



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



2024-3413
Officer Involved Critical Incident – Bernard Park – 1105 Bernard
Ave., Findlay, OH 45840

Investigative Activity: Review of Records
Involves: ██████████ (S)
Date of Activity: 11/13/2024
Author: SA Joshua S. Rammel, #175

Narrative:

On November 13, 2024, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) Josh Rammel (Rammel) received the personnel file for ██████████ from the Findlay Police Department (FPD). SA Rammel reviewed the personnel file and noted the following:

██████████ was issued a citation for Reckless Operation of a Motor Vehicle on ██████████. The citation was downgraded to a Seat Belt Violation.

██████████ received two documented instances of internal counseling during his previous time of employment with the Hancock County Sheriff's Office (HCSO). ██████████ was counseled for using a work computer for non-work related topics, and ██████████ was counseled for misuse of Active Duty Leave time arising from miscommunications between ██████████ and the HCSO while ██████████ was stationed in ██████████.

██████████ received the following disciplinary actions while employed with the FPD.

1. On January 2, 2024, ██████████ had Informal Counseling due to improperly handling evidence from a death scene.
2. On May 15, 2022, ██████████ had to fill out an incident form regarding the deployment of stop sticks. The stop sticks were deemed to have been properly deployed, but due to circumstances surrounding the associated pursuit a civilian's vehicle had also been struck with the stop sticks along with the intended target vehicle.

██████████ received a Letter of Recognition from FPD for the following circumstances.

1. On September 28, 2023, ██████████ was recognized by Chief James Mathias (Mathias) for a seizure of 161 grams of methamphetamine.

██████████ received his most recent employee evaluation on August 29, 2024. ██████████ had no areas of unsatisfactory work listed on the evaluation. ██████████ received a "Satisfactory" final

This document is the property of the Ohio Bureau of Criminal Investigation and is confidential in nature. Neither the document nor its contents are to be disseminated outside your agency except as provided by law – a statute, an administrative rule, or any rule of procedure.

Approved By SAS Scott A. Stranahan on
11/21/2024

grade on all employee evaluations during [REDACTED] employment with FPD.

The personnel files were attached to this report. Please refer to the attachment for further details

Attachments:

Attachment # 01: Councelling & Performance

Attachment # 02: HR-Personel File

This document is the property of the Ohio Bureau of Criminal Investigation and is confidential in nature. Neither the document nor its contents are to be disseminated outside your agency except as provided by law – a statute, an administrative rule, or any rule of procedure.

INFORMAL COUNSELING

Officer Counseled: [REDACTED]

RECEIVED

Date of Action: 12-31-23

JAN -2 2024

Dates of Occurrence: 12-17-2023

FINDLAY POLICE DEPT

Supervisor: Sgt. Brooks Deidrick #425

COMMENTS

[REDACTED] collected the wallet and cell phone of a deceased male on 12/17/2023. He placed these items on the hood of another officer's patrol vehicle and failed to secure them or notify the other officer. The other officer drove his vehicle and these items were lost. Both items were eventually recovered. [REDACTED] understands his mistake and how to prevent it from happening again. [REDACTED] has no discipline history within the consideration period. Based on the totality of the circumstances, including his discipline history, and his self-reporting of this violation, he is being issued an Informal Counseling.

Officer signature: [REDACTED]

Date: 12/31/2023

Supervisor signature: SGT Deidrick

Date: 12/31/23

Reviewer signature: Chief J. [REDACTED]

Date: 01/02/2024

City of Findlay

Christina M. Muryn, Mayor

POLICE DEPARTMENT

James Mathias, Chief of Police
318 Dorney Plaza, Room 116 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

August 12, 2024

[REDACTED]
318 Dorney Plaza Room #116
Findlay, Ohio 45840

Re: Vice/Narcotics Detective

[REDACTED]

On behalf of Chief Mathias and the rest of the command staff, I would like to thank you for your interest in the Vice/Narcotics Detective position. I regret to inform you that you were not selected. As future opportunities present, I encourage you to apply again for consideration.



Captain Justin Hendren

RECEIVED

EMPLOYEE ADDRESS CHANGE FORM

JUN - 3 2024

FINDLAY POLICE DEPT

Name:

[Redacted Name]

Please change my address to:

[Redacted Address]

Phone Number:

[Redacted Phone Number]

My residence is in the

school district.

This change becomes effective: 06/02/2024

Employee signature:

[Redacted Signature]

Date: 06/02/2024

Please send the original of this form to the Auditor's Office.

City of Findlay

POLICE DEPARTMENT

James Mathias, Chief of Police
318 Dorney Plaza, Room 116 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

LETTER OF RECOGNITION

September 28, 2023

[REDACTED]
Findlay Police Department
318 Dorney Plaza Room 116
Findlay, Ohio 45840

[REDACTED]

The Awards Committee has submitted you and Ofcr. Lehman for a Letter of Recognition in regards to a male passed out behind a vehicle on I-75 southbound off ramp at W. Trenton Ave. back on March 28, 2023 [REDACTED] After noticing an odor of raw marijuana emitting from inside the vehicle and having the person perform SFST's, the driver was arrested for OVI. You two noticed some additional criminal indicators that led you both to believe that this person was also in possession of illegal narcotics. During a search of the vehicle you two located some drug paraphernalia. You two then searched the engine compartment and located a white balled-up towel in a void alongside of the driver's side wheel well. Inside this towel was 161 grams of methamphetamine, a 1st degree felony amount of narcotics. What an excellent job of looking past the obvious and working this felony Case by a thorough search and locating this evidence. This was a job well done!

I appreciate your efforts and your continued dedication to the citizens of Findlay and the Findlay Police Department.

Sincerely,

Chief James Mathias 1317
Chief James Mathias



**CITY of FINDLAY
POLICE DEPARTMENT
FINDLAY, OH 45840**



Phone: 419-424-7150
Fax: 419-424-7296

November 18, 2022

[REDACTED]
318 Dorney Plaza Room #116
Findlay, Ohio 45840

Re: ERT Opening

[REDACTED]

On behalf of Chief Ring and the rest of the command staff, I would like to thank you for your interest in an operator position on the Emergency Response Team. You were one of 13 who put in for the operator position. I regret to inform you that you were not selected for the position. I'm sure this is disheartening news, but keep your head up. Continue to learn and improve your skill set and practice good tactics in your everyday duties. Best of luck going forward.

If you have any questions, feel free to ask.

Sincerely,

Lt. Andrew Welch



CITY OF FINDLAY
FINDLAY POLICE DEPT

RECEIVED

MAY 16 2022

Section I - Employee		FINDLAY POLICE DEPT	
Type Of Incident: <i>(check as appropriate)</i>			
<input type="checkbox"/> First Aid (FA)	<input type="checkbox"/> Near Miss (NM)	<input type="checkbox"/> Property Damage (PD)	<input checked="" type="checkbox"/> Other (specify)
<input type="checkbox"/> Occupational Illness (OI)	<input type="checkbox"/> Fire (F)		
	<input type="checkbox"/> Environmental Release (ER)		
Employee Data:			
Name:	[REDACTED]		
Job Title:	[REDACTED]		
Department:	Police Department	Shift:	[REDACTED] Overtime: <input type="checkbox"/> yes <input checked="" type="checkbox"/> no
Supervisor:	Sgt. T. Waldbauer #2347		
Witness Name <i>(if available-complete form)</i> : _____			
Was employee injured: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Incident Data:			
Date Occurred:	5/15/2022	Time:	0914 <input checked="" type="checkbox"/> am <input type="checkbox"/> pm
Date Reported:	5/15/2022	Time:	0930 <input checked="" type="checkbox"/> am <input type="checkbox"/> pm
To Whom was the incident reported to: Sgt. T. Waldbauer #2347			
Type of Injury/Incident:			
<input type="checkbox"/> Burn <input type="checkbox"/> Contusion <input type="checkbox"/> Laceration <input type="checkbox"/> Scratch/Abrasion <input type="checkbox"/> Foreign Body <input type="checkbox"/> Fracture <input type="checkbox"/> Sprain <input type="checkbox"/> Strain Fracture <input type="checkbox"/> Dermatitis <input type="checkbox"/> Hearing Loss <input type="checkbox"/> Strain Illness <i>(over time)</i> <input type="checkbox"/> Other <i>(swelling, bite, irritation, bruise)</i> _____ <input checked="" type="checkbox"/> Property Damage – Complete pages 5 and 6			
Injured Body Part:			
<input type="checkbox"/> Hand <input type="checkbox"/> Wrist <input type="checkbox"/> Back <input type="checkbox"/> Arm <input type="checkbox"/> Elbow <input type="checkbox"/> Eye <input type="checkbox"/> Face <input type="checkbox"/> Finger <input type="checkbox"/> Leg <input type="checkbox"/> Head <input type="checkbox"/> Shoulder <input type="checkbox"/> Knee <input type="checkbox"/> Hip <input type="checkbox"/> Foot <input type="checkbox"/> Other _____ <input type="checkbox"/> Right <input type="checkbox"/> Left <input type="checkbox"/> Other _____ <input checked="" type="checkbox"/> No Injury			
Additional Information:			
Was employee performing regular job at time of incident?		<input checked="" type="checkbox"/> yes <input type="checkbox"/> no	
		<i>(if no, explain why):</i> _____	
Was a safety rule or practice violated?		<input type="checkbox"/> yes <input checked="" type="checkbox"/> no	
Type of machinery/equipment involved in incident:		Stop Sticks/civilian vehicle (see below for civilian vehicle info)	



2022 5/16

What Happened: *(be as detailed as possible. Give specific times, exact locations, etc. Continue on separate sheet, if needed)*

On 05/15/2022 at approximately 0914hrs the Ohio State Highway Patrol asked for assistance with spike strips for a suspect in a motor vehicle pursuit. The pursuit started in Toledo, OH and was heading southbound on 1-75. Ofcr Adelsperger and I were able to set up the spike strip just north of 1-75 and W. Trenton Ave in the southbound lanes. We were approximately 1000 feet from the 1-75 off ramp exit, just north of the exit lane starts.

During a delay in traffic I ran the spike strips from my cruiser across the three lanes of traffic with the string set. As the suspect vehicle approached it came towards us in the outside lane closest to the edge of the road. Ofcr Adelsperger began to pull the spike strip across the three lanes of traffic towards us. As Ofcr Adelsperger pulled the spike strip the suspected vehicle went from the outside lane towards the middle lane attempting to go around the spike strip. The suspect vehicle left front tire hit the spike strip as it attempted to go around the spike strip. The spike strip was approximately located in the middle lane when the suspect vehicle (white Chevy Impala) struck it in the closest set of spikes. When the spike strip was hit it did not allow the spikes to be pulled across in that moment.

A civilian vehicle (2018 Ford Fusion) in the middle lane behind the suspect vehicle attempted to swerve to the inside lane or to the left to miss the end of the spike strip. The civilian vehicle struck the end of the spike strip with the right front tire making it go flat immediately. I found the third and final set of spikes to have been struck. There were no injuries to the civilians or further damage to the vehicle. The suspect was apprehended down the road by the Ohio State Highway Patrol.

[Redacted]

INCIDENT

[Redacted]

Under current Workers Compensation Law, The employer is entitled to a signed medical release:

Medical Release: I hereby authorized any person who have in the past or will in the future medically attend, treat or examine me, or any person who may have information of any kind which may be used to reach a decision in any claim for injury or disease arising from the injury/illness described above, to disclose such information to my employer, my employer's managed care organization, or to my employer's designated representative, Comp Management, Inc.

