27/2021**

CASE DISMISSED - COSTS SUSPENDED \$ -20.00

COPY OF ENTRY PLACED IN PROSECUTOR'S MAILBOX IN CLERKS
OFFICEENTRY SENT BY REGULAR MAIL TO MATTHEW S RITTERBECK
473 POPLAR ST NW PO BOX 555
BOLIVAR, OH 44612**10/22/2021**CASE DISMISSED, COSTS 92.00, SUSP, PTS 0, COSTS ASSESSED TO
THE CITY. DISMISSED WITHOUT PREJUDICE. M/D WEIMER:
APPROVED JUDGE VONALLMAN.**08/31/2021**

SUBPOENA FILED BY:NP PROS-SERVE: [REDACTED] \$10.00

SUBPOENA SERVED ON [REDACTED] BY:COURT OFFICER \$10.00

08/19/2021M/O:WEIMER: ALL UNVACCINATED PERSONS ENTERING THE
COURTHOUSE MUST BRING AND WEAR A MASK, COVERING THE NOSE,
MOUTH AND CHIN. SOCIAL DISTANCING REGULATIONS WILL BE
ENFORCED.COPY OF ENTRY PLACED IN PROSECUTOR'S MAILBOX IN CLERKS
OFFICEENTRY SENT BY REGULAR MAIL TO MATTHEW S RITTERBECK
473 POPLAR ST NW PO BOX 555
BOLIVAR, OH 44612**08/16/2021**HEARING- 10/22/2021 AT 9:30 AM - BENCH TRIAL
COURTROOM CR2**07/09/2021**

M/O:MAG:WEIMER: DEFT ENTERED PLEA OF NOT GUILTY

COPY OF ENTRY PLACED IN PROSECUTOR'S MAILBOX IN CLERKS
OFFICEENTRY SENT BY REGULAR MAIL TO MATTHEW S RITTERBECK
473 POPLAR ST NW
BOLIVAR, OH 44612**07/07/2021**

HEARING- 08/16/2021 AT 11:15 AM - PHONE PRETRIAL
COURTROOM CR2

07/01/2021

ACKNOWLEDGEMENT BY DEFENDANT OF RIGHTS AND PLEAS,
SIGNED BY DEFENDANT.

NOTICE: PAY FINES &/OR COURT COSTS, SIGNED BY DEFENDANT.

TIME WAIVER SIGNED BY DEFENDANT.

06/21/2021

CITATION FILED WITH COURT

CASE SET FOR ARRAIGNMENT ON 07-01-2021 AT 1:00 PM

[Home](#) [Record Search](#) [Online Payments](#) [Capital Recovery Systems](#)
[Attorney General Collections](#) [Distracted Driving](#)

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Department of Public Safety

INTERNAL INVESTIGATION PRE-INTERVIEW (OSP ONLY)

EMPLOYEE NAME [REDACTED]	UNIT # [REDACTED]	OAKS EMPLOYEE ID # [REDACTED]	SHIFT 10p - 6a
COMPONENT / POST New Philadelphia		DIVISION / DISTRICT Cambridge District	
DATE 11/18/2021	TIME 11:00 <input type="checkbox"/> A.M. <input checked="" type="checkbox"/> P.M.	LOCATION Post 79	
INTERVIEWER NAME Chad M. Bass	TITLE Sergeant	ASSIGNMENT AND SHIFT Administrative Investigations Unit	

You are the subject of an administrative investigation. The known allegations are:
You failed to appear for a trial, which resulted in the dismissal of the defendant's charges.

Ask employee if he / she wants a labor representative? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Bargaining Unit -
IF YES, REPRESENTATIVE NAME JEFF SKINNER	UNIT #
COMPONENT / POST	OAKS EMPLOYEE ID #
DIVISION / DISTRICT	

If a request for a labor representative is made, do not interview until a representative is available.

CONCLUDED AT	RESCHEDULED FOR
--------------	-----------------

If the employee declines a labor representative or if the representative is present, proceed with the interview by reading the following warning:

You are being interviewed as part of an official administrative investigation by the Department of Public Safety. You will be asked questions relating to the performance of your official duties or fitness for office. If you refuse to answer questions completely and / or accurately, you may be subject to disciplinary action, up to and including dismissal. Statements provided under threat of disciplinary action may not be used against you in any subsequent criminal proceedings.

SIGNATURE OF EMPLOYEE X [REDACTED]	DATE 18 Nov 2021		
SIGNATURE OF WITNESS X [Signature]	DATE 11-18-2021		
INTERVIEW BREAKS			
STOP	START	STOP	START
INTERVIEW COMPLETED AT 11:00	TAPE RECORDING MADE OF THE INTERVIEW? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	TAPE RECORDING MADE BY Sergeant Bass	

SIGNATURE OF INTERVIEWER X [Signature]	DATE 11/18/2021
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Employee to receive a copy of completed form.

(DPS-100.01), (OSP-103.19)

INTER-OFFICE COMMUNICATION



Date December 1, 2021 File 2-ADM

To Captain Anne R. Ralston S/Lieutenant James M.
Attention Faunda

From Lieutenant Laura C. Taylor, New Philadelphia Post Commander

Subject Written Reprimand - AI # [REDACTED] / P79 / DHQ7

On December 1, 2021, [REDACTED] New Philadelphia Patrol Post, Cambridge District, was issued a written reprimand for violation of the Rules and Regulations of the Ohio State Highway Patrol, Rule 4501:2-6-02(B)(1) Performance of Duty. To wit: It was found, through AI# [REDACTED] [REDACTED] missed a scheduled court case in Tuscarawas County which resulted in the dismissal of charges against the defendant.

[REDACTED] 10a 2.21 LT Taylor 12.1.2021
Employee Signature Date Issued By Date

NEXT LEVEL OF REVIEW REMARKS AND/OR RECOMMENDATIONS

Captain Anne R. Ralston 12-2-21
Signature Date

NEXT LEVEL OF REVIEW REMARKS AND/OR RECOMMENDATIONS

Capt J.D. Pyles 12/6/21
Signature Date

GHQ REVIEW



Employee Name	[REDACTED]	Unit Number	[REDACTED]	Hire Date	11/07/2012
Job Description	[REDACTED]	Division	OSP	Department	D7 Post 79 New Philadelphia

[REDACTED]

Case Summary
[REDACTED] missed a scheduled court case in Tuscarawas County, which resulted in the dismissal of the charges against the defendant.

Violation Code(s)

- 4501:2-6-02(B)(1) - Performance of Duty

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	12/01/2021	-

201910207

Case Summary
On April 7, and May 7, 2019, [REDACTED] failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Violation Code(s)

- 4501:2-6-02(B)(5) - Performance of Duty

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Suspension	1	09/13/2019	-

[REDACTED]

Case Summary
On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-

INTER-OFFICE COMMUNICATION



Date November 22, 2021

File 2-ADM

To Major Charles J. Linek III Attention S/Lieutenant Chad A. Miller

From Sergeant Chad M. Bass, Administrative Investigation Unit

Administrative Investigation # [REDACTED]; [REDACTED] Unit [REDACTED] Cambridge

Subject District, New Philadelphia Post

Background:

On October 22, 2021, [REDACTED] failed to appear for a bench trial at the New Philadelphia Municipal Court, which resulted in the dismissal of the charges against the defendant.

Investigative Action:

On October 28, 2021, Staff Lieutenant Chad Miller, A.I.U., instructed me to initiate an administrative investigation (A.I.) on [REDACTED] for missing the court case he had been subpoenaed for.

I contacted Lieutenant Laura Taylor, New Philadelphia Post Commander, and requested information regarding [REDACTED]'s missed court hearing. Taylor sent me the subpoena (Attachment A) that notified [REDACTED] of the trial, and the docket entry (Attachment B) showing the court case had been dismissed.

[REDACTED] – Subject

On November 18, 2021, I interviewed [REDACTED] at the New Philadelphia Post. He was read the Internal Investigation Pre-Interview form. Union representative Jeff Skinner was present for the interview. [REDACTED] has been with the Division for nine years, and he has been assigned to the New Philadelphia Post for almost three years. The following is a summary of the recorded interview:

[REDACTED] recalled getting a subpoena for the hearing in advance of the trial date, but he could not recall when he received it. He stated he missed the trial because his phone had died and his alarm did not go off. [REDACTED] advised he puts his subpoenas on the front of his refrigerator as a reminder of upcoming hearings.

[REDACTED] told me after he woke up at 1530 hours, he received a text message from the prosecutor about the court case. He replied to the prosecutor to express his apologies, and he then contacted Sergeant Clinton Armstrong, New Philadelphia Post, to tell him what had happened. [REDACTED] said the charges were for a stop sign violation, and the prosecutor told him the charge was dismissed.

[REDACTED] advised everything he told me was true and accurate. The interview concluded.

Attachments:

- A. Subpoena
- B. Court Docket

NEW PHILADELPHIA MUNICIPAL COURT

166 E. HIGH AVENUE
NEW PHILADELPHIA, OHIO 44663
(330) 343-6797

Case No. [Redacted]

State of Ohio,
Plaintiff

vs

Matthew Ritterbeck,
Defendant

SUBPOENA

- CRIMINAL []
CIVIL []
DUCES TECUM []

To: [Redacted] New Philadelphia OSP

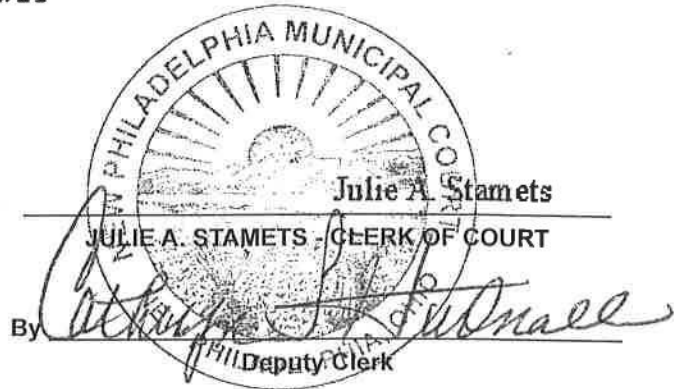
YOU ARE HEREBY COMMANDED to appear in the MUNICIPAL Court
of NEW PHILADELPHIA, on the 22nd day of October 2021
at 9:30 o'clock A M to attend and give testimony on behalf of State of Ohio
for a bench trial in the above entitled case under penalty of law.

And to bring with you Reference: Stop sign on 6/20/21

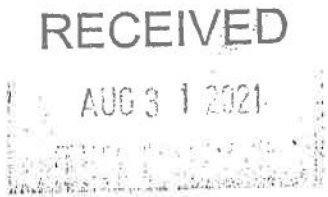
If trial/hearing is rescheduled, Subpoena applies to rescheduled dates. Failure to appear at the time and place indicated may result in a contempt of court citation. Bring this subpoena with you to the court and present it to the Bailiff at the front door. Direct any questions to the person requesting you to appear.

The person who requested this subpoena is:
Attorney Lacey Felix, NP Prosecutor
Telephone: (330) 364-4491 ext. 1261

YOU MAY CHECK THE STATUS OF THE CASE AT www.npmunicipalcourt.org



RECEIPT
date
Received of
The sum of
for advance witness fee in this case.
Signature



RETURN ON SERVICE
On the day of
I served the above named individual by
Date
Sheriff of County
By
Service fees:
1 day's fee tendered \$
Service and Return
Mileage
TOTAL \$

Docket Entries: [REDACTED]**10/27/2021**

CASE DISMISSED - COSTS SUSPENDED \$ -20.00

COPY OF ENTRY PLACED IN PROSECUTOR'S MAILBOX IN CLERKS
OFFICEENTRY SENT BY REGULAR MAIL TO MATTHEW S RITTERBECK
473 POPLAR ST NW PO BOX 555
BOLIVAR, OH 44612**10/22/2021**CASE DISMISSED, COSTS 92.00, SUSP, PTS 0, COSTS ASSESSED TO
THE CITY. DISMISSED WITHOUT PREJUDICE. M/D WEIMER:
APPROVED JUDGE VONALLMAN.**08/31/2021**

SUBPOENA FILED BY:NP PROS-SERVE [REDACTED] \$10.00

SUBPOENA SERVED ON [REDACTED] BY:COURT OFFICER \$10.00

08/19/2021M/O:WEIMER: ALL UNVACCINATED PERSONS ENTERING THE
COURTHOUSE MUST BRING AND WEAR A MASK, COVERING THE NOSE,
MOUTH AND CHIN. SOCIAL DISTANCING REGULATIONS WILL BE
ENFORCED.COPY OF ENTRY PLACED IN PROSECUTOR'S MAILBOX IN CLERKS
OFFICEENTRY SENT BY REGULAR MAIL TO MATTHEW S RITTERBECK
473 POPLAR ST NW PO BOX 555
BOLIVAR, OH 44612**08/16/2021**HEARING- 10/22/2021 AT 9:30 AM - BENCH TRIAL
COURTROOM CR2**07/09/2021**

M/O:MAG:WEIMER: DEFT ENTERED PLEA OF NOT GUILTY

COPY OF ENTRY PLACED IN PROSECUTOR'S MAILBOX IN CLERKS
OFFICEENTRY SENT BY REGULAR MAIL TO MATTHEW S RITTERBECK
473 POPLAR ST NW
BOLIVAR, OH 44612**07/07/2021**

HEARING- 08/16/2021 AT 11:15 AM - PHONE PRETRIAL
COURTROOM CR2

07/01/2021

ACKNOWLEDGEMENT BY DEFENDANT OF RIGHTS AND PLEAS,
SIGNED BY DEFENDANT.