Employee Signature:	[Redacted]	Date: 5/16/2022
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Section II – Supervisor/Department Head



CITY OF FINDLAY
FINDLAY, OHIO 45120

Incident Investigator Interview With Employee: *(be as detailed as possible. Give specific times, exact locations, etc. Continue on separate sheet, if needed)*

The Ohio State Highway Patrol requested our assistance with the use of spike strips on a pursuit going southbound on I75 from Toledo, into our area. Our units set up ahead of time. Spike strips were pre-deployed just north of the southbound off ramp of exit 159. The suspect vehicle approached in the right lane. The spike strips were pulled to the front of the suspect vehicle. The suspect vehicle struck the first section of the spike strip. The civilian vehicle (Ford Fusion) was in the center lane and moved to the left to try and avoid striking the spike strip. The Ford's front right tire clipped the end of the 3rd (last) section of the stop stick sleeve. The Ford Fusion immediately pulled into the center along the barrier. The suspect vehicle was still able to continue on. The suspect vehicle was spiked by the HCSO at exit 156. No injuries were reported. The Ford's right front tire was flat and needed replaced. The vehicle was towed by Dick's Towing to Walmart for repair. INCIDENT [REDACTED]

Was Required PPE Used: yes no (if no, explain why): _____
Is Current PPE Adequate: yes no (if no, explain why): _____
Photographs Attached: yes no
When was employee last trained related to procedure or equipment related to this incident? April 2022
Name of physician/hospital treating injured employee: N/A
Contact information of physician: N/A

Investigators Determination Of Root Cause *(Finding/Observation):* Use worksheet on page 4 as a Guide:
OTHER - HIGH TRAFFIC

Investigators Determination of Countermeasure/Corrective Action: Use worksheet on page 4 as a guide:
N/A

Supervisor Signature: [Signature] Date: 05/16/2022
CHIEF RB 1235 5/16/2022
COMPLETE ALL THAT APPLY:

<input type="checkbox"/> FIRE
Extinguishing Method:
Have All Used Fire Extinguishers Been Brought To The Recharge Area And Replaced? <input type="checkbox"/> yes <input type="checkbox"/> no
Was The Safety Team Alerted? <input type="checkbox"/> yes <input type="checkbox"/> no
Was The Findlay City Fire Department Alerted? <input type="checkbox"/> yes <input type="checkbox"/> no
Were Any Sprinkler Systems Activated? <input type="checkbox"/> yes <input type="checkbox"/> no
If Yes, Have They Been Reset And Restored To Operating Condition? <input type="checkbox"/> yes <input type="checkbox"/> no

<input type="checkbox"/> SPILL
Haz-Mat Team Responders:
Material Spilled:



OSHA 309 (Rev. 10-2000)

Size/Amount Of Spill:

Report Only: yes no **First Aid:** yes no **What type of first aid:**

OSHA Recordable: yes no open **Lost Time Accident:** yes no open

Disposition: Regular Work Sent Home Restricted Work Refer to Outside Physician

Sent to Hospital Refer to Physical Therapist Screening other _____

Review of Investigation: Complete Send Back Human Resources

Root Cause Code: (E) Engineering (Process or Design) (Q) Equipment (Faulty, inadequate) (H) Housekeeping
 (T) Training (P) PPE (U) Unsafe Behavior (O) Other

Job Safety Analysis updated: yes no

Review by Human Resources Director: *Donald J. Esue* Date: *05/16/22*

Root Cause/Corrective Action

*Utilize this worksheet
As a tool to determine
Root Cause and
Corrective Action

Indirect Personal Causes

- Restricted range or body Movement at workstation.
- Poor judgment
- Influence of fatigue
- Influence of illness
- Influence of intoxicants
- Influence of OTC medications
- Inadequate job training
- Inadequate transfer training
- Tried to gain or save time
- Unaware of safe method
- Inadequate discipline
- Vision/hearing problems
- Unaware of job hazards
- Employee placement
- Actions of suspect (Police)

Direct Personal Cause

- Failure to wear PPE
- Operating or using equipment without authority
- Operating or working at an unsafe speed
- Removing or making safety devices inoperative
- Using defective tools or equipment (tool or equip. #)
- Using tools, equipment, or methods unsafely
- Taking an unsafe position or posture
- Lifting, pushing, pulling or twisting incorrectly
- Servicing, moving energized or otherwise hazardous equipment
- Horseplay or distracting
- Other

Indirect Environmental Causes

- Worn out from normal use
- Abuse or misuse by users
- Clean-up failure
- Inadequate ventilation
- Congestion/lack of space
- Unsafe design
- Inadequate illumination
- Overall housekeeping
- Exposure to vibration
- Exposure to temperature extremes
- Engineering

Direct Environmental Cause

- Lack of or inadequate Guards or safety devices
- Inadequate communication
- Inadequate consideration of ergonomics
- Safety sign off not complete
- Inadequate assessment of needs and risks
- Fire and explosion hazards
- Close clearance and congestion hazards
- Hazardous atmospheric conditions
- Defects in tools, equipment, etc.
- Inadequate illumination, intense noise
- Poor housekeeping
- Inadequate standards, specifications and/or design criteria
- Inadequate training-new Employee to area
- Inadequate training-General Other
- Corrective Action Taken:**
- Detail on Front w/Owner and Completion Date
- Reinstruction of those Involved (T)
- Forward information to

- Action to improve clean up (H)
- Equipment repair or replacement
- Equipment # _____ (Q)
- Installation of guard or safety device (Q)
- Enforcement of PPE (P)
- Improved PPE (P)
- Inform all other departments of problems and corrective action (T)
- Employee training (T)
- Personal communication and follow up (T)
- Preventive maintenance inspections (Q)
- Better emergency preparedness
- Review job procedure for Hazard avoidance (T)
- Specify correct equipment /tools/materials in job
- Procedures (Q)
- Review workspace (E)
- Review company safety Policy with employee (U)
- Other: _____



Safety committee for review
 Forward / / (E)
 Discipline of those involved
 (U)

Section III – EQUIPMENT/PROPERTY

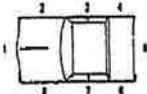
A. CITY EQUIPMENT/PROPERTY DAMAGE

Please Complete Equipment/Vehicle Description . . .

Equipment No. _____ Make _____ Model _____ SN# _____

License No. _____ Location _____
 (Where Stored – if damaged)

Describe Equipment/Vehicle Damage _____

Circle Damage Areas 	9 Top 10 Undercar 11 Load 12 Trailer	Damage Severity <input type="checkbox"/> Functional <input type="checkbox"/> Disabled
	Damage Scale <input type="checkbox"/> None <input type="checkbox"/> Moderate <input type="checkbox"/> Light <input type="checkbox"/> Heavy	Vehicle Disposition <input type="checkbox"/> Driven Away <input type="checkbox"/> Remained At Scene <input type="checkbox"/> Towed
POLICE REPORT <input type="checkbox"/> yes <input type="checkbox"/> no		POLICE REPORT # _____

Please Complete Property Information . . .

Describe the property Damage _____

B. NON-CITY EQUIPMENT/PROPERTY DAMAGE/INJURY

Please Supply the Information Regarding the Other Driver/Operator, and Owner of the Vehicle/Equipment and/or Property . . .

Driver/Operator Name: Debra Wilson Address: 6676 Green Rd

City: Ottawa Lake State: MI Zip: 49267 Phone: [REDACTED]

Driver's License No: [REDACTED] Equipment Number: 2018 Ford Fusion – MI RP – EAH2826

Was the Driver/Operator Injured? yes no Describe Injury: N/A

Insurance Company or Agency Name: _____ Address: _____

City: _____ State: _____ Zip: _____ Phone: () - _____

Policy No.: _____



Other Persons Involved in Accident/Incident . . .

Name: _____ Address: _____

City: _____ State: _____ Zip: _____ Phone: () - _____

Was This Person Injured? yes no Describe Injury: _____

Name: _____ Address: _____

City: _____ State: _____ Zip: _____ Phone: () - _____

Was This Person Injured? yes no Describe Injury: _____

Owner of non-City Vehicle/Equipment/ Property . . .

Name: _____ Address: _____

City: _____ State: _____ Zip: _____ Phone: () - _____

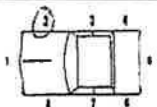
Please complete non-City Equipment/vehicle Description . . .

Yr./Make: _____ Mode: _____ Color: _____ SN #: _____ License Number# _____

State: _____

Describe non-City Vehicle/Equipment Damage:

Front right tire – spiked – flattened – vehicle towed – and tire replaced at Walmart

Circle Damage Areas 	9 Top 10 Undercar 11 Load 12 Trailer	Damage Severity <input type="checkbox"/> Operational <input checked="" type="checkbox"/> Disabled
	Damage Scale <input type="checkbox"/> None <input checked="" type="checkbox"/> Moderate <input type="checkbox"/> Light <input type="checkbox"/> Heavy	Vehicle Disposition <input type="checkbox"/> Driven Away <input type="checkbox"/> Remained At Scene <input checked="" type="checkbox"/> Towed

Please Complete Property Information . . .

Utility Service Protection Authorization No.: _____



Section IV – Witness

WITNESS STATEMENT FORM

I. Incident Identification Information:

Name of employee involved in the incident: KASEY ADELS BERCEL
 Shift of Occurrence : 1st 2nd 3rd
 Department: Police
 Occupation: Police Ofcr
 Date of Incident: 05/15/2022

II. Witness Statement:

Your name has been given as a witness to an incident alleged by the above individual. Through your cooperation, information can be obtained to complete the investigation of this incident. Therefore, it will be greatly appreciated if you will answer each of the following questions and promptly return your completed statement.

Your name: _____
 Your address: _____
 Home Telephone: () - _____
 Work Telephone: () - _____
 Employer: _____

On _____, _____ at about _____
 : _____ p.m. a.m., I was in or at (clearly state your own location)

What Happened: (be as detailed as possible. Give specific times, exact location, etc.)
SEE ATTACHED STATEMENT IN [REDACTED]

Other pertinent information and source:

Kasey Adels Bercel
 Signature

05 / 15 / 2022
 Date



FINDLAY POLICE DEPARTMENT

INCIDENT(CALL) SUPPLEMENT REPORT

INCIDENT# [REDACTED]

EVENT	INCIDENT TYPE Assist Other Agency	INCIDENT DATE/TIME 05/15/2022 09:13	DISPATCH DATE/TIME 05/15/2022 09:14	ARRIVED DATE/TIME 05/15/2022 09:14
	LOCATION I-75 W TRENTON AVE FINDLAY, OH 45840			

SUBJECT	SUBJECT JACKET/ROLE Adult Driver		NAME (LAST, FIRST, MIDDLE SUFFIX) WILSON, DEBRA L			
	DOB 09/11/1968	AGE 53	ADDRESS (STREET, CITY, STATE, ZIP) 6676 GREEN RD OTTAWA LAKE, MI 49267			
	RACE White	SEX Female	HEIGHT 5'04"	WEIGHT 160	HAIR Brown	EYE Unknown
	DL NUMBER/STATE [REDACTED]	PRIMARY PHONE/Cell Phone [REDACTED]		EMAIL		

SUBJECT	SUBJECT JACKET/ROLE Adult Passenger		NAME (LAST, FIRST, MIDDLE SUFFIX) WILSON, JAMES EDWARD			
	DOB 02/21/1968	AGE 54	ADDRESS (STREET, CITY, STATE, ZIP) 6676 GREEN RD OTTAWA LAKE, MI 49267			
	RACE White	SEX Male	HEIGHT 5'10"	WEIGHT 230	HAIR Bald	EYE Blue
	DL NUMBER/STATE [REDACTED]	PRIMARY PHONE [REDACTED]		EMAIL		

VEHICLE	VEHICLE ROLE Victim Vehicle			
	VEH YR 2018	TYPE/MAKE/MODEL Ford Fusion		STYLE Sedan
	PLATE / STATE EAH2826 / MI	VIN 3FA6P0HD7JR223964	TOP COLOR White	BOTTOM COLOR White
	ADDITIONAL DESCRIPTIVE INFORMATION Right front tire damaged from stop sticks			

INCIDENT - SUPPLEMENTAL NARRATIVE

On 05/15/2022 around 0900hrs Ohio State Highway Patrol asked for mutual aid for a pursuit coming from the Toledo area on I-75 southbound. OSP requested that spike strips to be deployed. Officer [REDACTED] and I set up at the exit 159 southbound ramp with our overhead lights on to deter the suspect vehicle from exiting off the highway. [REDACTED] ran the stop sticks across the interstate and we were set up on the west side of the interstate behind the guard rail. OSP advised it was a white Chevy Malibu. As the suspect vehicle approached the stop sticks were deployed and struck the left side tires of the suspect vehicle. The vehicle continued southbound on I-75. As I attempted to get the stop sticks out of the road, a civilian vehicle also struck the stop sticks.

ADDITIONAL SUBJECTS, VEHICLES MAY BE PRINTED ON FOLLOWING PAGES

REPORTING OFFICER 117 Adelsperger	DATE 05/15/2022	REVIEWED BY Waldbauer, Tyler S	05/15/2022
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FINDLAY POLICE DEPARTMENT
INCIDENT(CALL) SUPPLEMENT REPORT

INCIDENT# [REDACTED]

INCIDENT - SUPPLEMENTAL NARRATIVE (continuation)

The other vehicle was a silver 2018 Ford Fusion (MI RP EAH2826). The right front tire of the Ford was flattened by the stop sticks. The Ford pulled over to the left side of the interstate. [REDACTED] and I stopped out with the Ford that was driven by Debra L. Wilson and her husband James E. Wilson was in the front passenger seat.

Debra and James were given this report number for our stop stick deployment. They were also provided the OSP Report # [REDACTED] and the Hancock County Prosecutors Office information.

Dick's Towing arrived on scene and towed the vehicle from the scene.

The stop sticks were collected and transported back to the Findlay Police Department and photographed. The serial numbers for the stop stick that were struck were (#SSR19006617) and (#SSR19006619).

This ended my involvement.

K. Adelsperger #117

REPORTING OFFICER
117 Adelsperger

DATE
05/15/2022

REVIEWED BY
Waldbauer, Tyler S

05/15/2022



FINDLAY POLICE DEPARTMENT
INCIDENT(CALL) SUPPLEMENT REPORT

INCIDENT# [REDACTED]

EVENT	INCIDENT TYPE Assist Other Agency	INCIDENT DATE/TIME 05/15/2022 09:13	DISPATCH DATE/TIME 05/15/2022 09:14	ARRIVED DATE/TIME 05/15/2022 09:14
	LOCATION I-75 W TRENTON AVE FINDLAY, OH 45840			

SUBJECT	SUBJECT JACKET/ROLE		NAME (LAST, FIRST, MIDDLE SUFFIX)					
	DOB	AGE	ADDRESS (STREET, CITY, STATE, ZIP)					
	RACE	SEX	HEIGHT	WEIGHT	HAIR	EYE		
	DL NUMBER/STATE		PRIMARY PHONE		EMAIL			

SUBJECT	SUBJECT JACKET/ROLE		NAME (LAST, FIRST, MIDDLE SUFFIX)					
	DOB	AGE	ADDRESS (STREET, CITY, STATE, ZIP)					
	RACE	SEX	HEIGHT	WEIGHT	HAIR	EYE		
	DL NUMBER/STATE		PRIMARY PHONE		EMAIL			

VEHICLE	VEHICLE ROLE					
	VEH YR	TYPE/MAKE/MODEL				STYLE
	PLATE / STATE		VIN	TOP COLOR	BOTTOM COLOR	
	ADDITIONAL DESCRIPTIVE INFORMATION					

INCIDENT - SUPPLEMENTAL NARRATIVE

On 05/15/2022 around 0900hrs Ohio State Highway Patrol (OSP) asked for mutual aid for a pursuit coming from the Toledo area on I-75 southbound. OSP requested that spike strips to be deployed. Sgt Waldbauer authorized the use of spike strips for the incident.

Ofcr Adelsperger and I set up at the exit 159 southbound ramp with our overhead lights on to deter the suspect vehicle from exiting off the highway. I ran the stop sticks across the interstate and we were set up on the west side of the interstate behind the guard rail. OSP advised it was a white Chevy Malibu. As the suspect vehicle approached the stop sticks were deployed and struck the left side tires of the suspect vehicle. The vehicle continued southbound on I-75. As Ofcr Adelsperger and I attempted to get the stop sticks out of the

ADDITIONAL SUBJECTS, VEHICLES MAY BE PRINTED ON FOLLOWING PAGES

REPORTING OFFICER [REDACTED]	DATE 05/15/2022	REVIEWED BY Waldbauer, Tyler S	05/15/2022
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FINDLAY POLICE DEPARTMENT
INCIDENT(CALL) SUPPLEMENT REPORT

INCIDENT# [REDACTED]

INCIDENT - SUPPLEMENTAL NARRATIVE (continuation)

road, a civilian vehicle also struck the stop sticks.

The civilian vehicle was found to be a 2018 Ford Fusion (MI license Plate EAH2826). The right front tire of the vehicle was found to be flat from the stop stick deployment. The Ford pulled over to the left side of the interstate. Ofcr Adelsperger and I stopped out with the Ford that was driven by Debra L. Wilson and her husband James E. Wilson was in the front passenger seat.

See Ofcr Adelsperger incident supplement for further.

I took pictures of the scene and the deployed stop sticks. The stop sticks were collected as and transported back to the Findlay Police Department. The serial numbers for the stop stick that were struck were (#SSR19006617) and (#SSR19006619). This will be added to OSP Case report number # [REDACTED] This ended my involvement.

The suspect in OSP custody on the pursuit was identified as being, Immanuel Joseph Channels (age 24).

[REDACTED]

REPORTING OFFICER

DATE

05/15/2022

REVIEWED BY

Waldbauer, Tyler S

05/15/2022

WALMART# 03840
1161 TRENTON AVE
FINDLAY, OH 45840 US



Thank You, your tires will be electronically registered for the name and address stated on this work order pursuant to law.

Service Order: .

5-15-2022	WILSON, DEBRA		
(93)349-2602	6676 GREEN ROAD, OTTAWA LAKE, MI 49267		
EAR 118	MAKE FORD	MODEL FUSION	COLOR Silver
ICENSE AM2826	ODOMETER 31915	CUSTOMER ARRIVAL TIME 2022-05-15 10:14 AM	SERVICE COMPLETED TIME 2022-05-15 10:58 AM

485700 56789

Service Description	Service
NEW TIRE [2 @ 0.00] Whitewall - IN	0.00
Battery Check - TESTED GOOD	
Tire Pressure - Drv Rear - CHECKED, 35	
Tire Pressure - Pass Rear - CHECKED, 35	
New Tire - Pass Rear - COMPLETE	
DOT Number - Pass Rear - 1PLH0KA1R0322	
DOT Number - Drv Rear - B9EL01TX0918	
TPMS Reset - Pass Rear - COMPLETE	
TPMS Service Pack - Pass Rear - REPLACED	
WHEEL BALANCE LIFE [2 @ 14.00]	28.00
Balance Accepted - Pass Front - COMPLETE	
TIRE HAULER FEE [2 @ 2.00]	4.00
Dispose Tire Accepted - Pass Front - COMPLETE	
TMS SERVICE PK INST [2 @ 3.00]	6.00
WIG TORQUE	
Pass Front 100 FT-LB	
Pass Rear 100 FT-LB	

Estimate: You have the right to an estimate if the expected cost of repairs or services will be more than twenty-five dollars. Initial your choice:
 oral estimate
 written estimate
 no estimate

Notice: If the expected cost of a repair or service is more than twenty-five dollars, you have the right to receive a written estimate, oral estimate, or you can choose to receive no estimate before we begin work. Your bill will not be higher than the estimate by more than ten percent unless you approve a larger amount before repairs are finished. Ohio law requires us to give you a form so that you can choose either a written, oral, or no estimate.

(WEST STORE)
Walmart needs
paid directly

Merchandise Description
15/45R18 RLNT - 047

Merchandise
20.00

Customer Comments
 NOT DRIVER REAR TO FRONT
 CUSTOMER DECLINED TO ROTATE TIRES.
 NO LOCKING LUGNUTS
 CUSTOMER DECLINED TO PURCHASE LOAD HAZARD.
 Technician Comments
 SAF SIGNED FOR TIRE PLACEMENT
 DR RR AND PASS FR ROTATED

Total (Excluding Tax & Govt. Fees) 258.00

DISCLAIMER

I authorize the stated service to be completed with the necessary materials. I give permission to operate the vehicle.
 I UNDERSTAND:
 1. Walmart is not responsible for loss/damage to the vehicle or items left in it
 2. Walmart does not inspect tires to determine if they are safe. Only the service on the service order is performed. Tires are not inspected for conditions that may affect safety (tread depth, cuts, punctures, cracking, bulges, and uneven tread wear).
 3. Customers should ensure their tires are properly inflated, have tread depth greater than 2/32" in all grooves, and have no cuts, punctures, cracking, bulges, or uneven tread wear.
 An express mechanic's lien is hereby acknowledged on the above vehicle to secure the amount of services performed.
 Driving conditions will affect the safety and performance of my tires.

I do agree and fully understand that my motor vehicle had a low oil level when I brought it to Wal-Mart for an oil change. This was pointed out to me, that I willingly requested Wal-Mart to change the oil. I will not hold Wal-Mart responsible for any damage to my motor vehicle by the low oil level.