NOTICE: PAY FINES &/OR COURT COSTS, SIGNED BY DEFENDANT.

TIME WAIVER SIGNED BY DEFENDANT.

06/21/2021

CITATION FILED WITH COURT

CASE SET FOR ARRAIGNMENT ON 07-01-2021 AT 1:00 PM

[Home](#) [Record Search](#) [Online Payments](#) [Capital Recovery Systems](#)
[Attorney General Collections](#) [Distracted Driving](#)

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INTERNAL INVESTIGATION PRE-INTERVIEW (OSP ONLY)

EMPLOYEE NAME [REDACTED]		UNIT # [REDACTED]	OAKS EMPLOYEE ID # [REDACTED]	SHIFT 10p - 6a
COMPONENT / POST New Philadelphia		DIVISION / DISTRICT Cambridge District		
DATE 11/18/2021	TIME 11:00 <input type="checkbox"/> A.M. <input checked="" type="checkbox"/> P.M.	LOCATION Post 79		
INTERVIEWER NAME Chad M. Bass	TITLE Sergeant	ASSIGNMENT AND SHIFT Administrative Investigations Unit		

You are the subject of an administrative investigation. The known allegations are:
You failed to appear for a trial, which resulted in the dismissal of the defendant's charges.

Ask employee if he / she wants a labor representative? Yes No

Bargaining Unit - 1

IF YES, REPRESENTATIVE NAME

JEFF SKINNER

UNIT #

OAKS EMPLOYEE ID #

COMPONENT / POST

DIVISION / DISTRICT

If a request for a labor representative is made, do not interview until a representative is available.

CONCLUDED AT

RESCHEDULED FOR

If the employee declines a labor representative or if the representative is present, proceed with the interview by reading the following warning:

You are being interviewed as part of an official administrative investigation by the Department of Public Safety. You will be asked questions relating to the performance of your official duties or fitness for office. If you refuse to answer questions completely and / or accurately, you may be subject to disciplinary action, up to and including dismissal. Statements provided under threat of disciplinary action may not be used against you in any subsequent criminal proceedings.

SIGNATURE OF EMPLOYEE X [REDACTED]		DATE 18 Nov 2021
SIGNATURE OF WITNESS X [Signature]		DATE 11-18-2021
INTERVIEW BREAKS		
STOP	START	STOP
START	STOP	START
INTERVIEW COMPLETED AT 11:05	TAPE RECORDING MADE OF THE INTERVIEW? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	TAPE RECORDING MADE BY Sergeant Bass

SIGNATURE OF INTERVIEWER X [Signature]		DATE 11/18/2021
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Employee to receive a copy of completed form.

INTER-OFFICE COMMUNICATION



Date December 1, 2021 File 2-ADM
To Captain Anne R. Ralston Attention S/Lieutenant James M. Faunda
From Lieutenant Laura C. Taylor, New Philadelphia Post Commander
Subject Written Reprimand - AI # [REDACTED] / P79 / DHQ7

On December 1, 2021, [REDACTED] New Philadelphia Patrol Post, Cambridge District, was issued a written reprimand for violation of the Rules and Regulations of the Ohio State Highway Patrol, Rule 4501:2-6-02(B)(1) Performance of Duty. To wit: It was found, through AI# [REDACTED] [REDACTED] missed a scheduled court case in Tuscarawas County which resulted in the dismissal of charges against the defendant.

[REDACTED] 10a 2.21 LT LCT 12-1-2021
Employee Signature Date Issued By Date

NEXT LEVEL OF REVIEW REMARKS AND/OR RECOMMENDATIONS

Captain Anne R. Ralston 12-2-21
Signature Date

NEXT LEVEL OF REVIEW REMARKS AND/OR RECOMMENDATIONS

Capt J.D. Pyles 12/6/21
Signature Date

GHQ REVIEW



Employee Name	Unit Number	Hire Date
		11/07/2012
Job Description	Division	Department
	OSP	D7 Post 79 New Philadelphia

Case Summary
 missed a scheduled court case in Tuscarawas County, which resulted in the dismissal of the charges against the defendant.

Violation Code(s)

- 4501:2-6-02(B)(1) - Performance of Duty

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	12/01/2021	-

Case Summary
 On April 7, and May 7, 2019, failed to perform a search incident to arrest on three separate female drivers who he arrested for Operating a Vehicle Intoxicated.

Violation Code(s)

- 4501:2-6-02(B)(5) - Performance of Duty

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Suspension	1	09/13/2019	-

Case Summary
 On February 14, 2019, was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-

DEPARTMENT RECORD



Employee Name [REDACTED]	Unit Number [REDACTED]	Hire Date 11/07/2012
Job Description [REDACTED]	Division OSP	Department D7 Post 79 New Philadelphia

No Department Record Found

DEPARTMENT RECORD



Employee Name [REDACTED]	Unit Number [REDACTED]	Hire Date 11/07/2012
Job Description [REDACTED]	Division OSP	Department D7 Post 79 New Philadelphia

No Department Record Found

INTER-OFFICE COMMUNICATION



Date March 14, 2019

File 2-ADM

To Major David A. Church Attention S/Lt. Chad A. Miller

From Sergeant David E. Bailey, Administrative Investigation Unit

Administrative Investigation # [REDACTED] ~ [REDACTED] [REDACTED] [REDACTED] Unit # [REDACTED]

Subject District 7, New Philadelphia Post 79

Background:

On February 20, 2019, Captain Cory D. Davies informed me of a complaint regarding an incident which occurred at the New Philadelphia Post. On February 14, 2019, [REDACTED] [REDACTED] [REDACTED] stopped the complainant, Mr. Richard Sherwood, in Dover, Ohio, for an alleged license plate light violation. During the course of the traffic stop, [REDACTED] was rude and unprofessional while speaking to Sherwood.

Investigative Action:

On February 21, 2019, I interviewed Lieutenant Mark A. Glennon as a witness to this administrative investigation. Prior to the interview, I showed Glennon the e-mail from Richard Sherwood dated February 14, 2019 (**Attachment A**), the Inter-Office Communication dated February 17, 2019 (**Attachment B**), the Inter-Office Communication dated February 13, 2019 (**Attachment C**), the Incident Detailed Report (**Attachment D**), and the LEADS Driving Record for Richard J. Sherwood (**Attachment E**). We also watched the February 14, 2019, video of the traffic stop together. Glennon acknowledged he reviewed these items prior to the start of the interview.

Glennon said the complainant, Richard Sherwood, had several issues with [REDACTED] including the reason for the traffic stop. I asked Glennon to describe any issues he observed while watching the video, and he said [REDACTED] stopped the car because the light was "not good enough to make the plate visible." He said the light was actually working, and there were some disagreements between [REDACTED] and Sherwood, which were not "very professional" on behalf of [REDACTED]

Glennon said [REDACTED] claimed a warning for the traffic stop, and he (Glennon) felt it should have been a defect notification since the basis for the traffic stop was focused on the license plate light. I asked him to explain why troopers are required to issue defect or warning slips, and he advised it was for documentation and information purposes. I asked if the reason [REDACTED] stopped the vehicle was due to the license plate light not working, and he said he was unsure if the light was inoperable, but [REDACTED] claimed it was not bright. I told Glennon a 2011 Chevrolet truck most likely would not have been equipped with an extremely bright license plate light from the factory, and he agreed with my analysis. Glennon said the law states vehicles must be equipped with a license plate light, and it must be visible to 50 feet.

Glennon explained Sherwood immediately became upset with [REDACTED] upon hearing the explanation for the traffic stop, and told [REDACTED] the traffic stop “was bullshit.” Glennon remarked Sherwood “dropped the f-bomb” about the traffic stop. I asked if Sherwood started the traffic stop off poorly by using profanity, and he answered yes. I asked if the vehicle driven by Sherwood appeared to be dirty, and he said no.

I asked Glennon if he felt [REDACTED] had sufficient probable cause to stop Sherwood, and he responded, “No, there was not enough, I don’t believe.” I asked him if he has given [REDACTED] training letters on establishing probable cause for traffic stops, and he answered yes. Glennon noted he provided training to [REDACTED] on February 14, 2019, on these unrelated matters. Incidentally, he provided the training related to the Inter-Office Communication dated February 13, 2019, to [REDACTED] on the date of this incident (**Attachment C**).

Glennon explained the topic of his conversation with [REDACTED] on the morning of February 14, 2019, revolved around officer safety, his lack of professionalism, and not establishing probable cause relating to several other traffic stops in question. I asked Glennon if the training IOC he provided [REDACTED] had anything to do with the traffic stop involving Sherwood, and he replied no. He explained the issues he discussed with [REDACTED] had similarities to the traffic stop involving Sherwood.

I asked Glennon if [REDACTED] became unprofessional toward the end of the traffic stop, and he answered yes. Glennon said [REDACTED] made unprofessional comments and “closed the gap with the violator.” I asked if [REDACTED] used profanity toward Sherwood, and he replied no. I asked him to explain how [REDACTED] made unprofessional comments, and he said [REDACTED] refused to provide Sherwood with his first name. Glennon said when Sherwood made a comment about [REDACTED] irritating him, [REDACTED] also remarked how Sherwood was irritating him, as if he was becoming embroiled in an argument. At one point, [REDACTED] became angry when Sherwood said he would remember his name.

I asked Glennon if it appeared as if [REDACTED] was getting baited by Sherwood, and he replied yes. I asked if [REDACTED] was walking back to his cruiser when he turned around and walked back to Sherwood to argue with him, and he answered yes. Glennon stated the stop was essentially completed when [REDACTED] decided to turn back around and speak to Sherwood again. At this point, Glennon felt [REDACTED] was arguing with Sherwood on the roadside. I asked if this behavior met the expectations of conducting a professional traffic stop, and he answered no.

I asked Glennon if he felt Sherwood had a valid reason to become upset, and he replied yes. Glennon explained he personally would not have gotten angry so quickly, but he felt Sherwood had a reason to be upset. He said Sherwood did not start the traffic stop on a good note, but [REDACTED] failed to de-escalate the situation.

I asked Glennon if there was anything else he wished to add to his statement, and he said no. Glennon said everything in his statement was true and factual. On behalf of the Office of Personnel, I ordered Glennon not to discuss this administrative investigation, and he indicated he understood my order. The interview concluded at 1050 hours.

On February 21, 2019, I interviewed Mr. Richard J. Sherwood as a witness to this administrative investigation. I asked Sherwood if it was his desire to file a formal complaint against [REDACTED] and he answered yes.

I asked Sherwood if he was stopped by [REDACTED] in Dover, Ohio, on February 14, 2019, and he said yes. Sherwood commented he was driving through Dover at approximately 0130 hours when he saw [REDACTED] driving the opposite direction. After the two of them passed one another, he said [REDACTED] flipped his cruiser around and stopped him, and told him he stopped him for his license plate light. Sherwood remarked, "I responded to him in not real cordial terms because I thought it was bull-crap."

I asked Sherwood if he recalled [REDACTED] telling him his license plate light was dirty, and he said he did not remember [REDACTED] saying anything about the quality of the license plate light. I asked if he told [REDACTED] the reason for the traffic stop was "bullshit," and he answered yes. I asked if he got out of his truck and looked at the light, and he said he did. Sherwood said when he got out of the truck, he saw the license plate light was clearly visible and working as it should. He commented, "There was no reason for him to pull me over whatsoever."

I asked Sherwood if [REDACTED] told him he was irritating him, and he said he asked [REDACTED] for his first name, but [REDACTED] would not give it to him. While they were speaking, Sherwood said he told [REDACTED] he would remember his name, and [REDACTED] got upset and asked him what he meant by this statement. Sherwood said he replied to [REDACTED] saying he only wanted to remember the name of the trooper who stopped him. Upon hearing this, [REDACTED] got upset and told him not to make any threats. Sherwood insisted he was not making threats, and only wanted to remember [REDACTED] s name.

I asked Sherwood if he thought [REDACTED] was arguing with him, and he answered yes. He thought [REDACTED] was trying to "provoke" him. He added, "I thought he had an agenda in mind." He explained he did not know what [REDACTED] was going to do, and thought [REDACTED] was overreacting over such "a petty thing." I asked if he remembered telling [REDACTED] the behaviors exhibited during this traffic stop were the reason people do not like law enforcement officers, and he replied, "Kind of."

Sherwood said he has great admiration for the Highway Patrol, and did not like to see troopers do things which "diminish their stature in the public eye." I asked Sherwood to clarify why he was asking for [REDACTED] s name, and he said he was not asking for the purposes of a complaint, but he wanted to know who it was. Sherwood commented he only decided to file a complaint after [REDACTED] started to argue with him.

I asked Sherwood if his vehicle was dirty at the time of the traffic stop, and he answered no. I asked if he felt [REDACTED] was engaging in unprofessional behavior by arguing with him along the side of his truck, and he said yes. Sherwood remarked he was "pissed off" because [REDACTED] had no valid reason to stop him because the license plate light was working. He said he thought [REDACTED] "had a problem."

I asked Sherwood if [REDACTED] ever used profanity against him, and he said he could not recall [REDACTED] using any profanity. I asked Sherwood if [REDACTED] handed him a warning notification on a piece of paper, and he said no. I asked if there was any way [REDACTED] could have handled this traffic stop without it resulting in the filing of a formal complaint. He stated [REDACTED] could have admitted he made a mistake when the two of them were at the rear of the truck looking at the license plate light functioning correctly.

I asked Sherwood if there was anything else he wished to add to his statement, and he answered no. Sherwood said everything in his statement was true and factual to the best of his knowledge. The interview concluded at 1234 hours.

During an interview on March 1, 2019, [REDACTED] [REDACTED] [REDACTED] answered questions regarding this administrative investigation. The DPS 0036 form was read to [REDACTED] and he acknowledged he understood the content of the form and the allegations against him. He received a signed copy of this form at the conclusion of the interview. [REDACTED] participated in the interview with Mr. Robert F. Cooper as his labor representative. [REDACTED] began his employment with the Highway Patrol in November 2012.

Prior to the interview, I showed [REDACTED] the e-mail from Richard Sherwood dated February 14, 2019 (**Attachment A**), the Inter-Office Communication dated February 17, 2019 (**Attachment B**), the Inter-Office Communication dated February 13, 2019 (**Attachment C**), the Incident Detailed Report (**Attachment D**), and the LEADS Driving Record for Richard J. Sherwood (**Attachment E**). [REDACTED] also watched the February 14, 2019 video of the traffic stop. He acknowledged he reviewed these items prior to the start of the interview.

I asked [REDACTED] if he was working midnight shift on February 14, 2019, and he answered yes. [REDACTED] acknowledged he encountered Sherwood in Dover, Ohio, at approximately 0130 hours, heading west as he was driving east. I asked if he stopped Sherwood, and he replied yes. He advised as he drove past Sherwood, he looked in his mirrors, and he did not think the license plate light on Sherwood's truck was illuminating the license plate as required.

[REDACTED] said, once he turned around and got behind Sherwood, he still did not believe the license plate light was working. I asked [REDACTED] which mirrors he was using to verify the functionality of the license plate light, and he stated he used his left side and rear view mirrors. I asked if he believed the light was not working, and he said yes. I asked him if he realized the license plate light was functioning after he made the traffic stop, and he replied yes. He explained he noticed the lenses were dirty, but the light bulbs "were working." I asked if Sherwood's vehicle was dirty, and he said there was road grime on the vehicle. I asked if the truck was very dirty, and he answered no.

I asked [REDACTED] how Sherwood responded to being stopped, and he said he was irritated. He remarked Sherwood "cursed at him" and told him "it was a B.S. stop." I asked [REDACTED] if Sherwood made him angry, and he stated, "It got under my skin, yes. It irritated me." I asked him if he ever used profanity against Sherwood, and he answered no.

I referred [REDACTED] to the Inter-Office Communication dated February 17, 2019 (**Attachment B**), and asked him to clarify what he meant when he told Sherwood, "You coming at me irritates me." He said he was trying to let Sherwood know he made a mistake and was trying to end the traffic stop, but Sherwood kept "berating" him by using profanity and "derogatory terms" against him. [REDACTED] remarked, "It was starting to grind on me a little bit." I asked if Sherwood used any physical actions against him, and he replied no, and described Sherwood as "verbally abusive."

I asked [REDACTED] if he let Sherwood exit the vehicle at some point during the encounter, and he said yes. I asked if this worsened the demeanor of the traffic stop, and he again said yes. I asked him if he provided

his last name to Sherwood, and he said he did. [REDACTED] indicated he did not provide his first name to Sherwood. I asked if he was walking away from Sherwood when Sherwood told him he would remember his name, and he answered yes. I asked [REDACTED] if he turned around and walked back toward Sherwood, and he replied yes. I asked if he asked Sherwood if he was making a threat as he turned around to face him (Sherwood), and he answered yes.

I told [REDACTED] he remained calm during the traffic stop up to this point, but his demeanor changed after Sherwood made the statement about remembering his name. He agreed with my analysis. I asked [REDACTED] if he became angry when Sherwood made the comment about remembering his name, and he replied, "It put me on edge due to previous experiences I've had in law enforcement." I asked if he felt he was beginning to argue with Sherwood at this point in the traffic stop, and he answered yes. [REDACTED] admitted his voice was raised during this portion of the traffic stop. I asked if he felt his demeanor was less than professional, and he stated, "I could have handled it differently, yes."

I asked [REDACTED] to clarify what he meant when he told Sherwood to have a safe night, and he attributed this to "muscle memory more than anything." I asked if he claimed a warning once he entered the traffic stop into his mobile computer, and he said yes. I asked if he provided Sherwood with any type of written warning paperwork, and he said no. I asked what type of activity he should have claimed, and he said he did not know. [REDACTED] explained he did not feel it was necessary to delay the traffic stop any longer because of how it had transpired up to that point.

I referred [REDACTED] to his earlier comment about his previous law enforcement experiences, and asked if he had prior experience working for another law enforcement agency. [REDACTED] informed me he used to work at the Massillon Police Department before being hired by the Highway Patrol. He remarked he has worked "in some of the worst areas in the State of Ohio." He explained he worked in Akron, Canton, and Cleveland. When Sherwood told him he would remember his name, he felt as if this comment could have been intended as a threat. I asked [REDACTED] if he intended to claim invalid activity, and he said no.

I asked [REDACTED] if there was anything else he wished to add to his statement, and he answered no. [REDACTED] said everything in his statement was true and factual. I ordered [REDACTED] not to discuss this administrative investigation, and he indicated he understood my order. The interview concluded at 0652 hours.

Attachments:

- (A) E-mail dated February 14, 2019 ... (2 pages)**
- (B) Inter-Office Communication dated February 17, 2019 ... (4 pages)**
- (C) Inter-Office Communication dated February 13, 2019 ... (2 pages)**
- (D) Incident Detailed Report for Incident # P1902140000222 ... (2 pages)**
- (E) LEADS Driving Record for Richard J. Sherwood ... (2 pages)**

Bailey, David

From: Davies, Cory
Sent: Wednesday, February 20, 2019 9:21 AM
To: Bailey, David
Subject: FW: Complaint

Follow Up Flag: Flag for follow up
Flag Status: Flagged

A.I.# [REDACTED]
Attachment-- A
Page 1 **of** 2

From: Sellers, Robert <RSellers@dps.ohio.gov>
Sent: Friday, February 15, 2019 3:59 PM
To: Davies, Cory <cdavies@dps.ohio.gov>
Cc: Ralston, Anne <arralston@dps.ohio.gov>; Rine, Steven <srine@dps.ohio.gov>
Subject: Complaint

Sir, see the below forwarded to me by the Governor's Office.

From: nranaly@dps.ohio.gov <nranaly@dps.ohio.gov>
Sent: Thursday, February 14, 2019 3:21 AM
To: Manager, Portal <portal.manager@dps.ohio.gov>; Contact <contact@governor.ohio.gov>
Subject: Contact Form Filled

Issue: Public Safety

First Name: RICHARD

Last Name: SHERWOOD

Street: 3426 ZIFER DR NE

City: DOVER

State: Ohio

Zip Code: 44622

County: undefined

Phone Number: [REDACTED]

Email: RJSCWS25@AOL.COM

Subject: Unprofessional Highway Patrol Trooper conduct

Message: Dear Governor: First, I want to note the contrast of what you did regarding abortions and what the governor of Virginia did. You obviously did the right thing and we praise you for it. I am an old business person nearly 73 years old. I am a former Marine Staff Sgt. who served from June 1965 until May 1969 on active duty. I served in Vietnam from November 1966 until May 1969 having volunteered for an initial 13 month tour, then two six months extensions and finally a 90 extension. When I got out of the Marines I went to college full time and worked full time and graduated from Akron U. with a BS in Accounting in four years in June 1974. Over the years I have created and owned two farms and several business in Tuscarawas County and was a Republican Central Committee member as well as a member of the Tuscarawas County Republican Executive Committee. I am well known by the Mayors of both New Philadelphia and Dover. I am also well known and friends with Doug Wills the Republican State Central Committee Man for the 31st District. I tell you these things because I don't want you to think I am some sort of screwball with a petty bitch. Tonight on my way to my office at about 1:15 AM I was traveling through downtown Dover when a Highway Patrolman coming from the opposite direction suddenly wheeled around and stopped me. When he approached me I asked him why he stopped me and gave me the proverbial excuse that he couldn't see my rear license plate because of the lighting. Well of course he couldn't see because he was coming from the opposite direction. One thing that really pisses me off is when a police officer lies because it makes them look bad, and I am an ardent supporter of police. I am sure that my opinion him lying was reflected in my tone, but this guy was a real a-hole and looking for an opportunity to do more than question me about my license plate lights, which working perfectly. This guy got caught lying and tried to intimidate me to weasel his way out of it. As you know, the top "Core Value" of the Highway Patrol is Honesty. Another "Core Value" is Professionalism. Part of Professionalism is being courteous and It also means having and showing respect for every person a trooper encounters. This trooper was clearly unprofessional, dishonest and a jerk. I think he was either bored or thought he was going to do a DUI bust (I don't drink). He had no reason to stop me and made up his mind while coming from the opposite direction. Other than the Dover Police, I was the only other person on the road in the whole area. Amazingly, just one block before I encounter this jerk, I was followed by the Dover Police, who are pretty good guys and who don't need the Highway Patrol harassing their citizens in Dover's downtown (where I happen to own two of the buildings). The troopers name was [REDACTED] or something like that. I couldn't really see the name on his vest in the dark. This guy needs a lesson in honesty and professional courtesy. He needs to understand that when you lie to people you are not going to get the respect you think you should. Our law enforcement officers go a long ways to generate respect. This trooper did not help the cause. Best regards, Dick Sherwood

A.I.# [REDACTED]
Attachment-- A
Page 2 *of* 2

INTER-OFFICE COMMUNICATION



A.I.# [REDACTED]
Attachment-- B
Page 1 of 4

Date 2/17/19

File

To Lt. M.A. Glennon Attention _____

From Sgt. C.D. Armstrong

Subject [REDACTED] Complaints

Richard Sherwood Complaint-

← COMPLAINANT

Date/Time: 02-14-19 0136 hours

Video Number: ola00292_20190214063814e0

On the date in question [REDACTED] is westbound on State Route 211 approaching Tuscarawas Avenue. He stops past where the sign indicates where to stop at the traffic light. He then makes a continuous right turn on a red light at a speed of 9 mph. He travels two blocks up the road and makes a right on to 3rd Street traveling east. He encounters Mr. Sherwood who is traveling west on 3rd Street. Both units are stopped at the red light of 3rd Street and North Walnut Street but they are traveling in opposite directions. The light turns green and [REDACTED] remains stopped while Mr. Sherwood passes by him. [REDACTED] then does a u-turn and catches up with him and initiates a traffic stop. [REDACTED] makes a driver side approach and advises the driver his "license plate light must be dirty or something because it is not lighting up his license plate." At this point the driver becomes angry because he feels he is being messed with and is getting irritated. Mr. Sherwood continues to vent and [REDACTED] states "you coming at me irritates me." Driver states the trooper must be bored and has nothing better to do. [REDACTED] then states, "unfortunately your opinion of what is going on tonight is incorrect." The driver supplies the Trooper with requested information. [REDACTED] then states "make sure you clean up the back of your vehicle so it lights up everything." The driver asked to get out and the Trooper lets him out. As the driver exits, the Trooper prefaced it by saying, "I said it looked like it wasn't lit up before you started coming up at me like an aggressive individual." The driver then must see the lights are illuminated and he voiced his concern and [REDACTED] said "it doesn't light it up." Mr. Sherwood asked for his name and gives him his last name. The driver said I will remember that and [REDACTED] asks "what's that supposed to mean, don't make a threat." The driver said he was not he just wanted his name. [REDACTED] starts to walk away and the driver asks for his first name and he does not give it to him. The driver then states the reason people don't like you guys is because you're doing this kind of stuff. At this point [REDACTED] walks away and says "I don't care if people like me or not, have a safe night." [REDACTED] returns to his car and both units leave the traffic. There is no HP 7W issued.