SIGNED

DATE

COMMON TECHNICIAN: SETH 4210
 QUALITY CONTROL TECH: ALEX 4474
 SERV WRITING/GRTEER: DOUGLAS 2493
 THIRJ QC TECH: SETH 4210
 TIRE TECHNICIAN: SETH 4210

05-15-2022

CUSTOMER SIGNATURE

DATE

Dick's Towing Service PUCO #148609-T
 4404 Township Rd 142
 Findlay, OH 45840
 Ph: 419-425-6820 Accounting Fax: 419-424-0034
 accounting@stearnscompanies.com



Invoice #P-92330

Date: 5/16/2022

For:
 CUSTOMER

Due Date	Terms	P.O. Number
	Due upon receipt	AUTH # H03310

From: I-75, Findlay, OH 45840
To: WALMART, Trenton Ave, Findlay, OH 45840
Owner: Deb Wilson

Service Date: 5/15/2022 10:48:00 AM
Driver: 138
Ticket #:
Reason For Call: Tire Chagne

Phone #: na
Member #:

Vehicle	VIN	Veh #	Tag	State	Odometer
Na. 2018 Ford Fusion AWD	NA				

Qty	Service
1.00	Credit Card Fee
1.00	Towing tire change
1.00	Fuel Surcharge

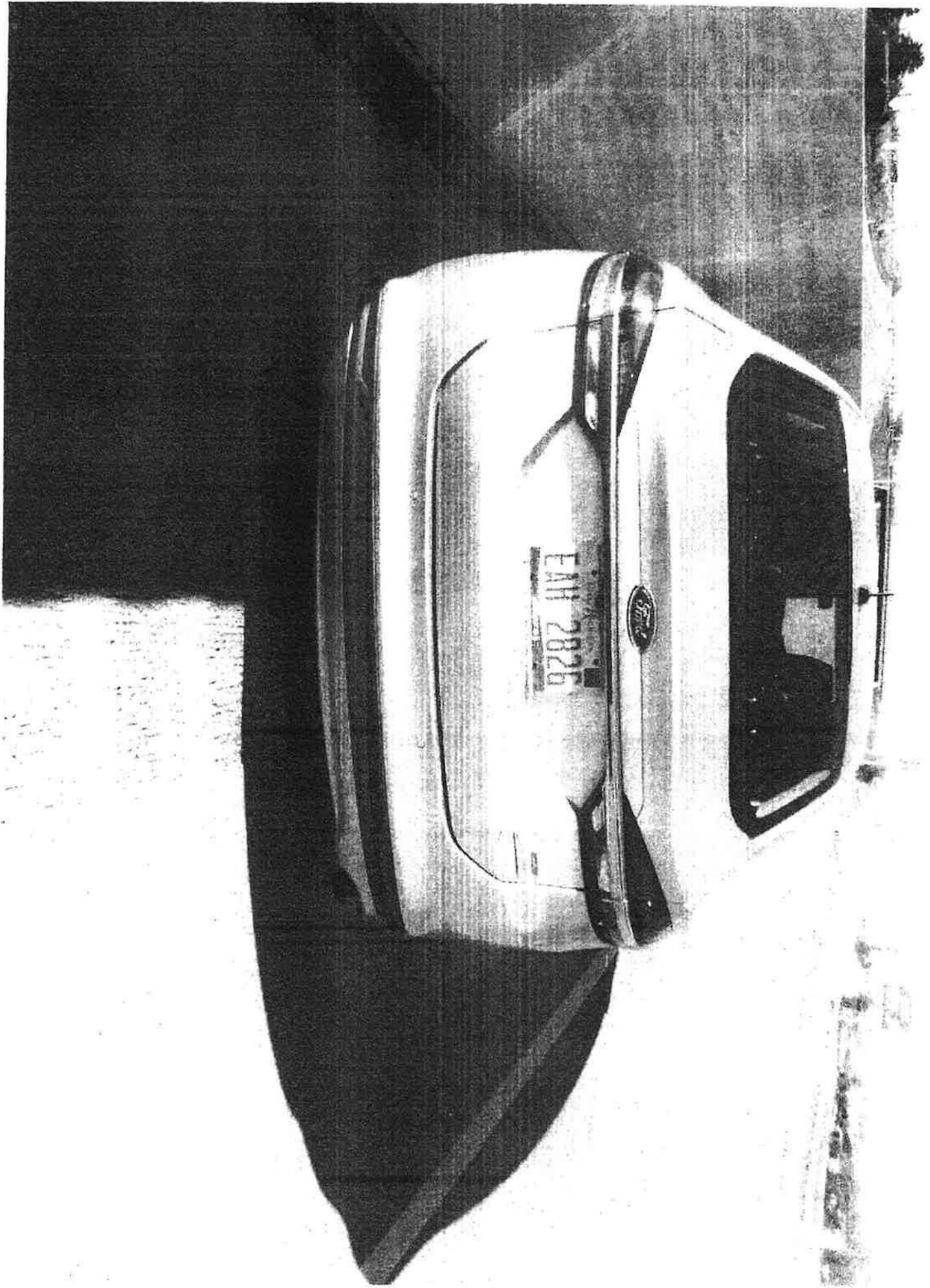
*Debra Wilson
 (civilian)
 Needs reimbursed
 the cost of
 the tow*

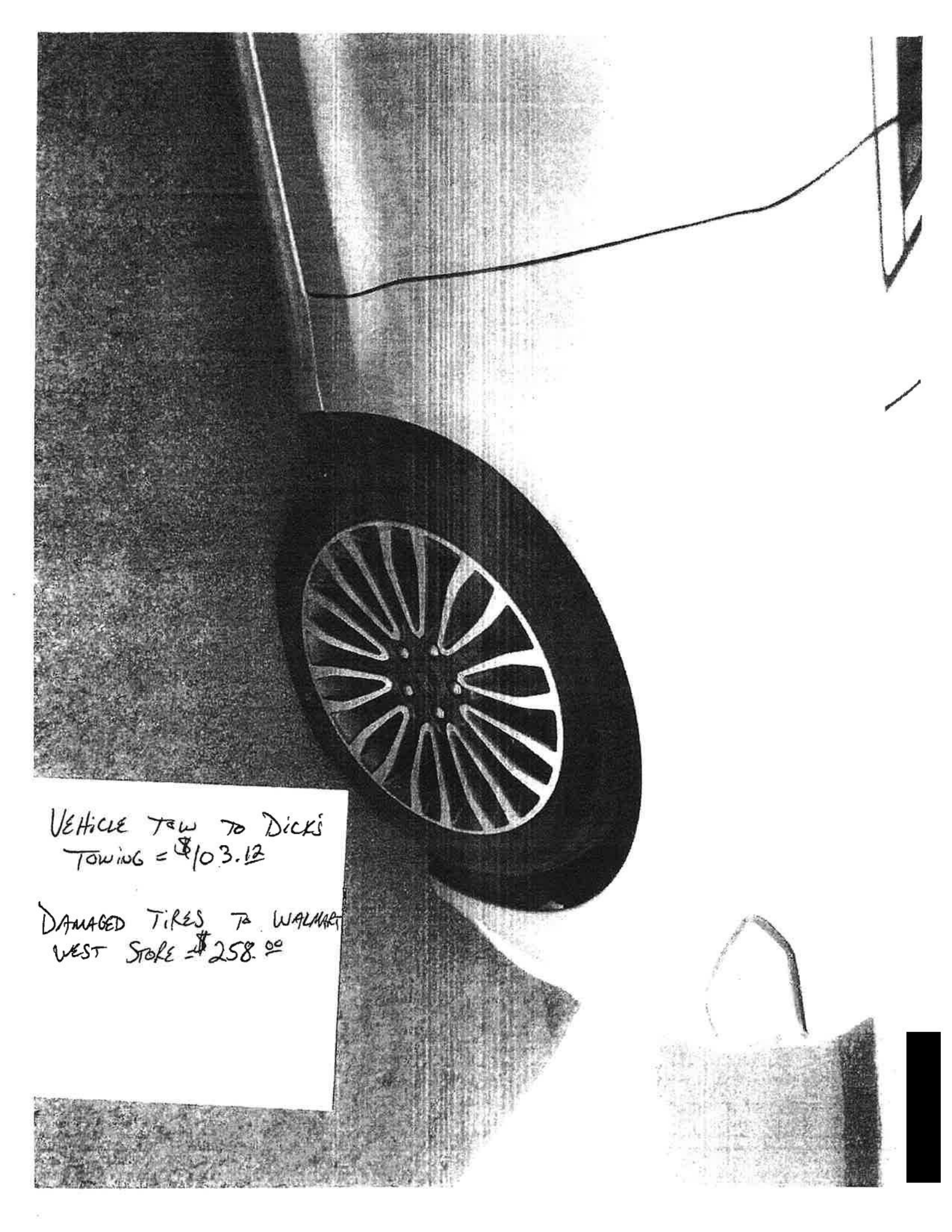
Tax	Amount
\$0.31	\$4.91
\$5.40	\$85.40
\$0.81	\$12.81
Amount Due	\$103.12

Notes:
 PAYMENT REQUIRED AT TIME OF SERVICE

Received By:

Please remit payments to:
 P.O. Box 34
 Van Buren, Ohio 45889





VEHICLE TOW TO DICKS
TOWING = \$103.12

DAMAGED TIRES TO WALMART
WEST STORE = \$258.00



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: August 1, 2024

Position: [REDACTED]

Appraisal Period From: 1/7/2024 To: 7/7/2024

Hire Date: [REDACTED]

RECEIVED
AUG 23 2024
FINDLAY POLICE DEPT

INSTRUCTIONS: This form should be completed for all employees holding the rank of [REDACTED]. The supervisor should circle the response they feel most accurately describes the behavior over the evaluation period. Then a meeting should be set up between the employee and the supervisor to discuss the employee's performance. The complete form is to be filed in the employee's departmental personnel file.

If an employee is scored as a 0-Unsatisfactory, 1-Needs Improvement or 4-Excellent, – The evaluator shall document in the adjacent comments section.

- 0. **UNSATISFACTORY**, generally does not meet minimum requirements
- 1. **NEEDS IMPROVEMENT**, some aspects of work do not meet minimum requirements
- 2. **SATISFACTORY**, meets minimum requirements
- 3. **ABOVE AVERAGE**, meets minimum requirements and occasionally exceeds them
- 4. **EXCELLENT**, consistently exceeds minimum requirements.

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
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1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] does a good job and is a good co-worker. [REDACTED] is a [REDACTED] instructor and should look take on additional leadership opportunities at this department.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	[REDACTED] is reliable and handles his calls with little to now assistance from me.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	This rotation showed a glimpse of what he is capable of with investigations. He made a traffic stop on 75 and believed it was part of the Felony lane Gang. He worked with the OSP Hub and identified several needed individuals. This report was also very well written.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests 48 Shift Avg. 27	3 - Above Average	[REDACTED] tats speak for themselves this rotation. I am happy with his production in all areas.
b) Self-Initiated Traffic Citations 18 Shift Avg.11	3 - Above Average	
c) Door checks If on nights 40 Shift Avg.44	2 - Satisfactory	
d) School Walk Through's Click here to enter text. Shift Avg.____	Not Applicable	
e) Summons n/a Shift Avg. 0	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash. 4	2 - Satisfactory	Citations are done in a timely manner with few corrections from me.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
f) Warnings 6 Shift Avg. 6	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	[REDACTED] does well under stress and is able to make good decisions.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	[REDACTED] had a complaint called on him but it was unfounded and his communication skills have improved.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self-control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	[REDACTED] works well with everyone. [REDACTED] has a good grasp on how most calls should go I would like to see him giving more guidance to more senior officers that might be struggling with calls that they are not use to.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	2 - Satisfactory	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	If there is an area that I would like to [redacted] to focus on it is report writing. His reports have the content that is needed but there are grammatical errors.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	No issues with any equipment and he takes pride in his appearance.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[redacted] stays busy and spends most of his time watch the high crime areas of the city.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	58.5 hours of sick time use. 30 hours unexcused.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[redacted] did a good job this rotation [redacted] needs to continue to do quality work.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: Put in for more instructor positions, put in to become an FTO.

EMPLOYEE STRENGTHS: Criminal interdiction

EMPLOYEE WEAKNESSES: report writing

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available.
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future.
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation.
- Unsatisfactory:** consistently fails to improve.