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

Date/Time: 01-29-19 1910 hours
Video Number: ola00292_20190130001132e0

On this date the unit is traveling south on State Route 416 and Mr. Graham is traveling north in a white Acuar 4 door. [REDACTED] stops the vehicle for a speeding violation. Unit makes a left side approach and immediately states "Man I hope you have a good reason for going 81mph on a road that is 55mph and cover in ice." The driver stated he did not know he was going that fast. [REDACTED] then says well you slowed down when you saw me. The driver is looking for his information when the Trooper says "you have a little kid with you and wreck this car at 81mph on this road you guys are done." The driver states he really has no excuse except they have been running all day. Mr. Graham apologizes again and says he has no excuse. He continues to look for his insurance and [REDACTED] returns to the vehicle and fills out an HP-7. Unit returns to the violator vehicle to issue the HP7 and check his insurance. He explains the ticket to the driver and explains to him that he needs to show proof of insurance. He then explains that the ticket shows proof of insurance was shown but he was going to change it. He further states he "assumed the driver was going to be able to produce it (the insurance) for him but wrong on him." [REDACTED] asks if there are any questions. The driver asks to look at the radar. [REDACTED] says you can get it from court." The driver asks if he is supposed to show it to him. [REDACTED] said, "I'm not showing it to you. We are not disputing this along the side of the road." Driver asks if he has a right to see it and [REDACTED] advised you have a right to get it at court. He finished explaining the court information and started to walk away. He then said "slow down it's slippery out." The driver then yelled something to [REDACTED] about court. [REDACTED] yells back, "I will be at court yes." Both units then leave the traffic stop.

Date/Time: 02-15-19 2339 hours
Video Number : ola00292_20190216043903e0

On this date [REDACTED] was traveling northbound on East Front Street and made a left turn on to Race Street. This is when Mr. Graham's vehicle comes into view. Mr. Graham was driving a black Acura and he was about a block ahead of [REDACTED] and traveling in the same direction (northbound). [REDACTED] states the vehicle traveled left of center after it traveled through the intersection of East 4th Street. There are double yellow lines painted on the roadway and [REDACTED] stated the vehicle traveled left of center. Due to the distance of the vehicle and the camera angle I could neither confirm nor deny the violation took place. Mr. Graham later stated to me that he had swerved to miss a cat. Again from the angle of the camera and distance I could neither confirm nor deny the claim of the cat. [REDACTED] then initiates a stop on Race Street just north of 10th Avenue. The unit makes a left side approach and greets the driver and advised the reason for the stop. He asks the driver if he had consumed any alcohol and Mr. Graham states, "No." The unit asks the driver out of the vehicle and the driver complies. The driver submits to a consensual pat down and the unit conducts a poor pat down. Unit then administers the SFSTs. The HGN is conducted beside the patrol car. During the walk and turn there are two times where the subject stepped off line. The unit makes indications that other clues are present (heel to toe?) but due to the camera angle it cannot be viewed. Unit explains the one leg stand and Mr. Graham asks the Trooper to explain it again and he does. As soon as the subject attempts to raise his right foot he puts it down. During the test he put his foot down at 15. During the 30 second test the unit made it to 27 during his count. Unit then offers Mr. Graham the portable breath test. Mr. Graham asks, "What if I

don't wanna blow?" The unit replies, "If you don't want to blow that's fine you're gonna be arrested." The unit explains some more about the PBT and the driver asks if he can call his lawyer. The unit says, "You can call your lawyer once you get back to the post." Mr. Graham continues to ask if he can call his lawyer before he blows and the unit advised he could while he was inputting information into the computer. I believe the driver was confused about what breath test (PBT or one at the station) the Trooper was referring too. The driver continues to ask questions and repeats the question about calling his attorney before he blows. The unit then starts to place the driver into handcuffs and he is not listening to the instructions to spread his feet. As the unit is handcuffing him and advising him of his Miranda Rights he then asks to blow into the tube. The unit advised him he is already past that. The unit continues the handcuffing process and he repeatedly asks to blow into the tube. Subject is handcuffed behind his back and taken to the rear of the patrol car to be placed into the back seat. At this time Mr. Graham states he can't sit in the vehicle due to a documented injury to his rotator cuff. [REDACTED] calls Sgt. Armstrong and advises him of the injury. Sgt. Armstrong gives him the ok to move the handcuffs to the front due to the injury. The handcuffs are switched to the front and he is placed into the back seat. He is safety belted in and read the BMV2255. Tpr. Sutterluety was on scene during the reading of the 2255 and secured the vehicle. [REDACTED] checked to see if the driver was warm enough and opened the cage window to circulate the air. The driver even thanked him. The unit then started to transport the driver to the Post. There was discussion again about calling an attorney and blowing into the machine. [REDACTED] advised he could call somebody during the paperwork of the test before he needed him to blow. The driver questioned if he only has one glass of wine would he be able to drive his vehicle. The unit stated, "If you only had one glass of wine then so be it. But we are not releasing you back to your vehicle." There is more discussion about how much he has consumed and the fact that he is right about only having one glass of wine. The driver asked the unit for his name and he states, "[REDACTED]. I already introduced myself to you once." Driver then asks if he is from around here and the unit responds what does that matter. The driver stated he was just trying to make small talk. The driver asks if he can use the restroom once we get there. [REDACTED] says after the test. Driver than asks if it's ok if he pisses his pants. Unit states after you take the test you can use the bathroom and make a call. There is other small talk during the ride in about the subject's phone and how he did on the tests. Driver asks the unit about the job and [REDACTED] does not respond to him. The driver asks the unit where they are going and the Trooper advises him the New Phila Post. As they are pulling into the Post the driver begins to question [REDACTED] about the BMV 2255 and the probable cause for the stop. As [REDACTED] is backing into a parking spot, Mr. Graham request the unit's superior officer. The unit asks why and he states because you are not being very nice. [REDACTED] then called Sgt. Armstrong, who was working the road. Sgt. Armstrong was on a traffic stop with a suspended driver. [REDACTED] advised of the situation and he said the driver was feeling threatened so he wanted a supervisor present. Sgt. Armstrong advised he may not be able to break away for a half hour. [REDACTED] advised he may not have that long, implying the test results might be close. Sgt. Armstrong then advised [REDACTED] to do what he needed to do to get the test completed in time for the result. [REDACTED] arrived at the post at 0010 hours. Sgt. Armstrong was able to clear his traffic stop and arrived at the post at 0026 hours. By this time the test had already been ran and he tested .029%. He was irate that he had been brought in and he was under the legal limit. He began to voice his displeasure with [REDACTED] and how much he could not stand him. He said the unit was rude, condescending, and violated his rights. I was able to get Mr. Graham to calm down. Mr. Graham was served with the Intoxilyzer 8000 printout and his warning for the left of center violation. He wanted a ride back out to his car and requested Sgt. Armstrong do the relay. Sgt. Armstrong gave him a ride to his car and Mr. Graham continued to vent. Once at the vehicle

A.I.# _____

Attachment-- 3

Page 4 *of* 4

he realized he did not have his keys even though he was asked and stated he did have them. Tpr. Sutterluety brought the keys out to the scene and Mr. Graham drove the few blocks down the road to his house. Prior to him leaving he did advise Sgt. Armstrong that he did want to file a complaint against _____



Date 2-13-19

File 2-TRA

To Lt. M.A. Glennon Attention

From Sgt. C.D. Armstrong

Subject [REDACTED]

On January 04, 2019 [REDACTED] was on patrol on Tuscarawas Avenue near the Dover/New Philadelphia corporation limits. The speed limit in this area is a 35mph zone. [REDACTED] was traveling above the posted speed limit (49 in a 35) for no apparent reason. [REDACTED] then sees a vehicle up ahead and accelerates to catch up to the vehicle. Even though there is no apparent reason for the unit to catch up to the vehicle he accelerates to 82 mph in a residential area. Once behind the vehicle the unit's speed varies from 43-46mph but at the same time says he is pacing the vehicle. The pace in question lasted maybe a quarter of a mile and then a traffic stop was initiated. He advised the driver he was paced at 47 mph and the driver admits to 38 and 40 mph. The unit suspects drug use and asks the driver out of the vehicle. The driver submits to a consensual pat down. Unit administers the SFSTs and the driver indicates that he is cold. Unit says "I bet you are." This could be considered as unprofessional and defense could use this as a reason for the poor sobriety tests. Unit could have offered to get the subject a coat out of the car. During the administration of the SFSTs and Miranda Warning, the unit talks fast and at times is not understandable. Unit needs to slow down with what he is doing. The driver is arrested and placed into handcuffs. The unit needs to take a better position while handcuffing. The suspect is placed in the backseat. Unit needs to clear out his backseat and not have anything else back there with the suspect. Once the suspect is placed in the back this is when the unit finally runs the driver through LEADS. At this point he then goes up to check the passenger. The passenger is then searched due to the presence of cocaine on his face. The Tuscarawas County Sheriff's Office arrives on scene and the K9 is used. There are three units on scene of this traffic stop. All three units are searching the vehicle together and Felony narcotics are located. The subject is later taken to the Post by the unit. The other unit on scene takes the passenger to a friend's house.

Some of the issues with this stop are as follows:

Probable Cause for the Stop- Although the suspect does admit to speeding 40/35 zone. A good pace was not achieved on the suspect. The pace only covers a short distance and a constant speed is not maintained by the unit. The unit says he paced the suspect at 47 mph but once the unit catches up to the vehicle. The patrol speed is never 47mph. The citation that was issued was for 43mph.

Incident Detailed Report

A.I.# [REDACTED]

Attachment-- D

Page 1 of 2

Incident #: [REDACTED]

Summary

Location: N TUSCARAWAS AV / W 3RD ST

Loc Name:

City: DOVER

Loc Descr:

Building

Subdiv:

79

Floor:

Apt/Unit:

Status: Closed

Created: 1:38:14 2/14/2019

Inc Type: TSTOP

Agency Type: P

Mod Circ:

Priority: 1

Agency ID: HP

Area: P79

Sector:

Beat: HP79

Report #:

Disposition: NE,1M,WARN

Dispatch

Unit(s): HP [REDACTED] (Officers: HP [REDACTED] (Primary)

Comments

Persons

Vehicles

Make:

Role:

INVOLVED

Model:

Lic Plate:

FDW7402

Year:

State:

Color:

Type:

Style:

Year (Plate):

VIN:

Misc:

Premise Hazard

Previous Incidents

Note: The number of previous incidents printed was limited to 0. There were additional previous incidents not printed. Incomplete Printout (VehNum: 0/1)

Associated Incidents

Attachments

History

Time/Date	Trans Type	User ID	Console ID
1:42:15 2/14/2019	UNIT MGMT	[REDACTED]	HPMDT1497
Unit Location		Unit ID: HP [REDACTED]	
Location: NULL (LAT: <40.52097548> LONG: <-81.47849638>)			
Loc Desc: NULL (LAT: <40.52097548> LONG: <-81.47849638>)			
1:42:15 2/14/2019	FREE UNIT	[REDACTED]	HPMDT1497
Unit Freed		Unit ID: HP [REDACTED]	
1:42:15 2/14/2019	INC UPDT	[REDACTED]	HPMDT1497
Disposition		Dispo: WARN	
Unit ID: HP/1195			
1:42:15 2/14/2019	INC UPDT	[REDACTED]	HPMDT1497
Disposition		Dispo: 1M	

Time/Date	Trans Type	User ID	Console ID
Unit ID: HP/1195			
1:42:15 2/14/2019	INC UPDT		HPMDT1497
Disposition		Dispo: NE	
Unit ID: HP/1195			
1:42:15 2/14/2019	UNIT STAT		HPMDT1497
Unit Status		Unit ID: HP/	
Status: 45 (FI)			
1:42:15 2/14/2019	INC STAT		HPMDT1497
Incident Status		Status: Closed (Active)	
1:39:16 2/14/2019	INC UPDT		HPCAD79
Incident Updated		AddressChkByPassed: No (Yes)	
CityName: DOVER		Latitude: 40.520203 (40.520975)	
Location: N TUSCARAWAS AV / W 3RD ST (LAT: <40.52097548> LONG: <-81.47849638>)			
Description: NULL (LAT: <40.52097548> LONG: <-81.47849638>)			
Longitude: -81.479465 (-81.478496)		Subdivision: 79	
ValidationLevel: Intersection Lvl (Unknown Lvl)		Post Code: 44622	
1:38:25 2/14/2019	QUERY		HPCAD79
Query Request		Name: Vehicle Query	
Summary: LicensePlate - FDW7402; LicenseType - PC; PlateYear - 2019; State - OH			
Database: Ohio		Auto: Yes	
1:38:24 2/14/2019	VEH INFO		HPCAD79
Vehicle 1 Added		Role: INVOLVED	
Lic Plate: FDW7402		Is Property Seized: No	
1:38:14 2/14/2019	UNIT MGMT		HPMDT1497
Unit Location		Unit ID: HP/	
Location: LAT: <40.52097548> LONG: <-81.47849638>			
Loc Desc: LAT: <40.52097548> LONG: <-81.47849638>			
1:38:14 2/14/2019	UNIT STAT		HPMDT1497
Unit Status		Unit ID: HP/	
Status: FI (45)			
1:38:14 2/14/2019	INC STAT		HPMDT1497
Incident Status		Status: Active (Pending)	
1:38:14 2/14/2019	PRIM UNIT		HPMDT1497
Primary Unit		Primary: HP/	
1:38:14 2/14/2019	DPTCH		HPMDT1497
Dispatch		Assigned Unit: HP/ (Officers: HP/	
1:38:14 2/14/2019	ADD BYPASS		HPMDT1497
Bypassed with Jurisdiction			
1:38:14 2/14/2019	INC CREATE		HPMDT1497
Jurisdiction		Area: P79	
Beat: HP79			
1:38:14 2/14/2019	INC CREATE		HPMDT1497
Incident Created (Field Initiated)		Source: MCT	
Bypassed: Yes		Location: LAT: <40.52097548> LONG: <-81.47849638>	
Longitude: -81.478496		Latitude: 40.520975	
Priority: 1		Description: LAT: <40.52097548> LONG: <-81.47849638>	
		Incid Type: TSTOP	
		Validation Level: Unknown Lvl	

A.I.# _____
Attachment-- D
Page 2 of 2



INTERNAL INVESTIGATION PRE-INTERVIEW (OSP ONLY)

EMPLOYEE NAME [REDACTED]		UNIT # [REDACTED]	OAKS EMPLOYEE ID # [REDACTED]	SHIFT 10P-6A
COMPONENT / POST Ohio Department of Public Safety / New Philadelphia Post 79		DIVISION / DISTRICT Ohio State Highway Patrol / District 7		
DATE 3/1/2019	TIME 06:33 <input checked="" type="checkbox"/> A.M. <input type="checkbox"/> P.M.	LOCATION 2454 East High Ave. New Philadelphia, OH 44663		
INTERVIEWER NAME David E. Bailey	TITLE Sergeant	ASSIGNMENT AND SHIFT Administrative Investigation Unit / 8A-4:30P		

You are the subject of an administrative investigation. The known allegations are:
 The facts and circumstances surrounding an incident which occurred on February 14, 2019, where you committed the following violations during a traffic stop involving the complainant, Mr. Richard Sherwood:

- * You stopped the complainant without sufficient probable cause.
- * You were rude and unprofessional during the traffic stop.
- * You claimed a warning without providing the complainant an HP-7W warning notice.

Ask employee if he / she wants a labor representative? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Bargaining Unit – O.S.T.A.
IF YES, REPRESENTATIVE NAME Robert F. Cooper	UNIT #	OAKS EMPLOYEE ID #
COMPONENT / POST Ohio State Troopers' Association	DIVISION / DISTRICT	

If a request for a labor representative is made, do not interview until a representative is available.

CONCLUDED AT	RESCHEDULED FOR
--------------	-----------------

If the employee declines a labor representative or if the representative is present, proceed with the interview by reading the following warning:

You are being interviewed as part of an official administrative investigation by the Department of Public Safety. You will be asked questions relating to the performance of your official duties or fitness for office. If you refuse to answer questions completely and / or accurately, you may be subject to disciplinary action, up to and including dismissal. Statements provided under threat of disciplinary action may not be used against you in any subsequent criminal proceedings.

SIGNATURE OF EMPLOYEE X [REDACTED]	DATE 1/mar/19
SIGNATURE OF WITNESS X [REDACTED]	DATE 3-1-19

INTERVIEW BREAKS			
STOP 0652	START	STOP	START
INTERVIEW COMPLETED AT 0652	TAPE RECORDING MADE OF THE INTERVIEW? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		TAPE RECORDING MADE BY Sergeant David E. Bailey

SIGNATURE OF INTERVIEWER X [Signature]	DATE 03/01/2019
---	--------------------

Employee to receive a copy of completed form.

INTER-OFFICE COMMUNICATION



Date April 6, 2019 File 2-EMP

To Captain C.D. Davies Attention Staff Lieutenant A.R. Ralston

From Lieutenant M.A. Glennon - New Philadelphia Post Commander

Subject Written Reprimand - AI # [REDACTED] P-79, D-7

On Saturday, April 6, 2019 [REDACTED] Unit [REDACTED] Cambridge District, Post 79 was issued a written reprimand for violation of the Rules and Regulations of the Ohio State Highway Patrol, Rule 4501:2-6-02(1)(4), Conduct Unbecoming an Officer. To wit: On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving a complainant.

[REDACTED]

6 Apr 2019
Date

Employee Signature

[Signature] 4/6/2019
Issued By Date

REMARKS AND/OR RECOMMENDATIONS

DHQ REVIEW

[Signature] 4.8.19
Signature Date

REMARKS AND/OR RECOMMENDATIONS

[Signature] 4/8/19

GHQ REVIEW

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Employee Name	[REDACTED]	Unit Number	[REDACTED]	Hire Date	11/07/2012
Job Description	[REDACTED]	Division	OSP	Department	D7 Post 79 New Philadelphia

201910037

Case Summary

On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-

INTER-OFFICE COMMUNICATION



Date May 22, 2019

File 2-TRA

To Major Chuck A. Jones

Attention Captain Steven R. Rine

From Sergeant Archie L. Spradlin, Assistant Regional Training Unit Commander
Individualized Training, [REDACTED] Unit # [REDACTED], District 7, Post 79,

Subject AI# [REDACTED]

Two handwritten signatures in black ink, one appearing to be "SRS" and the other "SR".

On Wednesday, April 17, 2019, [REDACTED] reported to the Ohio State Highway Patrol Academy for individualized training. The training addressed concerns that were identified during administrative investigation # [REDACTED]. The training lasted approximately three (3) hours.

Specific issues that were addressed as training topics were: the importance of maintaining professionalism during violator contacts, tactical communication, and how to gain police legitimacy by understanding and implementing Peelian Principles. According to the facts found in the administrative investigation, [REDACTED] conducted a traffic stop of an individual that he believed was operating a vehicle without displaying a working license plate light. During the traffic stop, [REDACTED] failed to follow Ohio Department of Public Safety policy pertaining to Employee Standards of Conduct, and the Division's policy of Professional Operations during enforcement contacts.

On February 14, 2019, at approximately 0130 hours, [REDACTED] stopped a driver for failing to properly display a rear license plate light. The light was later found to be operational, but not clearly visible, and bright enough to illuminate the rear license plate. During the contact, [REDACTED] and the driver engaged in a heated discussion instigated by the driver but partially fed by [REDACTED]. The administrative investigation showed that [REDACTED] did not engage in any profanity, but does need to follow policy guidelines while performing his official duties as a state trooper. [REDACTED] has since agreed to following policy and procedures, outlined in this training session pertaining to professional standards of conduct through tactical communications.

Policy DPS 501.05, Standards of Conduct, was reviewed, and discussed in great length, focusing on section, "I. Personal Conduct". We also discussed the importance of maintaining professionalism at all times, and utilizing de-escalation techniques through tactical communications in situations such as this.

[REDACTED] was shown several videos of proper, and improper, police-civilian encounters to compare various ways officers handled the encounter. We discussed the principles of Sir Robert Peel, who developed the foundation that modern day policing sits, known as the Peelian Principles.

We discussed the nine principles of policing, specifically focusing on the fifth principle that reads, "To seek and preserve public favour, not by pandering to public opinion, but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and

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friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humour, and by ready offering of individual sacrifice in protecting and preserving life."

██████████ recognized his deficiencies, asked several pertinent questions, and was very receptive to the training he received. He reassured me that this incident was not indicative of his normal procedures, and acknowledged that in reflection of this incident, he recognized the seriousness of his actions and has learned an invaluable lesson from it.

INDIVIDUALIZED TRAINING REVIEW GUIDE

DATE RECEIVED: April 5, 2019

REASON FOR TRAINING				
Separation From Service A	Military Deployment B	District / Post Request C	A.I. D	E.I.P. E
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> RES - DIS - ARB	<input type="checkbox"/>	<input type="checkbox"/>	[REDACTED]	<input type="checkbox"/>

SECTION ASSIGNED	
Training	Employee Development
CPT <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/>

OFFICER INFORMATION				
Name	Unit	Post	District	Date of Training
[REDACTED]	[REDACTED]	79	7	April 17, 2019

TYPE OF TRAINING		
Class	Hours	Instructor
Incident Review and Discussion	1	Sergeant Archie L. Spradlin
Professionalism; Standards of Conduct Policy 501.05	:30	Sergeant Archie L. Spradlin
Tactical Communications	:30	Sergeant Archie L. Spradlin
Police Legitimacy; Peelian Principles	1	Sergeant Archie L. Spradlin

REVIEWED BY			
A.I.U.	Training	Standards	Employee Development
	0675		

DISPOSITION	
People Soft Entry	I.O.C. E-Mailed / Filed / Record Entered
<input type="checkbox"/>	<input type="checkbox"/>

Tracking Number: _____

April 17, 2019 1300 – 1600

[REDACTED]

[REDACTED]@dps.ohio.gov

[REDACTED]

Bailey, David

From: Davies, Cory
Sent: Wednesday, February 20, 2019 9:21 AM
To: Bailey, David
Subject: FW: Complaint

Follow Up Flag: Flag for follow up
Flag Status: Flagged

A.I.# [REDACTED]
Attachment-- A
Page 1 **of** 2

From: Sellers, Robert <RSellers@dps.ohio.gov>
Sent: Friday, February 15, 2019 3:59 PM
To: Davies, Cory <cdavies@dps.ohio.gov>
Cc: Ralston, Anne <arralston@dps.ohio.gov>; Rine, Steven <srine@dps.ohio.gov>
Subject: Complaint

Sir, see the below forwarded to me by the Governor's Office.