Improvement Plan Recommended? Yes No If yes, please attach a copy of proposed Improvement Plan

This report is based on my observations and/or knowledge. It represents my best judgment of the employee's performance.

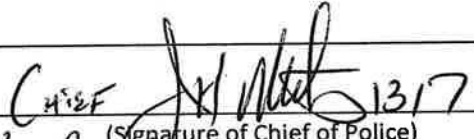
Approved by:  731 Date: 8-19-24
(Signature of Rater)


Approved by:  1361 Date: 8/29/24
(Signature of Division Lieutenant)

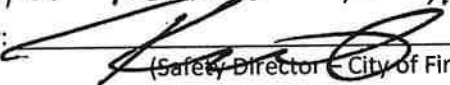
Comments: _____

Approved by:  Date: 8/29/24
(Signature of Captain of Police)

Comments: _____

Approved by:  1317 Date: 08/29/2024
(Signature of Chief of Police)

Comments: KEEP UP THE GOOD WORK  WORK ON THE FEW THINGS

NOTED FOR BETTER OVERALL PERFORMANCE. I WOULD AGREE w/ FTO + DEPT. INSTRUCTOR POSITIONS in THE NEAR FUTURE, AS WELL AS POSSIBLE LEADERSHIP CLASSES
Approved by:  (Safety Director - City of Findlay) Date: 9/3/24

Comments: CONGRATULATIONS, PROBATION



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: January 7, 2024

Position: Patrol Officer

Appraisal Period From: 7/9/2023 To: 1/6/2024

Hire Date: [REDACTED]

RECEIVED

JAN 17 2024

FINDLAY POLICE DEPT

INSTRUCTIONS: This form should be completed for all employees holding the rank of Police Officer. The supervisor should circle the response they feel most accurately describes the behavior over the evaluation period. Then a meeting should be set up between the employee and the supervisor to discuss the employee's performance. The complete form is to be filed in the employee's departmental personnel file.

If an employee is scored as a 0-Unsatisfactory, 1-Needs Improvement or 4-Excellent, – The evaluator shall document in the adjacent comments section.

- 0. **UNSATISFACTORY**, generally does not meet minimum requirements
- 1. **NEEDS IMPROVEMENT**, some aspects of work do not meet minimum requirements
- 2. **SATISFACTORY**, meets minimum requirements
- 3. **ABOVE AVERAGE**, meets minimum requirements and occasionally exceeds them
- 4. **EXCELLENT**, consistently exceeds minimum requirements.

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES		
a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] works well with his coworkers and supervisors. He is an active Raider instructor and took part in what I found to be the best annual Raider training I have experienced (2023). He is an active member of the [REDACTED]. He uses his talents to assist the department needs and programs.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	
2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS		
a) Response is made without delay.	2 - Satisfactory	[REDACTED] routinely handles his calls without issue. He is quick to assist other officers and jump calls that he is closer to. Has no issues with his radio traffic.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	██████████ takes appropriate investigative steps with little guidance. He had an issue with property left in a temp locker when he left for paternity leave.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests 33 Shift Avg. 27	3 - Above Average	██████████ was above average in total arrests and total traffic stops. He was below average in citations issued but not to an excessive amount. He was absent from the shift for 320 hours due to excused sick leave.
b) Self-Initiated Traffic Citations 11 Shift Avg. 14	2 - Satisfactory	
c) Door checks If on nights N/A	Not Applicable	
d) School Walk Through's N/A	Not Applicable	
e) Summons 1 Shift Avg. 1	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	██████████ does not have issue citing crashes correctly. I would like to see him raise his total enforcement numbers (warnings).
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
f) Warnings 2 Shift Avg. 2	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	██████████ was complimented by another Sergeant for professionalism with an argumentative individual during a video review. The Sergeant was quoted as saying he would not have been that calm in the same situation.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	3 - Above Average	██████████ displayed great compassion to a female badly bitten by a dog, holding her hand and comforting her while she received medical attention. No documented public complaints.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self-control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	██████████ uses his position as a Raider instructor to guide and train officers. He shows respect to the chain of command. He rarely has problems with work relationships. He proactively seeks out opportunities to back up other officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	4 - Excellent	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	[REDACTED] submits reports on time. His reports do not often need returned for correction. He had an instance of failing to Mirandize a subject prior to questioning after advising them they were detained.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	No known vehicle abuse issues or carelessness with equipment. However, he had to have dirt on his uniform and worn boots addressed more than once.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	1 - Needs Improvement	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] makes good use of his free time and likes to be proactive. He does not need close supervision. He likes to work in the high crime areas and makes good use of his time there.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	[REDACTED] was issued an Informal Counseling for a property control violation. He used 320 hours of sick time, all excused for paternity leave.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	[REDACTED] has a high level of integrity. He self-reports mistakes he makes. He maintains a professional attitude and works as a team with his coworkers. He asks questions about what he does not understand and creates good dialog. He is accountable for his actions and his presence makes this department better.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: Continue improving the Active Shooter program. Take on leadership roles that present themselves. Work towards/consider becoming an FTO.

EMPLOYEE STRENGTHS: Integrity and acceptance of mistakes. Desire to improve himself and his work ethic.

EMPLOYEE WEAKNESSES: Issues with maintaining a professional uniform appearance. A professional appearance adds to police legitimacy.

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available.
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future.
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation.
- Unsatisfactory:** consistently fails to improve.

Improvement Plan Recommended? Yes No If yes, please attach a copy of proposed Improvement Plan

This report is based on my observations and/or knowledge. It represents my best judgment of the employee's performance.

Approved by: Sgt Derrick #425 Date: 1-7-24
(Signature of Rater)

Approved by: LT [Signature] 1319 Date: 1/17/24
(Signature of Division Lieutenant)

Comments: _____

Approved by: Cap [Signature] Date: 1/17/24
(Signature of Captain of Police)

Comments: _____

Approved by: Chief [Signature] 1317 Date: 01/17/2024
(Signature of Chief of Police)

Comments: CONTINUE TO WORK HARD TO KEEP OFF EARLY WARNING NOTICES, IMPROVEMENT PLANS AND REDUCE THE AMOUNT OF DISCIPLINE. CONTINUE w/ YOUR TRAFFIC ENFORCEMENT EFFORTS. WORK ON THE OTHER LISTED AREAS FOR BETTER PERFORMANCE

Approved by: [Signature] Date: 1-17-24
(Safety Director - City of Findlay)

Comments: Keep working hard to improve

I certify that this report has been discussed with me. My signature does not necessarily indicate approval.

Employee Signature: _____ Date: _____
FPD EVAL 02/01/2016



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: August 11, 2023

Position: Patrol Officer

Appraisal Period From: 1/8/2023 To: 7/8/2023

Hire Date: [REDACTED]

INSTRUCTIONS: This form should be completed for all employees holding the rank of Police Officer. The supervisor should circle the response they feel most accurately describes the behavior over the evaluation period. Then a meeting should be set up between the employee and the supervisor to discuss the employee's performance. The complete form is to be filed in the employee's departmental personnel file.

If an employee is scored as a 0-Unsatisfactory, 1-Needs Improvement or 4-Excellent, – The evaluator shall document in the adjacent comments section.

RECEIVED

AUG 29 2023

FINDLAY POLICE DEPT

- 0. **UNSATISFACTORY**, generally does not meet minimum requirements
- 1. **NEEDS IMPROVEMENT**, some aspects of work do not meet minimum requirements
- 2. **SATISFACTORY**, meets minimum requirements
- 3. **ABOVE AVERAGE**, meets minimum requirements and occasionally exceeds them
- 4. **EXCELLENT**, consistently exceeds minimum requirements.

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
-------------------------------------	--------	----------

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] gets along with everyone. He is doing a good job as a patrolman. He has taken on a leadership role as a Raider instructor and is adding value to the department
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	He handles his calls with very few if any issues. [REDACTED] handles all the day to day calls without any guidance or errors.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Investigations are improving. [REDACTED] needs to make sure that all the details of the case are in his reports. The little details matter.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>47</u> Shift Avg. <u>41</u>	3 - Above Average	[REDACTED] does a good focusing a criminal interdiction. I would like to see him work the Bolos from Roll call to get some more traffic citation or even some more MM citations.
b) Self-Initiated Traffic citations <u>11</u> Shift Avg. <u>14</u>	1 - Needs Improvement	
c) Door checks If on nights <u>16</u> Shift Avg. <u>13</u>	3 - Above Average	
d) School Walk Through's <u>N/A</u> Shift Avg. <u>N/A</u>	Not Applicable	
e) Summons <u>N/A</u> Shift Avg. <u>N/A</u>	<u>N/A</u>	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash. 5	2 - Satisfactory	4 OVIs this six which is a big improvement from his previous rotation. [REDACTED] is doing a good job and is well rounded.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>7</u> / <u>39</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	[REDACTED] does a good job maintaining his composure and is reliable during the more stressful calls. [REDACTED] has gained enough experience to make solid judgments.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	No complaints called in. If there is an area [REDACTED] needs to be careful is his tact when someone gets under his skin.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	[REDACTED] does a good job getting involved in what is going and assists other officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	2 - Satisfactory	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	No issues with reports not getting done on time. When interviewing suspects and victims [redacted] needs to be careful of interrupting someone in mid thought.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	No issues with any equipment. His uniform is always neat and well kept.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[redacted] has a good work ethic does not spend a lot of time on station. He does not need to be closely supervised and can handle most situations on his own.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	2 - Satisfactory	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	1 - Needs Improvement	30 hrs of sick time used. [redacted] was late for an off duty at Marathon.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[redacted] is a solid officer and this rotation he has started to take control of bigger scenes and make sure everything happens how it is supposed to.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: (Rater must suggest Goals) Continue to take advantage of leadership opportunities as they present themselves with this department.

EMPLOYEE STRENGTHS: Demeanor under stress and ability to stay calm during foot pursuits.

EMPLOYEE WEAKNESSES: Can get too emotional when dealing with someone who is uncooperative

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available.
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future.
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation.
- Unsatisfactory:** consistently fails to improve.

Improvement Plan Recommended? Yes No If yes, please attach a copy of proposed Improvement Plan

This report is based on my observations and/or knowledge. It represents my best judgment of the employee's performance.

Approved by: Sgt. D. Goodrich 731 Date: 8-19-23
 (Signature of Rater)

Approved by: [Signature] 1311 Date: 8/22/23
 (Signature of Division Lieutenant)

Comments: _____

Approved by: [Signature] Date: 8/22/23
 (Signature of Captain of Police)

Comments: _____

Approved by: CHIEF [Signature] 1317 Date: 08/22/2023
 (Signature of Chief of Police)

Comments: CONTINUE TO LEARN AND STAY MOTIVATED. WORK ON AREAS LISTED FOR BETTER OVERALL PERFORMANCE.

Approved by: [Signature] Date: 8-23-24
 (Safety Director - City of Findlay)

Comments: Keep working hard. Thank you!

I certify that this report has been discussed with me. My signature does not necessarily indicate approval.

Employee Signature: [Redacted] Date: 08/19/2023

Employee Comments, Goals, Interests:
 FPD EVAL 02/01/2016

Employee Initials: [Redacted]

Lined writing area consisting of 25 horizontal lines.