From: noreply@das.ohio.gov <noreply@das.ohio.gov>
Sent: Thursday, February 14, 2019 3:21 AM
To: Manager, Portal <portal.manager@das.ohio.gov>; Contact <contact@governor.ohio.gov>
Subject: Contact Form Filled

Issue: Public Safety

First Name: RICHARD

Last Name: SHERWOOD

Street: 3426 ZIFER DR NE

City: DOVER

State: Ohio

Zip Code: 44622

County: undefined

Phone Number: [REDACTED]

Email: RJSGWS25@AOL.COM

Subject: Unprofessional Highway Patrol Trooper conduct

Message: Dear Governor: First, I want to note the contrast of what you did regarding abortions and what the governor of Virginia did. You obviously did the right thing and we praise you for it. I am an old business person nearly 73 years old. I am a former Marine Staff Sgt. who served from June 1965 until May 1969 on active duty. I served in Vietnam from November 1966 until May 1969 having volunteered for an initial 13 month tour, then two six months extensions and finally a 90 extension. When I got out of the Marines I went to college full time and worked full time and graduated from Akron U. with a BS in Accounting in four years in June 1974. Over the years I have created and owned two farms and several business in Tuscarawas County and was a Republican Central Committee member as well as a member of the Tuscarawas County Republican Executive Committee. I am well known by the Mayors of both New Philadelphia and Dover. I am also well known and friends with Doug Wills the Republican State Central Committee Man for the 31st District. I tell you these things because I don't want you to think I am some sort of screwball with a petty bitch. Tonight on my way to my office at about 1:15 AM I was traveling through downtown Dover when a Highway Patrolman coming from the opposite direction suddenly wheeled around and stopped me. When he approached me I asked him why he stopped me and gave me the proverbial excuse that he couldn't see my rear license plate because of the lighting. Well of course he couldn't see because he was coming from the opposite direction. One thing that really pisses me off is when a police officer lies because it makes them look bad, and I am an ardent supporter of police. I am sure that my opinion him lying was reflected in my tone, but this guy was a real a-hole and looking for an opportunity to do more than question me about my license plate lights, which working perfectly. This guy got caught lying and tried to intimidate me to weasel his way out of it. As you know, the top "Core Value" of the Highway Patrol is Honesty. Another "Core Value" is Professionalism. Part of Professionalism is being courteous and It also means having and showing respect for every person a trooper encounters. This trooper was clearly unprofessional, dishonest and a jerk. I think he was either bored or thought he was going to do a DUI bust (I don't drink). He had no reason to stop me and made up his mind while coming from the opposite direction. Other than the Dover Police, I was the only other person on the road in the whole area. Amazingly, just one block before I encounter this jerk, I was followed by the Dover Police, who are pretty good guys and who don't need the Highway Patrol harassing their citizens in Dover's downtown (where I happen to own two of the buildings). The troopers name was [REDACTED] or something like that. I couldn't really see the name on his vest in the dark. This guy needs a lesson in honesty and professional courtesy. He needs to understand that when you lie to people you are not going to get the respect you think you should. Our law enforcement officers go a long ways to generate respect. This trooper did not help the cause. Best regards, Dick Sherwood

A.I.# [REDACTED]
Attachment-- A
Page 2 *of* 2

John W. Graham Complaint-

Date/Time: 01-29-19 1910 hours
Video Number: ola00292_20190130001132e0

On this date the unit is traveling south on State Route 416 and Mr. Graham is traveling north in a white Acura 4 door. [REDACTED] stops the vehicle for a speeding violation. Unit makes a left side approach and immediately states "Man I hope you have a good reason for going 81mph on a road that is 55mph and cover in ice." The driver stated he did not know he was going that fast. [REDACTED] then says well you slowed down when you saw me. The driver is looking for his information when the Trooper says "you have a little kid with you and wreck this car at 81mph on this road you guys are done." The driver states he really has no excuse except they have been running all day. Mr. Graham apologizes again and says he has no excuse. He continues to look for his insurance and [REDACTED] returns to the vehicle and fills out an HP-7. Unit returns to the violator vehicle to issue the HP7 and check his insurance. He explains the ticket to the driver and explains to him that he needs to show proof of insurance. He then explains that the ticket shows proof of insurance was shown but he was going to change it. He further states he "assumed the driver was going to be able to produce it (the insurance) for him but wrong on him." [REDACTED] asks if there are any questions. The driver asks to look at the radar. [REDACTED] says you can get it from court." The driver asks if he is supposed to show it to him. [REDACTED] said, "I'm not showing it to you. We are not disputing this along the side of the road." Driver asks if he has a right to see it and [REDACTED] advised you have a right to get it at court. He finished explaining the court information and started to walk away. He then said "slow down it's slippery out." The driver then yelled something to [REDACTED] about court. [REDACTED] yells back, "I will be at court yes." Both units then leave the traffic stop.

Date/Time: 02-15-19 2339 hours
Video Number : ola00292_20190216043903e0

On this date [REDACTED] was traveling northbound on East Front Street and made a left turn on to Race Street. This is when Mr. Graham's vehicle comes into view. Mr. Graham was driving a black Acura and he was about a block ahead of [REDACTED] and traveling in the same direction (northbound). [REDACTED] states the vehicle traveled left of center after it traveled through the intersection of East 4th Street. There are double yellow lines painted on the roadway and [REDACTED] stated the vehicle traveled left of center. Due to the distance of the vehicle and the camera angle I could neither confirm nor deny the violation took place. Mr. Graham later stated to me that he had swerved to miss a cat. Again from the angle of the camera and distance I could neither confirm nor deny the claim of the cat. [REDACTED] then initiates a stop on Race Street just north of 10th Avenue. The unit makes a left side approach and greets the driver and advised the reason for the stop. He asks the driver if he had consumed any alcohol and Mr. Graham states, "No." The unit asks the driver out of the vehicle and the driver complies. The driver submits to a consensual pat down and the unit conducts a poor pat down. Unit then administers the SFSTs. The HGN is conducted beside the patrol car. During the walk and turn there are two times where the subject stepped off line. The unit makes indications that other clues are present (heel to toe?) but due to the camera angle it cannot be viewed. Unit explains the one leg stand and Mr. Graham asks the Trooper to explain it again and he does. As soon as the subject attempts to raise his right foot he puts it down. During the test he put his foot down at 15. During the 30 second test the unit made it to 27 during his count. Unit then offers Mr. Graham the portable breath test. Mr. Graham asks, "What if I

don't wanna blow?" The unit replies, "If you don't want to blow that's fine you're gonna be arrested." The unit explains some more about the PBT and the driver asks if he can call his lawyer. The unit says, "You can call your lawyer once you get back to the post." Mr. Graham continues to ask if he can call his lawyer before he blows and the unit advised he could while he was inputting information into the computer. I believe the driver was confused about what breath test (PBT or one at the station) the Trooper was referring too. The driver continues to ask questions and repeats the question about calling his attorney before he blows. The unit then starts to place the driver into handcuffs and he is not listening to the instructions to spread his feet. As the unit is handcuffing him and advising him of his Miranda Rights he then asks to blow into the tube. The unit advised him he is already past that. The unit continues the handcuffing process and he repeatedly asks to blow into the tube. Subject is handcuffed behind his back and taken to the rear of the patrol car to be placed into the back seat. At this time Mr. Graham states he can't sit in the vehicle due to a documented injury to his rotator cuff. [REDACTED] calls Sgt. Armstrong and advises him of the injury. Sgt. Armstrong gives him the ok to move the handcuffs to the front due to the injury. The handcuffs are switched to the front and he is placed into the back seat. He is safety belted in and read the BMV2255. Tpr. Sutterluety was on scene during the reading of the 2255 and secured the vehicle. [REDACTED] checked to see if the driver was warm enough and opened the cage window to circulate the air. The driver even thanked him. The unit then started to transport the driver to the Post. There was discussion again about calling an attorney and blowing into the machine. [REDACTED] advised he could call somebody during the paperwork of the test before he needed him to blow. The driver questioned if he only has one glass of wine would he be able to drive his vehicle. The unit stated, "If you only had one glass of wine then so be it. But we are not releasing you back to your vehicle." There is more discussion about how much he has consumed and the fact that he is right about only having one glass of wine. The driver asked the unit for his name and he states, "[REDACTED] I already introduced myself to you once." Driver then asks if he is from around here and the unit responds what does that matter. The driver stated he was just trying to make small talk. The driver asks if he can use the restroom once we get there. [REDACTED] says after the test. Driver than asks if it's ok if he pisses his pants. Unit states after you take the test you can use the bathroom and make a call. There is other small talk during the ride in about the subject's phone and how he did on the tests. Driver asks the unit about the job and [REDACTED] does not respond to him. The driver asks the unit where they are going and the Trooper advises him the New Phila Post. As they are pulling into the Post the driver begins to question [REDACTED] about the BMV 2255 and the probable cause for the stop. As [REDACTED] is backing into a parking spot, Mr. Graham request the unit's superior officer. The unit asks why and he states because you are not being very nice. [REDACTED] then called Sgt. Armstrong, who was working the road. Sgt. Armstrong was on a traffic stop with a suspended driver. [REDACTED] advised of the situation and he said the driver was feeling threatened so he wanted a supervisor present. Sgt. Armstrong advised he may not be able to break away for a half hour. [REDACTED] advised he may not have that long, implying the test results might be close. Sgt. Armstrong then advised [REDACTED] to do what he needed to do to get the test completed in time for the result. [REDACTED] arrived at the post at 0010 hours. Sgt. Armstrong was able to clear his traffic stop and arrived at the post at 0026 hours. By this time the test had already been ran and he tested .029%. He was irate that he had been brought in and he was under the legal limit. He began to voice his displeasure with [REDACTED] and how much he could not stand him. He said the unit was rude, condescending, and violated his rights. I was able to get Mr. Graham to calm down. Mr. Graham was served with the Intoxilyzer 8000 printout and his warning for the left of center violation. He wanted a ride back out to his car and requested Sgt. Armstrong do the relay. Sgt. Armstrong gave him a ride to his car and Mr. Graham continued to vent. Once at the vehicle

Incident Detailed Report

A.I.# [REDACTED]

Attachment-- D

Page 1 of 2

Incident #: [REDACTED]

Summary

Location: N TUSCARAWAS AV / W 3RD ST

Loc Name:

City: DOVER

Loc Descr:

Building: Subdiv: 79

Floor: Apt/Unit:

Status: Closed Created: 1:38:14 2/14/2019

Inc Type: TSTOP Agency Type: P

Mod Circ: Priority: 1

Agency ID: HP Area: P79

Sector: Beat: HP79

Report #:

Disposition: NE,1M,WARN

Dispatch

Unit(s): HP/[REDACTED] (Officers: HP/[REDACTED]) (Primary)

Comments

Persons

Vehicles

Make: Role: INVOLVED

Model: Lic Plate: FDW7402

Year: State:

Color: Type:

Style: Year (Plate):

VIN:

Misc:

Premise Hazard

Previous Incidents

Note: The number of previous incidents printed was limited to 0. There were additional previous incidents not printed. Incomplete Printout (VehNum: 0/1)

Associated Incidents

Attachments

History

Time/Date	Trans Type	User ID	Console ID
1:42:15 2/14/2019	UNIT MGMT	[REDACTED]	HPMDT1497
Unit Location		Unit ID: HP/[REDACTED]	
Location: NULL (LAT: <40.52097548> LONG: <-81.47849638>)			
Loc Desc: NULL (LAT: <40.52097548> LONG: <-81.47849638>)			
1:42:15 2/14/2019	FREE UNIT	[REDACTED]	HPMDT1497
Unit Freed		Unit ID: HP/[REDACTED]	
1:42:15 2/14/2019	INC UPDT	[REDACTED]	HPMDT1497
Disposition		Dispo: WARN	
Unit ID: HP/1195			
1:42:15 2/14/2019	INC UPDT	[REDACTED]	HPMDT1497
Disposition		Dispo: 1M	

Time/Date	Trans Type	User ID	Console ID
Unit ID: HP/1195			
1:42:15 2/14/2019	INC UPDT		HPMDT1497
Disposition		Dispo: NE	
Unit ID: HP/1195			
1:42:15 2/14/2019	UNIT STAT		HPMDT1497
Unit Status		Unit ID: HP/	
Status: 45 (FI)			
1:42:15 2/14/2019	INC STAT		HPMDT1497
Incident Status		Status: Closed (Active)	
1:39:16 2/14/2019	INC UPDT		HPCAD79
Incident Updated		AddressChkByPassed: No (Yes)	
CityName: DOVER		Latitude: 40.520203 (40.520975)	
Location: N TUSCARAWAS AV / W 3RD ST (LAT: <40.52097548> LONG: <-81.47849638>)			
Description: NULL (LAT: <40.52097548> LONG: <-81.47849638>)			
Longitude: -81.479465 (-81.478496)		Subdivision: 79	
ValidationLevel: Intersection Lvl (Unknown Lvl)		Post Code: 44622	
1:38:25 2/14/2019	QUERY	10121465	HPCAD79
Query Request		Name: Vehicle Query	
Summary: LicensePlate - FDW7402; LicenseType - PC; PlateYear - 2019; State - OH		Auto: Yes	
Database: Ohio			
1:38:24 2/14/2019	VEH INFO		HPCAD79
Vehicle 1 Added		Role: INVOLVED	
Lic Plate: FDW7402		Is Property Seized: No	
1:38:14 2/14/2019	UNIT MGMT		HPMDT1497
Unit Location		Unit ID: HP/	
Location: LAT: <40.52097548> LONG: <-81.47849638>			
Loc Desc: LAT: <40.52097548> LONG: <-81.47849638>			
1:38:14 2/14/2019	UNIT STAT		HPMDT1497
Unit Status		Unit ID: HP/	
Status: FI (45)			
1:38:14 2/14/2019	INC STAT		HPMDT1497
Incident Status		Status: Active (Pending)	
1:38:14 2/14/2019	PRIM UNIT		HPMDT1497
Primary Unit		Primary: HP/	
1:38:14 2/14/2019	DPTCH		HPMDT1497
Dispatch		Assigned Unit: HP/ (Officers: HP/	
1:38:14 2/14/2019	ADD BYPASS		HPMDT1497
Bypassed with Jurisdiction			
1:38:14 2/14/2019	INC CREATE		HPMDT1497
Jurisdiction		Area: P79	
Beat: HP79			
1:38:14 2/14/2019	INC CREATE		HPMDT1497
Incident Created (Field Initiated)		Source: MCT	
Bypassed: Yes		Location: LAT: <40.52097548> LONG: <-81.47849638>	
Longitude: -81.478496		Latitude: 40.520975	
Priority: 1		Description: LAT: <40.52097548> LONG: <-81.47849638>	
		Incid Type: TSTOP	
		Validation Level: Unknown Lvl	

A.I.# _____
Attachment-- D
Page 2 of 2

DataSource: Ohio
User Name: [REDACTED]
Device Name: HPCAD79
Unit Id:
Raw data:

A.I.# [REDACTED]
Attachment-- E
Page 2 **of** 2

7996.49RG.DS.OHBMV0000.OHPNPD097.
TXT
DS.OHOHP7996 [REDACTED]
RICHARD J SHERWOOD DOB: 06/01/1946 AGE: 72
3426 ZIFER DR NE [REDACTED]
DOVER, OH 44622 KEY: 007786862
COUNTY: 79-TUSCARAWAS

** PHYSICAL DESCRIPTION ** ** ANATOMICAL DONOR: NOT LISTED **
SEX: M HGT: 5' 08" WGT: 225 HAIR: BLACK EYES: BROWN

** DRIVER LICENSE INFORMATION **
DLN: [REDACTED] CLASS: D ISS: 05/07/2018 EXP: 06/01/2022
STATUS: VALID
RESTRICTIONS: NONE

----- CONVICTIONS: 1 -----
01 C1 IN-STATE CONVICTION
RECORD ADDED ON: 09/03/1999 SEQ NUMBER: 005
OFF: MISCELLANEOUS BATCH NUMBER: 082699
CONVICTION DATE: 08/18/1999 OFFENSE DATE: 08/13/1999
COURT: 7621-CANTON MUNICIPAL COURT TYPE: MUN CASE: 99V09893
PLEA: GUILTY SENTENCE: CONVICTION POINTS: 00
HAZARDOUS MATERIAL: UNKNOWN

END

UNLESS OTHERWISE NOTED, THIS LEADS THROUGHPUT IS EXEMPT FROM
PUBLIC RECORDS
REQUESTS PER ORC:149.43 AND OAC:4501:2-10-06.

MRI: 8741025
IN: OHBMV0000 #49792 AT 21FEB2019 09:50:55
OUT: OHOHP7996 #160 AT 21FEB2019 09:50:55

INTER-OFFICE COMMUNICATION



Date March 14, 2019

File 2-ADM

To Major David A. Church Attention S/Lt. Chad A. Miller

From Sergeant David E. Bailey, Administrative Investigation Unit

Administrative Investigation # [REDACTED] ~ [REDACTED] [REDACTED] Unit # [REDACTED]

Subject District 7, New Philadelphia Post 79

Background:

On February 20, 2019, Captain Cory D. Davies informed me of a complaint regarding an incident which occurred at the New Philadelphia Post. On February 14, 2019, [REDACTED] [REDACTED] [REDACTED] stopped the complainant, Mr. Richard Sherwood, in Dover, Ohio, for an alleged license plate light violation. During the course of the traffic stop, [REDACTED] was rude and unprofessional while speaking to Sherwood.

Investigative Action:

On February 21, 2019, I interviewed Lieutenant Mark A. Glennon as a witness to this administrative investigation. Prior to the interview, I showed Glennon the e-mail from Richard Sherwood dated February 14, 2019 (**Attachment A**), the Inter-Office Communication dated February 17, 2019 (**Attachment B**), the Inter-Office Communication dated February 13, 2019 (**Attachment C**), the Incident Detailed Report (**Attachment D**), and the LEADS Driving Record for Richard J. Sherwood (**Attachment E**). We also watched the February 14, 2019, video of the traffic stop together. Glennon acknowledged he reviewed these items prior to the start of the interview.

Glennon said the complainant, Richard Sherwood, had several issues with [REDACTED] including the reason for the traffic stop. I asked Glennon to describe any issues he observed while watching the video, and he said [REDACTED] stopped the car because the light was "not good enough to make the plate visible." He said the light was actually working, and there were some disagreements between [REDACTED] and Sherwood, which were not "very professional" on behalf of [REDACTED]

Glennon said [REDACTED] claimed a warning for the traffic stop, and he (Glennon) felt it should have been a defect notification since the basis for the traffic stop was focused on the license plate light. I asked him to explain why troopers are required to issue defect or warning slips, and he advised it was for documentation and information purposes. I asked if the reason [REDACTED] stopped the vehicle was due to the license plate light not working, and he said he was unsure if the light was inoperable, but [REDACTED] claimed it was not bright. I told Glennon a 2011 Chevrolet truck most likely would not have been equipped with an extremely bright license plate light from the factory, and he agreed with my analysis. Glennon said the law states vehicles must be equipped with a license plate light, and it must be visible to 50 feet.

Glennon explained Sherwood immediately became upset with [REDACTED] upon hearing the explanation for the traffic stop, and told [REDACTED] the traffic stop “was bullshit.” Glennon remarked Sherwood “dropped the f-bomb” about the traffic stop. I asked if Sherwood started the traffic stop off poorly by using profanity, and he answered yes. I asked if the vehicle driven by Sherwood appeared to be dirty, and he said no.

I asked Glennon if he felt [REDACTED] had sufficient probable cause to stop Sherwood, and he responded, “No, there was not enough, I don’t believe.” I asked him if he has given [REDACTED] training letters on establishing probable cause for traffic stops, and he answered yes. Glennon noted he provided training to [REDACTED] on February 14, 2019, on these unrelated matters. Incidentally, he provided the training related to the Inter-Office Communication dated February 13, 2019, to [REDACTED] on the date of this incident (**Attachment C**).

Glennon explained the topic of his conversation with [REDACTED] on the morning of February 14, 2019, revolved around officer safety, his lack of professionalism, and not establishing probable cause relating to several other traffic stops in question. I asked Glennon if the training IOC he provided [REDACTED] had anything to do with the traffic stop involving Sherwood, and he replied no. He explained the issues he discussed with [REDACTED] had similarities to the traffic stop involving Sherwood.

I asked Glennon if [REDACTED] became unprofessional toward the end of the traffic stop, and he answered yes. Glennon said [REDACTED] made unprofessional comments and “closed the gap with the violator.” I asked if [REDACTED] used profanity toward Sherwood, and he replied no. I asked him to explain how [REDACTED] made unprofessional comments, and he said [REDACTED] refused to provide Sherwood with his first name. Glennon said when Sherwood made a comment about [REDACTED] irritating him, [REDACTED] also remarked how Sherwood was irritating him, as if he was becoming embroiled in an argument. At one point, [REDACTED] became angry when Sherwood said he would remember his name.

I asked Glennon if it appeared as if [REDACTED] was getting baited by Sherwood, and he replied yes. I asked if [REDACTED] was walking back to his cruiser when he turned around and walked back to Sherwood to argue with him, and he answered yes. Glennon stated the stop was essentially completed when [REDACTED] decided to turn back around and speak to Sherwood again. At this point, Glennon felt [REDACTED] was arguing with Sherwood on the roadside. I asked if this behavior met the expectations of conducting a professional traffic stop, and he answered no.

I asked Glennon if he felt Sherwood had a valid reason to become upset, and he replied yes. Glennon explained he personally would not have gotten angry so quickly, but he felt Sherwood had a reason to be upset. He said Sherwood did not start the traffic stop on a good note, but [REDACTED] failed to de-escalate the situation.

I asked Glennon if there was anything else he wished to add to his statement, and he said no. Glennon said everything in his statement was true and factual. On behalf of the Office of Personnel, I ordered Glennon not to discuss this administrative investigation, and he indicated he understood my order. The interview concluded at 1050 hours.

On February 21, 2019, I interviewed Mr. Richard J. Sherwood as a witness to this administrative investigation. I asked Sherwood if it was his desire to file a formal complaint against [REDACTED] and he answered yes.

I asked Sherwood if he was stopped by [REDACTED] in Dover, Ohio, on February 14, 2019, and he said yes. Sherwood commented he was driving through Dover at approximately 0130 hours when he saw [REDACTED] driving the opposite direction. After the two of them passed one another, he said [REDACTED] flipped his cruiser around and stopped him, and told him he stopped him for his license plate light. Sherwood remarked, "I responded to him in not real cordial terms because I thought it was bull-crap."

I asked Sherwood if he recalled [REDACTED] telling him his license plate light was dirty, and he said he did not remember [REDACTED] saying anything about the quality of the license plate light. I asked if he told [REDACTED] the reason for the traffic stop was "bullshit," and he answered yes. I asked if he got out of his truck and looked at the light, and he said he did. Sherwood said when he got out of the truck, he saw the license plate light was clearly visible and working as it should. He commented, "There was no reason for him to pull me over whatsoever."

I asked Sherwood if [REDACTED] told him he was irritating him, and he said he asked [REDACTED] for his first name, but [REDACTED] would not give it to him. While they were speaking, Sherwood said he told [REDACTED] he would remember his name, and [REDACTED] got upset and asked him what he meant by this statement. Sherwood said he replied to [REDACTED] saying he only wanted to remember the name of the trooper who stopped him. Upon hearing this, [REDACTED] got upset and told him not to make any threats. Sherwood insisted he was not making threats, and only wanted to remember [REDACTED] s name.

I asked Sherwood if he thought [REDACTED] was arguing with him, and he answered yes. He thought [REDACTED] was trying to "provoke" him. He added, "I thought he had an agenda in mind." He explained he did not know what [REDACTED] was going to do, and thought [REDACTED] was overreacting over such "a petty thing." I asked if he remembered telling [REDACTED] the behaviors exhibited during this traffic stop were the reason people do not like law enforcement officers, and he replied, "Kind of."

Sherwood said he has great admiration for the Highway Patrol, and did not like to see troopers do things which "diminish their stature in the public eye." I asked Sherwood to clarify why he was asking for [REDACTED] s name, and he said he was not asking for the purposes of a complaint, but he wanted to know who it was. Sherwood commented he only decided to file a complaint after [REDACTED] started to argue with him.

I asked Sherwood if his vehicle was dirty at the time of the traffic stop, and he answered no. I asked if he felt [REDACTED] was engaging in unprofessional behavior by arguing with him along the side of his truck, and he said yes. Sherwood remarked he was "pissed off" because [REDACTED] had no valid reason to stop him because the license plate light was working. He said he thought [REDACTED] "had a problem."

I asked Sherwood if [REDACTED] ever used profanity against him, and he said he could not recall [REDACTED] using any profanity. I asked Sherwood if [REDACTED] handed him a warning notification on a piece of paper, and he said no. I asked if there was any way [REDACTED] could have handled this traffic stop without it resulting in the filing of a formal complaint. He stated [REDACTED] could have admitted he made a mistake when the two of them were at the rear of the truck looking at the license plate light functioning correctly.

I asked Sherwood if there was anything else he wished to add to his statement, and he answered no. Sherwood said everything in his statement was true and factual to the best of his knowledge. The interview concluded at 1234 hours.

During an interview on March 1, 2019, [REDACTED] [REDACTED] [REDACTED] answered questions regarding this administrative investigation. The DPS 0036 form was read to [REDACTED] and he acknowledged he understood the content of the form and the allegations against him. He received a signed copy of this form at the conclusion of the interview. [REDACTED] participated in the interview with Mr. Robert F. Cooper as his labor representative. [REDACTED] began his employment with the Highway Patrol in November 2012.

Prior to the interview, I showed [REDACTED] the e-mail from Richard Sherwood dated February 14, 2019 (**Attachment A**), the Inter-Office Communication dated February 17, 2019 (**Attachment B**), the Inter-Office Communication dated February 13, 2019 (**Attachment C**), the Incident Detailed Report (**Attachment D**), and the LEADS Driving Record for Richard J. Sherwood (**Attachment E**). [REDACTED] also watched the February 14, 2019 video of the traffic stop. He acknowledged he reviewed these items prior to the start of the interview.