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: January 25, 2023

Position: Patrol Officer

Appraisal Period From: 7/10/2022 To: 1/7/2023

Hire Date: [REDACTED]

RECEIVED

FEB -2 2023

FINDLAY POLICE DEPT

INSTRUCTIONS: This form should be completed for all employees holding the rank of Police Officer. The supervisor should circle the response they feel most accurately describes the behavior over the evaluation period. Then a meeting should be set up between the employee and the supervisor to discuss the employee's performance. The complete form is to be filed in the employee's departmental personnel file.

If an employee is scored as a 0-Unsatisfactory, 1-Needs Improvement or 4-Excellent, – The evaluator shall document in the adjacent comments section.

- 0. **UNSATISFACTORY**, generally does not meet minimum requirements
- 1. **NEEDS IMPROVEMENT**, some aspects of work do not meet minimum requirements
- 2. **SATISFACTORY**, meets minimum requirements
- 3. **ABOVE AVERAGE**, meets minimum requirements and occasionally exceeds them
- 4. **EXCELLENT**, consistently exceeds minimum requirements.

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] gets along well with fellow officers and supervisors.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	He continues to grow in his role as a patrol officer.
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	No issues with [REDACTED] call response. Has improved and tends to handle most minor calls efficiently and with minimal guidance.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Still learning what steps are necessary in a proper investigation. Investigations are, and should continue to improve with experience.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests 31 Shift Avg. 23	3 - Above Average	██████████ stays busy and is evident because he is at or above shift averages in most statistical categories. Would like to see more citations for routine patrol items such as speed, OVI, etc. 0 OVIs during this evaluation period.
b) Self-Initiated Traffic citations 12 Shift Avg. 16	2 - Satisfactory	
c) Door checks If on nights 14 Shift Avg. 14	2 - Satisfactory	
d) School Walk Through's _____ Shift Avg. _____	Not Applicable	
e) Summons 0 Shift Avg. 0	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	With the number of traffic stops (150), ██████████ only has 8 warnings.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings 8 / 5 % of enforcement.	1 - Needs Improvement	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	██████████ is able to maintain his composure and professionalism in high stress situations. Is learning to evaluate all factors before making a decision.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	3 - Above Average	No officer complaints during this evaluation period. Is respectful and professional when dealing with members of the public.
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	██████████ is a good team member and is always willing and able to backup and assist other officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	3 - Above Average	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	<p>██████████ stayed current on reports and completed them in a timely manner during this evaluation period. Still contains minor grammar errors and are returned for additional follow-up but these instances are becoming less frequent.</p>
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	<p>██████████ takes care of department issued equipment including his patrol vehicle.</p> <p>He maintains a neat and professional uniform appearance.</p>
b) Equipment is not lost or damaged due to carelessness.	3 - Above Average	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	<p>██████████ has a good work ethic and tends to keep himself busy during his unassigned time.</p> <p>Does a good job with criminal interdiction (drugs, warrants, etc.) but want to see more routine traffic enforcement.</p>
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	3 - Above Average	30 Hours Sick Time Used
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	<p>██████████ exhibits all of these core values.</p> <p>██████████ is evident with these core values and how he handles himself.</p>
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals): Continue to learn, grow, and progress in your position (Become a well-rounded officer). Look for additional responsibilities that may be of interest to you.

EMPLOYEE STRENGTHS: Good work ethic and an eagerness to learn and grow. Criminal interdiction (Warrants, drugs, etc.).

EMPLOYEE WEAKNESSES: Experience, investigations, and routine traffic enforcement.

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available.
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future.
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation.
- Unsatisfactory:** consistently fails to improve.

Improvement Plan Recommended? Yes No If yes, please attach a copy of proposed Improvement Plan

This report is based on my observations and/or knowledge. It represents my best judgment of the employee's performance.

Approved by: [Signature] 1319 Date: 2/1/23
(Signature of Rater)

Approved by: LT. W. #2342 Date: 2/2/23
(Signature of Division Lieutenant)

Comments: VERY HIGH NUMBER OF STOPS (150) WITH ONLY 20 ENFORCEMENTS (12 CITES, 8 WARNINGS).
MAKE SURE YOU ARE LOOKING DEEP ENOUGH INTO THE STOPS, KEEP WORKING HARD

Approved by: CAPT. J. H. [Signature] 1317 Date: 02/02/2023
(Signature of Captain of Police)

Comments: CONTINUE TO WORK ON AREAS LISTED TO BE MORE EFFECTIVE
+ EFFICIENT IN ALL OF YOUR WORK. WE WILL ALSO EVALUATE YOUR LIST
OF TRAINING REQUESTS + GOALS.

Approved by: Chief [Signature] Date: 2/2/23
(Signature of Chief of Police)

Comments: GOOD JOB, KEEP WORKING TO DEVELOP YOURSELF.

Approved by: [Signature] Date: 2-2-23
(Safety Director, City of Findlay)

Comments: Thank you for all you do. Keep working hard to be great!

I certify that this report has been discussed with me. My signature does not necessarily indicate approval.

Employee Signature: [Redacted] Date: 02/01/2023

FPD EVAL 02/01/2016 Employee Initials: [Redacted]

Employee Comments, Goals, Interests:

ERT, Criminal Interdiction, anything pertaining to Homeland Security
Events such as major security events planning & contingency operations.





Findlay Police Evaluation Form PATROL OFFICER

RECEIVED

JUL 20 2022



Name: [REDACTED]

FINDLAY POLICE DEPT Date: July 12, 2022

Position: Patrol Officer

Appraisal Period From: 1/9/2022 To: 7/9/2022

Hire Date: [REDACTED]

INSTRUCTIONS: This form should be completed for all employees holding the rank of Police Officer. The supervisor should circle the response they feel most accurately describes the behavior over the evaluation period. Then a meeting should be set up between the employee and the supervisor to discuss the employee's performance. The complete form is to be filed in the employee's departmental personnel file.

If an employee is scored as a 0-Unsatisfactory, 1-Needs Improvement or 4-Excellent, – The evaluator shall document in the adjacent comments section.

- 0. **UNSATISFACTORY**, generally does not meet minimum requirements
- 1. **NEEDS IMPROVEMENT**, some aspects of work do not meet minimum requirements
- 2. **SATISFACTORY**, meets minimum requirements
- 3. **ABOVE AVERAGE**, meets minimum requirements and occasionally exceeds them
- 4. **EXCELLENT**, consistently exceeds minimum requirements.

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
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1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] gets along well with fellow officers and supervisors.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	He continues to grow in his role as a patrol officer.
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	No issues with [REDACTED] call response.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	Still needs guidance on some calls but seems to be getting less frequent.
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Still learning what steps are necessary in a proper investigation. Investigations should continue to improve with experience.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>62</u> Shift Avg. <u>51</u>	3 - Above Average	██████████ is above shift average in most statistical categories.
b) Self-Initiated Traffic citations <u>20</u> Shift Avg. <u>26</u>	2 - Satisfactory	
c) Door checks If on nights _____ Shift Avg. _____	Not Applicable	Could be more proactive in routine traffic enforcement.
d) School Walk Through's <u>3</u> Shift Avg. <u>6</u>	1 - Needs Improvement	
e) Summons <u>1</u> Shift Avg. <u>1</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	Normally can handle traffic crashes/investigations with minimal guidance and knows what ORC/ORD sections are applicable.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>5</u> / <u>4</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	██████████ is able to maintain his composure and professionalism in high stress situations. Is learning to evaluate all factors before making a decision.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	3 - Above Average	No officer complaints during this evaluation period. I did receive a phone call complimenting ██████████ for scraping an icy window of a motorist on a traffic stop.
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	3 - Above Average	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	██████████ is a good team work and is always willing and able to backup and assist other officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	2 - Satisfactory	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Did a much better job during this evaluation period staying current on reports. [REDACTED] reports are still occasionally returned for additional information/corrections but are becoming less frequent.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	[REDACTED] takes care of department issued equipment including his patrol vehicle. He maintains a neat and professional uniform appearance.
b) Equipment is not lost or damaged due to carelessness.	3 - Above Average	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] normally completes his reports in a timely manner. He has a good work ethic and tends to keep himself busy during his unassigned time.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	2 - Satisfactory	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	0 Hours of Sick Time Used. Good Job!
b) Sick leave is not abused.	4 - Excellent	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[REDACTED] exhibits all of these core values. [REDACTED] is evident with these core values and how he handles himself.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals): Continue to learn, grow, and progress in your position. Don't get focused on one particular area and make sure you're learning all aspects. Look for additional trainings/classes that may be of interest to you. Good job this 6 months!

EMPLOYEE STRENGTHS: Good work ethic and an eagerness to learn and grow. Learns from experiences and mistakes and doesn't make the same mistake twice.

EMPLOYEE WEAKNESSES: Experience and investigations.

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available.
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future.
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job
- Needs improvement:** noted improvements must be obtained prior to the next evaluation.
- Unsatisfactory:** consistently fails to improve.

Improvement Plan Recommended? Yes No If yes, please attach a copy of proposed Improvement Plan

This report is based on my observations and/or knowledge. It represents my best judgment of the employee's performance.

Approved by: [Signature] 1319 Date: 7/19/22
(Signature of Rater)

Approved by: LT. W #2342 Date: 7/20/22
(Signature of Division Lieutenant)

Comments: [Redacted] GOOD EVALUATION, CHALLENGE YOURSELF IN AREAS THAT ARE LESS COMFORTABLE FOR. KEEP UP THE GOOD WORK! LT. W

Approved by: CAPT. [Signature] 1317 Date: 07/21/2022
(Signature of Captain of Police)

Comments: KEEP UP THE GOOD WORK [Redacted] CONTINUE TO WORK ON THE COUPLE AREAS THAT ARE LISTED TO BECOME MORE EFFECTIVE + EFFICIENT OVERALL.

Approved by: CHIEF [Signature] Date: 7/21/22
(Signature of Chief of Police)

Comments: GOOD JOB + KEEP PROGRESSING!

Approved by: [Signature] Date: 7-21-22
(Safety Director - City of Findlay)

Comments: Continue to Grow! Thankyou!

I certify that this report has been discussed with me. My signature does not necessarily indicate approval.

Employee Signature: [Redacted] Date: 07/19/2022
FPD EVAL 02/01/2016

Employee Comments, Goals, Interests:

- ARIDE training
- any Criminal Patrol / Investigations training
- any Advanced Driving training

Goals: ERT

✓



Days2022 (01/09/22-07/09/22)	Incidents	Cases	6hw's	Arrests	Charges	23	87	Traffic Stops	Citations	Warnings	OVI	Notes
Marshall #1322	423	43	32	15	33	10	0	27	10	2	0	
Hendren #961	523	52	1	26	29	21	0	24	22	5	0	
Smith #1929	727	108	0	78	77	57	4	129	15	37	0	
Schmidt #1937	511	74	9	38	54	17	1	27	24	2	0	
Cieplowski #553	398	50	8	25	39	11	0	62	15	20	1	FTO Usage Off for Baby Leave, FTO
Rudnik #1848	321	32	6	24	32	15	0	49	10	4	1	
Cramer #368	504	83	5	27	61	19	1	38	23	4	0	
Hackworth #668	599	89	2	87	103	47	3	135	13	10	2	FTO Usage
Williams #2349	683	79	1	83	94	52	0	122	16	1	0	
Kliesch #1135	453	62	0	81	74	47	0	129	8	21	1	FTO Usage
Adelsperger #117	696	96	4	80	102	61	0	135	15	37	1	
Traxler #2028	708	78	5	26	66	11	0	86	23	34	1	
	797	80	3	62	73	34	1	126	16	20	0	
Total	7353	924	76	661	837	402	11	1080	211	337	81	
Average	665.6	70.8	5.8	50.8	64.4	30.9	0.8	93.8	18.2	25.9	0.5	

High-



Findlay Police Evaluation Form PATROL OFFICER

RECEIVED
FEB - 8 2022



Name: [REDACTED]

FINDLAY POLICE DEPT Date: February 4, 2022

Position: Patrol Officer

Appraisal Period From: 7/11/2021 To: 1/8/2022

Hire Date: [REDACTED]

INSTRUCTIONS: This form should be completed for all employees holding the rank of Police Officer. The supervisor should circle the response they feel most accurately describes the behavior over the evaluation period. Then a meeting should be set up between the employee and the supervisor to discuss the employee's performance. The complete form is to be filed in the employee's departmental personnel file.

If an employee is scored as a 0-Unsatisfactory, 1-Needs Improvement or 4-Excellent, - The evaluator shall document in the adjacent comments section.

- 0. **UNSATISFACTORY**, generally does not meet minimum requirements
- 1. **NEEDS IMPROVEMENT**, some aspects of work do not meet minimum requirements
- 2. **SATISFACTORY**, meets minimum requirements
- 3. **ABOVE AVERAGE**, meets minimum requirements and occasionally exceeds them
- 4. **EXCELLENT**, consistently exceeds minimum requirements.

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
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1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] gets along well with fellow officers and supervisors. He continues to grow in his role as a patrol officer.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	No issues with call response. Still has to follow up occasionally and go back on some minor calls.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Still learning what steps are necessary in a proper investigation. Investigations should continue to improve with experience.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>40</u> Shift Avg. <u>29.5</u>	3 - Above Average	[REDACTED] is at or above shift average in most statistical categories. 2 OVIs during this evaluation period.
b) Self-Initiated Traffic citations <u>10</u> Shift Avg. <u>9.8</u>	2 - Satisfactory	
c) Door checks If on nights <u>0</u> Shift Avg. <u>7</u>	1 - Needs Improvement	
d) School Walk Through's _____ Shift Avg. _____	Not Applicable	
e) Summons <u>0</u> Shift Avg. <u>0</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	As with investigations, he is still learning appropriate ORD/ORC sections. Write more warnings (especially on 3rds) to learn appropriate ORD/ORC sections.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>3</u> / <u>2</u> % of enforcement.	1 - Needs Improvement	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	[REDACTED] is able to maintain his composure and professionalism in high stress situations. Make sure you evaluate all factors and if appropriate, talk to other officers on scene, before taking action.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	3 - Above Average	No officer complaints during this evaluation period. Treats citizens with respect and maintains professionalism while dealing with irate individuals.
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	3 - Above Average	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	2 - Satisfactory	[REDACTED] is always willing and able to backup fellow officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Needs to stay current on open cases. Had a few open cases that were not worked on in a timely manner. Reports are normally easy to read/follow and only minor grammatical errors.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	██████████ takes care of department issued equipment including his patrol vehicle. He maintains a neat and professional uniform appearance.
b) Equipment is not lost or damaged due to carelessness.	3 - Above Average	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	██████████ normally completes his reports in a timely manner. He keeps himself busy and maintains an appropriate level of self-initiated activity.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	2 - Satisfactory	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	10 Hours Sick Time Used
b) Sick leave is not abused.	3 - Above Average	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	██████████ exhibits all of these core values. ██████████ is evident with these values and how he handles himself and works/communicates with fellow officers and supervisors.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals): Continue to learn all aspects of being a patrol officer so that you can develop into a well-rounded officer. Maintain your work ethic and self-initiated activity. Look for classes/trainings that may be of interest to you.

EMPLOYEE STRENGTHS: Good work ethic and an eagerness to learn and grow. Learns from experiences and mistakes and doesn't make the same mistake twice.

EMPLOYEE WEAKNESSES: Experience and Investigations. Investigations should improve with additional experience.

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available.
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future.
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation.
- Unsatisfactory:** consistently fails to improve.

Improvement Plan Recommended? Yes No If yes, please attach a copy of proposed Improvement Plan

This report is based on my observations and/or knowledge. It represents my best judgment of the employee's performance.

Approved by: [Signature] 1319 Date: 2/4/22
(Signature of Rater)

Approved by: [Signature] MR Date: 2/8/2022
(Signature of Division Lieutenant)

Comments: _____

Approved by: CAPT. [Signature] 1317 Date: 02/08/2022
(Signature of Captain of Police)

Comments: CONTINUE TO WORK ON THE AREAS LISTED TO BECOME MORE EFFICIENT + EFFECTIVE IN ALL OF YOUR WORK.

Approved by: CHIEF [Signature] 1835 Date: 2/8/2022
(Signature of Chief of Police)

Comments: _____

Approved by: [Signature] Date: 2-8-22
(Safety Director - City of Findlay)

Comments: Thank you

I certify that this report has been discussed with me. My signature does not necessarily indicate approval.

Employee Signature: [Redacted] Date: 02/01/2022



Findlay Police Evaluation Form

PATROL OFFICER

RECEIVED



FEB 16 2021

Name: [REDACTED]

Date: February 7, 2021

Position: Patrol Officer

FINDLAY POLICE DEPT

Appraisal Period From: 7/12/2020 To: 1/9/2021

Hire Date: [REDACTED]

INSTRUCTIONS: This form should be completed for all employees holding the rank of Police Officer. The supervisor should circle the response they feel most accurately describes the behavior over the evaluation period. Then a meeting should be set up between the employee and the supervisor to discuss the employee's performance. The complete form is to be filed in the employee's departmental personnel file.

If an employee is scored as a 0-Unsatisfactory, 1-Needs Improvement or 4-Excellent, – The evaluator shall document in the adjacent comments section.

- 0. **UNSATISFACTORY**, generally does not meet minimum requirements
- 1. **NEEDS IMPROVEMENT**, some aspects of work do not meet minimum requirements
- 2. **SATISFACTORY**, meets minimum requirements
- 3. **ABOVE AVERAGE**, meets minimum requirements and occasionally exceeds them
- 4. **EXCELLENT**, consistently exceeds minimum requirements.

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] has been an Officer for about six months. He is doing well for his experience level. [REDACTED] keeps himself busy and is proactive. He is adjusting well and all of the methods are new to him.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	[REDACTED] does a good job in handling his calls without delay. He is still learning and needs guidance on some of his calls. He has not missed any radio calls and follows radio procedures.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	██████████ is improving in this category.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>28</u> Shift Avg. <u>25</u>	3 - Above Average	██████████ excels in being proactive. However he needs to work on school walk-throughs on day shift. ██████████'s statistics were accumulative from all shifts due being in the FTO program during the majority of this evaluation period.
b) Self-Initiated Traffic citations <u>30</u> Shift Avg. <u>23</u>	3 - Above Average	
c) Door checks If on nights _____ Shift Avg. _____	Select a Rating	
d) School Walk Through's <u>1</u> Shift Avg. <u>12</u>	1 - Needs Improvement	
e) Summons/ Warrants <u>9</u> Shift Avg. <u>11</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	Common errors are made. ██████████ attempts to find the appropriate actions on his own.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>23</u> / <u>76</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	██████████ maintains his composure on most calls and seems to be confident in his judgement.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	I did not receive and Officer complaints on ██████████ ██████████ treats the general public with tact and respect.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	2 - Satisfactory	██████████ works well with others. He did not have any issues with work relationships. He readily backs up his fellow Officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	2 - Satisfactory	
d) Trains and guides less experienced personnel.	Select a Rating	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	[REDACTED] needs to work on getting his reports completed in a timely manner. He also needs to work on time management to make sure that certain aspects of the job are prioritized. [REDACTED] makes common mistakes that are expected at his experience level. He rarely makes the same mistakes twice and quickly learns from his errors.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	[REDACTED] keeps his uniform clean and he has a well-kept appearance. He did not damage or lose any issued equipment and no accidents were reported.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] is proactive and is still learning which areas need attention due to criminal activity and high accidents.
b) Unassigned time is effectively utilized.	2 - Satisfactory	
c) Special attention is directed to high accident or crime areas.	2 - Satisfactory	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	[REDACTED] used 83 hours of COVID leave. He is still learning policies and procedures.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	[REDACTED] continues to strive to learn his newly appointed position. He works well with others. He takes constructive criticism well and works hard not to repeat errors. He has a positive attitude. He continues to try to work on resolutions on his own for the calls he handles and is accountable for his decisions.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: (Rater must suggest Goals) _____ Continue to learn the job and continue to be positive.

EMPLOYEE STRENGTHS: _____ Positive attitude and works well with others. _____

EMPLOYEE WEAKNESSES: ___ Lack of experience.

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available.
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future.
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation.
- Unsatisfactory:** consistently fails to improve.

Improvement Plan Recommended? Yes No If yes, please attach a copy of proposed Improvement Plan

This report is based on my observations and/or knowledge. It represents my best judgment of the employee's performance.

Approved by: [Signature] Date: 2/7/21
(Signature of Rater)

Approved by: [Signature] Date: 2/16/21
(Signature of Division Lieutenant)

Comments: _____

Approved by: CAPT. [Signature] 1317 Date: 2/16/2021
(Signature of Captain of Police)

Comments: CONTINUE TO LEARN ALL ASPECTS OF THE JOB TO BECOME EFFECTIVE + EFFICIENT

Approved by: CHIEF [Signature] 1835 Date: 2/16/21
(Signature of Chief of Police)

Comments: _____

Approved by: [Signature] Date: 2/19/21
(Safety Director - City of Findlay)

Comments: _____

I certify that this report has been discussed with me. My signature does not necessarily indicate approval.

Employee Signature:



Date: 02/07/21

Employee Comments, Goals, Interests:

Honor Council

Lined area for employee comments, goals, and interests.