I asked [REDACTED] if he was working midnight shift on February 14, 2019, and he answered yes. [REDACTED] acknowledged he encountered Sherwood in Dover, Ohio, at approximately 0130 hours, heading west as he was driving east. I asked if he stopped Sherwood, and he replied yes. He advised as he drove past Sherwood, he looked in his mirrors, and he did not think the license plate light on Sherwood's truck was illuminating the license plate as required.

[REDACTED] said, once he turned around and got behind Sherwood, he still did not believe the license plate light was working. I asked [REDACTED] which mirrors he was using to verify the functionality of the license plate light, and he stated he used his left side and rear view mirrors. I asked if he believed the light was not working, and he said yes. I asked him if he realized the license plate light was functioning after he made the traffic stop, and he replied yes. He explained he noticed the lenses were dirty, but the light bulbs "were working." I asked if Sherwood's vehicle was dirty, and he said there was road grime on the vehicle. I asked if the truck was very dirty, and he answered no.

I asked [REDACTED] how Sherwood responded to being stopped, and he said he was irritated. He remarked Sherwood "cursed at him" and told him "it was a B.S. stop." I asked [REDACTED] if Sherwood made him angry, and he stated, "It got under my skin, yes. It irritated me." I asked him if he ever used profanity against Sherwood, and he answered no.

I referred [REDACTED] to the Inter-Office Communication dated February 17, 2019 (**Attachment B**), and asked him to clarify what he meant when he told Sherwood, "You coming at me irritates me." He said he was trying to let Sherwood know he made a mistake and was trying to end the traffic stop, but Sherwood kept "berating" him by using profanity and "derogatory terms" against him. [REDACTED] remarked, "It was starting to grind on me a little bit." I asked if Sherwood used any physical actions against him, and he replied no, and described Sherwood as "verbally abusive."

I asked [REDACTED] if he let Sherwood exit the vehicle at some point during the encounter, and he said yes. I asked if this worsened the demeanor of the traffic stop, and he again said yes. I asked him if he provided

his last name to Sherwood, and he said he did. [REDACTED] indicated he did not provide his first name to Sherwood. I asked if he was walking away from Sherwood when Sherwood told him he would remember his name, and he answered yes. I asked [REDACTED] if he turned around and walked back toward Sherwood, and he replied yes. I asked if he asked Sherwood if he was making a threat as he turned around to face him (Sherwood), and he answered yes.

I told [REDACTED] he remained calm during the traffic stop up to this point, but his demeanor changed after Sherwood made the statement about remembering his name. He agreed with my analysis. I asked [REDACTED] if he became angry when Sherwood made the comment about remembering his name, and he replied, "It put me on edge due to previous experiences I've had in law enforcement." I asked if he felt he was beginning to argue with Sherwood at this point in the traffic stop, and he answered yes. [REDACTED] admitted his voice was raised during this portion of the traffic stop. I asked if he felt his demeanor was less than professional, and he stated, "I could have handled it differently, yes."

I asked [REDACTED] to clarify what he meant when he told Sherwood to have a safe night, and he attributed this to "muscle memory more than anything." I asked if he claimed a warning once he entered the traffic stop into his mobile computer, and he said yes. I asked if he provided Sherwood with any type of written warning paperwork, and he said no. I asked what type of activity he should have claimed, and he said he did not know. [REDACTED] explained he did not feel it was necessary to delay the traffic stop any longer because of how it had transpired up to that point.

I referred [REDACTED] to his earlier comment about his previous law enforcement experiences, and asked if he had prior experience working for another law enforcement agency. [REDACTED] informed me he used to work at the Massillon Police Department before being hired by the Highway Patrol. He remarked he has worked "in some of the worst areas in the State of Ohio." He explained he worked in Akron, Canton, and Cleveland. When Sherwood told him he would remember his name, he felt as if this comment could have been intended as a threat. I asked [REDACTED] if he intended to claim invalid activity, and he said no.

I asked [REDACTED] if there was anything else he wished to add to his statement, and he answered no. [REDACTED] said everything in his statement was true and factual. I ordered [REDACTED] not to discuss this administrative investigation, and he indicated he understood my order. The interview concluded at 0652 hours.

Attachments:

- (A) E-mail dated February 14, 2019 ... (2 pages)**
- (B) Inter-Office Communication dated February 17, 2019 ... (4 pages)**
- (C) Inter-Office Communication dated February 13, 2019 ... (2 pages)**
- (D) Incident Detailed Report for Incident # [REDACTED] ... (2 pages)**
- (E) LEADS Driving Record for Richard J. Sherwood ... (2 pages)**

INTER-OFFICE COMMUNICATION



Date April 6, 2019 File 2-EMP
To Captain C.D. Davies Attention Staff Lieutenant A.R. Ralston
From Lieutenant M.A. Glennon - New Philadelphia Post Commander
Subject Written Reprimand - AI # [redacted], P-79, D-7

On Saturday, April 6, 2019 [redacted], Cambridge District, Post 79 was issued a written reprimand for violation of the Rules and Regulations of the Ohio State Highway Patrol, Rule 4501:2-6-02(1)(4), Conduct Unbecoming an Officer. To wit: On February 14, 2019, [redacted] was rude and unprofessional during a traffic stop involving a complainant.

[redacted]

Employee Signature

6 APR 2019 Date

[Signature]

Issued By

4/6/2019 Date

REMARKS AND/OR RECOMMENDATIONS

DHQ REVIEW

[Signature]

Signature

Date

REMARKS AND/OR RECOMMENDATIONS

[Signature]

GHQ REVIEW

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

DEPARTMENT RECORD



Employee Name	[REDACTED]	Unit Number	[REDACTED]	Hire Date	11/07/2012
Job Description	[REDACTED]	Division	OSP	Department	D7 Post 79 New Philadelphia

201910037

Case Summary

On February 14, 2019, [REDACTED] was rude and unprofessional during a traffic stop involving the complainant. (Bailey)

Violation Code(s)

- 4501:2-6-02(I)(4) - Conduct Unbecoming an Officer

Discipline Imposed	Discipline Days	Effective Date	Abeyance Days
Written Reprimand	-	04/06/2019	-



INTERNAL INVESTIGATION PRE-INTERVIEW (OSP ONLY)

EMPLOYEE NAME [REDACTED]		UNIT # [REDACTED]	OAKS EMPLOYEE ID # [REDACTED]	SHIFT 10P-6A
COMPONENT / POST Ohio Department of Public Safety / New Philadelphia Post 79		DIVISION / DISTRICT Ohio State Highway Patrol / District 7		
DATE 3/1/2019	TIME 0633 <input checked="" type="checkbox"/> A.M. <input type="checkbox"/> P.M.	LOCATION 2454 East High Ave. New Philadelphia, OH 44663		
INTERVIEWER NAME David E. Bailey	TITLE Sergeant	ASSIGNMENT AND SHIFT Administrative Investigation Unit / 8A-4:30P		

You are the subject of an administrative investigation. The known allegations are:
 The facts and circumstances surrounding an incident which occurred on February 14, 2019, where you committed the following violations during a traffic stop involving the complainant, Mr. Richard Sherwood:

- * You stopped the complainant without sufficient probable cause.
- * You were rude and unprofessional during the traffic stop.
- * You claimed a warning without providing the complainant an HP-7W warning notice.

Ask employee if he / she wants a labor representative? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Bargaining Unit – O.S.T.A.
IF YES, REPRESENTATIVE NAME Robert F. Cooper	UNIT #	OAKS EMPLOYEE ID #
COMPONENT / POST Ohio State Troopers' Association	DIVISION / DISTRICT	

If a request for a labor representative is made, do not interview until a representative is available.

CONCLUDED AT	RESCHEDULED FOR
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If the employee declines a labor representative or if the representative is present, proceed with the interview by reading the following warning:

You are being interviewed as part of an official administrative investigation by the Department of Public Safety. You will be asked questions relating to the performance of your official duties or fitness for office. If you refuse to answer questions completely and / or accurately, you may be subject to disciplinary action, up to and including dismissal. Statements provided under threat of disciplinary action may not be used against you in any subsequent criminal proceedings.

SIGNATURE OF EMPLOYEE X [REDACTED]	DATE 1/mar/19
SIGNATURE OF WITNESS X [Signature]	DATE 3-1-19

INTERVIEW BREAKS			
STOP 0652	START	STOP	START
INTERVIEW COMPLETED AT 0652	TAPE RECORDING MADE OF THE INTERVIEW? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		TAPE RECORDING MADE BY Sergeant David E. Bailey

SIGNATURE OF INTERVIEWER X [Signature: D E Bailey]	DATE 03/01/2019
--	--------------------

Employee to receive a copy of completed form.

INTER-OFFICE COMMUNICATION

Date May 22, 2019



File 2-TRA

To Major Chuck A. Jones

Attention Captain Steven R. Rine

From Sergeant Archie L. Spradlin, Assistant Regional Training Unit Commander

Individualized Training, [REDACTED] District 7, Post 79,

Subject AI# [REDACTED]

On Wednesday, April 17, 2019, [REDACTED] reported to the Ohio State Highway Patrol Academy for individualized training. The training addressed concerns that were identified during administrative investigation # [REDACTED]. The training lasted approximately three (3) hours.

Specific issues that were addressed as training topics were: the importance of maintaining professionalism during violator contacts, tactical communication, and how to gain police legitimacy by understanding and implementing Peelian Principles. According to the facts found in the administrative investigation, [REDACTED] conducted a traffic stop of an individual that he believed was operating a vehicle without displaying a working license plate light. During the traffic stop, [REDACTED] failed to follow Ohio Department of Public Safety policy pertaining to Employee Standards of Conduct, and the Division's policy of Professional Operations during enforcement contacts.

On February 14, 2019, at approximately 0130 hours, [REDACTED] stopped a driver for failing to properly display a rear license plate light. The light was later found to be operational, but not clearly visible, and bright enough to illuminate the rear license plate. During the contact, [REDACTED] and the driver engaged in a heated discussion instigated by the driver but partially fed by [REDACTED]. The administrative investigation showed that [REDACTED] did not engage in any profanity, but does need to follow policy guidelines while performing his official duties as a state trooper. [REDACTED] has since agreed to following policy and procedures, outlined in this training session pertaining to professional standards of conduct through tactical communications.

Policy DPS 501.05, Standards of Conduct, was reviewed, and discussed in great length, focusing on section, "I. Personal Conduct". We also discussed the importance of maintaining professionalism at all times, and utilizing de-escalation techniques through tactical communications in situations such as this.

[REDACTED] was shown several videos of proper, and improper, police-civilian encounters to compare various ways officers handled the encounter. We discussed the principles of Sir Robert Peel, who developed the foundation that modern day policing sits, known as the Peelian Principles.

We discussed the nine principles of policing, specifically focusing on the fifth principle that reads, "To seek and preserve public favour, not by pandering to public opinion, but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and

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friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humour, and by ready offering of individual sacrifice in protecting and preserving life."

██████████ recognized his deficiencies, asked several pertinent questions, and was very receptive to the training he received. He reassured me that this incident was not indicative of his normal procedures, and acknowledged that in reflection of this incident, he recognized the seriousness of his actions and has learned an invaluable lesson from it.

INDIVIDUALIZED TRAINING REVIEW GUIDE

DATE RECEIVED: April 5, 2019

REASON FOR TRAINING				
Separation From Service A	Military Deployment B	District / Post Request C	A.I. D	E.I.P. E
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> RES - DIS - ARB	<input type="checkbox"/>	<input type="checkbox"/>	[REDACTED]	<input type="checkbox"/>

SECTION ASSIGNED	
Training	Employee Development
CPT <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/>

OFFICER INFORMATION				
Name	Unit	Post	District	Date of Training
[REDACTED]	[REDACTED]	79	7	April 17, 2019

TYPE OF TRAINING		
Class	Hours	Instructor
Incident Review and Discussion	1	Sergeant Archie L. Spradlin
Professionalism; Standards of Conduct Policy 501.05	:30	Sergeant Archie L. Spradlin
Tactical Communications	:30	Sergeant Archie L. Spradlin
Police Legitimacy; Peelian Principles	1	Sergeant Archie L. Spradlin

REVIEWED BY			
A.I.U.	Training	Standards	Employee Development
	0675		

DISPOSITION	
People Soft Entry	I.O.C. E-Mailed / Filed / Record Entered
<input type="checkbox"/>	<input type="checkbox"/>

Tracking Number: _____

April 17, 2019 1300 – 1600

[REDACTED]

[REDACTED]@dps.ohio.gov

[REDACTED]