**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

RECEIVED

OCT 13 2021

NAME: [REDACTED]

FINDLAY POLICE DEPT

JOB TITLE: Patrol Officer

DEPARTMENT: Police

HIRE DATE: [REDACTED]

RATING PERIOD-TO/FROM DATES: 09/01/21 to 09/30/21

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement			X	
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time			X	

ADDITIONAL COMMENTS: [REDACTED] has been doing better about getting his reports done in a timely manner. He wants to be involved in calls and readily backs up his fellow Officers. Minor errors are still made on reports.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] DATE: 10/11/21

EMPLOYEE SIGNATURE: [REDACTED] DATE: 10/11/21

This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] DATE: 10/13/2021

REVIEWER'S COMMENTS:

1317
[Signature]
6835

**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

RECEIVED

SEP -7 2021

NAME: [REDACTED]

JOB TITLE: Patrol Officer

DEPARTMENT: Police

HIRE DATE: [REDACTED]

FINDLAY POLICE DEPT

RATING PERIOD-TO/FROM DATES: 08/01/21 to 08/31/21

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement			X	
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time			X	

ADDITIONAL COMMENTS: [REDACTED] needs to get his reports completed in a timely manner. [REDACTED] likes to be involved in calls, but also needs to realize when he is not needed. He is proactive and backs up his fellow Officers. Work on slowing down when it comes to report writing to make fewer errors.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] DATE: 09/07/21

EMPLOYEE SIGNATURE: [REDACTED] DATE: 09/07/21
This report was shown and discussed with me. Signature does not indicate approval.
 EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] DATE: 9/7/21
 REVIEWER'S COMMENTS:

1317
 JHM
 1935

**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

RECEIVED

SEP -7 2021

FINDLAY POLICE DEPT

NAME: [REDACTED]

JOB TITLE: Patrol Officer

DEPARTMENT: Police

HIRE DATE: [REDACTED]

RATING PERIOD-TO/FROM DATES: 07/11/21 to 07/31/21

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement			X	
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time			X	

ADDITIONAL COMMENTS: Due to scheduling and days off, I did not work with [REDACTED] other than a few days during the 20 days of evaluation. I spoke to Sgt. Morey and he did not work with [REDACTED] that often either due his schedule and [REDACTED] leave. It would be unfair to [REDACTED] to give him and negative comments at this time.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] **DATE:** 09/07/21

EMPLOYEE SIGNATURE: [REDACTED] **DATE:** 09/07/21
This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] **DATE:** 9/7/21
REVIEWER'S COMMENTS:

1317
JHM
1835

**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

RECEIVED

JUL 19 2021

FINDLAY POLICE DEPT

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Police Patrol Division
HIRE DATE: [REDACTED]
RATING PERIOD-TO/FROM DATES From 06/01/2021 to 06/30/2021

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement		X		
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time		X		

ADDITIONAL COMMENTS:

[REDACTED] seems to be doing well in most areas. He had a total of 89 calls for the month of May. That included 5 arrests and 6 traffic stops. Four of the arrests were warrant arrests. [REDACTED] still struggles with his time management. He still has 8 open reports, but still spends quite a bit of time patrolling instead of report writing.

This month [REDACTED] had a few issues with policy and procedure. On 6-8-21 he had to stay over to finish reports, but he left before the Sgt could check them. There was an in-custody warrant that he was missing paperwork for, so the Sgt had to try and complete them. On 6-13-21 He made an arrest on a warrant that required bond. He asked me about the procedure due to recent changes with Covid restrictions lifting. I walked him through the procedure and told him bond was required. After I left for the day he incarcerated the subject and issued an OR bond. On 6-14-21 he showed LEADS information to a victim. All of these incidents were talked about with him, and he advised he understands now and will work not to repeat the issues.

[REDACTED] is gaining experience and knowledge of the job, and he still needs guidance on some calls. This is not unusual for someone at his level of experience.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] #2714 DATE: 7-19-21

EMPLOYEE SIGNATURE: [REDACTED] DATE: 7/14/21

This report was shown and discussed with me. Signature does not indicate approval.

1317 JHM
1835

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE:
REVIEWER'S COMMENTS:

Lt [Signature]

DATE: 7/19/21

**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

RECEIVED

JUN 15 2021

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Police Patrol Division
HIRE DATE: [REDACTED]

FINDLAY POLICE DEPT

RATING PERIOD-TO/FROM DATES From 03/01/2021 to 03/31/2021

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement		X		
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time		X		

ADDITIONAL COMMENTS:

[REDACTED] has a very professional appearance and demeanor. He appears to have a desire to do the job well. In the month of March he had a total of 101 calls. Of those he had 13 Arrests with 5 of those being warrant arrests. He also had 17 Traffic Stops resulting in 12 citations and 1 warning. He had some areas he could improve in however. He only had 1 School Walkthrough for the month. He also needs to work on time management. He was asked by Lt. Doe to look for some results for some rape kits due to him receiving them on 1/14/21 and not having done anything with them. He also has a tendency to leave his report writing for "later", but not getting back to them in a timely manner. He likes to be out and about patrolling. Overall I think [REDACTED] is doing well and is a valuable Officer for the Findlay Police Department.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] #2314 **DATE:** 6-14-21

EMPLOYEE SIGNATURE: [REDACTED] **DATE:** 6/14/21

This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] #280 **DATE:** 6/14/21
REVIEWER'S COMMENTS:

1317
 8 Hm
 1633

**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

**RECEIVED
JUN 15 2021
FINDLAY POLICE DEPT**

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Police Patrol Division
HIRE DATE: [REDACTED]

RATING PERIOD-TO/FROM DATES From 04/01/2021 to 04/16/2021* [REDACTED]

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement		X		
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time		X		

ADDITIONAL COMMENTS:

[REDACTED] was only at work through 4-16-21 [REDACTED] the last half of the month. For the time he was here he had a total of 39 calls that included 7 traffic stops and 2 arrests. He had no School Walkthroughs though and only had 2 citations. He also had a couple emails from the Command Staff that had to remind him to complete his overdue PowerDMS assignments and one that he needed to complete a Cyber Security training. Overall though [REDACTED] is a proactive Officer and an asset to the Findlay Police Department. I don't believe his areas of some improvement are of concern if he can get them corrected.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] #2314 **DATE:** 6-14-21

EMPLOYEE SIGNATURE: [REDACTED] **DATE:** 6/14/21

This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: LT [Signature] **DATE:** 6/14/21
REVIEWER'S COMMENTS:

1317
JHM
1235

RECEIVED

PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO

JUN 15 2021

FINDLAY POLICE DEPT

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Police Patrol Division
HIRE DATE: [REDACTED]
RATING PERIOD-TO/FROM DATES From 05/01/2021 to 05/31/2021

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement		X		
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time		X		

ADDITIONAL COMMENTS:

[REDACTED] seems to be doing well in most areas. He had a total of 94 calls for the month of May. That included 11 arrests and 16 traffic stops. Five of the arrests were warrant arrests and he wrote 10 citations. [REDACTED] still struggles with his time management. He tends to have more than the average open/unfinished reports, but still spends quite a bit of time patrolling instead of report writing. He also received a 2nd email from the patrol Lt. reminding him to complete his PowerDMS that he emailed him about the month before. He was also advised he needed to add information to a report of kids playing a "kidnap game" in the park, due to having very little details in the report.

[REDACTED] is gaining experience and knowledge of the job, and he still needs guidance on some calls. This is not unusual for someone at his level of experience.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] #2314 DATE: 6-14-21

EMPLOYEE SIGNATURE: [REDACTED] DATE: 6/14/21
This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:
REVIEWER'S SIGNATURE: [Signature] 180 DATE: 6/14/21
REVIEWER'S COMMENTS:

1317
JHM
1835

**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

RECEIVED

MAR 15 2021

FINDLAY POLICE DEPT

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Police
HIRE DATE: [REDACTED]

RATING PERIOD-TO/FROM DATES: 02-01-2021 thru 02-28-2021

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement			X	
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time			X	

ADDITIONAL COMMENTS: [REDACTED] has a strong February. He continues to grow in confidence as he gains experience. He still has questions and makes small errors in the Tyler systems but nothing that is of serious concern.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: SGT. W. [Signature] #2342 **DATE:** 3-13-21

EMPLOYEE SIGNATURE: [REDACTED] **DATE:** 3-13-21
This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] **DATE:** 3/15/21

REVIEWER'S COMMENTS:

1974

**PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO**

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Police
HIRE DATE: [REDACTED]

RATING PERIOD-TO/FROM DATES: 01-10-2021 thru 01-31-2021

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement			X	
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time			X	

ADDITIONAL COMMENTS: [REDACTED] is doing well. He seems to be getting more comfortable with the job. He is still learning the Tyler reporting system and what needs to be filled out for certain reports. I believe with time and experience he will get this corrected. I don't see this being a reoccurring problem.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: SGT. [Signature] #2342 DATE: 2-6-21

EMPLOYEE SIGNATURE: [REDACTED] DATE: 2-6-21
This report was shown and discussed with me. Signature does not indicate approval.
 EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] 1950 DATE: 2/8/21
 REVIEWER'S COMMENTS:

RECEIVED

JAN 27 2021

FINDLAY POLICE DEPT

PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO

NAME: [REDACTED]

JOB TITLE: Patrol Officer

DEPARTMENT: Police

HIRE DATE: [REDACTED]

RATING PERIOD-TO/FROM DATES: 12/11/20 to 01/09/21

CHECK COLUMN THAT MOST ACCURATELY DESCRIBES THE EMPLOYEE'S PERFORMANCE. ITEM THAT IS NOT APPLICABLE TO DEPARTMENT OR EMPLOYEE, MARK N/A.	NOT SATISFACTORY	SOME IMPROVEMENT NEEDED	MEETS NORMAL JOB REQUIREMENTS	EXCEEDS NORMAL JOB REQUIREMENTS
1. Observance of work hours			X	
2. Attendance / Breaks			X	
3. Physical appearance & dress			X	
4. Work Judgement			X	
5. Initiative			X	
6. Public contacts			X	
7. Employee contacts			X	
8. Safety practices			X	
9. Operation/care of equipment			X	
10. Use of time			X	

ADDITIONAL COMMENTS: [REDACTED] has taken to being a Police Officer fairly well. He likes to be proactive. He does need to work on his report writing. There are times when his reports a confusing and need clarification.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] DATE: 1-24-21

EMPLOYEE SIGNATURE: [REDACTED] DATE: 1-24-21

This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:


REVIEWER'S SIGNATURE: [Signature] 1280 DATE: 1/26/2021

REVIEWER'S COMMENTS: Chief [Signature] 1/27/21

CIVIL SERVICE COMMISSION

318 DORNEY PLAZA
MUNICIPAL BUILDING - ROOM 303
FINDLAY, OHIO 45840
Telephone (419) 424-7112 • Fax (419) 424-7245

COMMISSIONERS
Thomas P. Kemp
Jeffrey E. Fort
Charles D. Clapper
Deidre Ramthun - Clerk


Police Chief Robert Ring
Findlay Police Department
Findlay, Ohio 45840

RE: Probationary Police Officer Test

Dear Chief Ring:

Please be advised that the following probationary police officer has completed the required probationary exam and has passed the test effective this date.


Sincerely,

Deidre Ramthun

Deidre Ramthun
Clerk

pc: Jim Staschiak II - City Auditor
Rob Martin - Service-Safety Director
Don Essex - Human Resources Director

City of Findlay

Christina M. Muryn, Mayor

POLICE DEPARTMENT

Robert K. Ring, Chief of Police

318 Dorney Plaza, Room 116 • Findlay, OH 45840

Phone: 419-424-7194 • Fax: 419-424-7296

www.findlayohio.com

September 21, 2021

Deidre Ramthun
Civil Service Commission
318 Dorney Plaza
Room 302
Findlay, OH 45840

RE: Probationary Period

Dear Deidre:

Probationary [REDACTED] has completed the required 2080 hours of actual street duty per ARTICLE 12 Section 12.01 of the contract. Please arrange for the proper testing to release him from probation. Thank you.

Sincerely,



Robert K. Ring
Chief of Police

XC: [REDACTED]

Employee Handbook Policy Updates (#8):

Revised Civic Duty Leave

I hereby certify that I have either received a copy or have been advised of the above location of the policy on City's website in the Employee Information folder under Employee Handbook. I further acknowledge that I am responsible for reading and understanding the contents of the policies.

Link for policies: <https://www.findlayohio.com/government/city-departments/human-resources-and-performance-excellence/employee-information/-folder-127>

Employee Printed Name: _____

Employee Signature: _____

Department: Findlay PD

Appendix "A"
Equipment Issue Inventory

Name: [REDACTED]		Unit Number: [REDACTED]	
Issued by: CAPT. JAMES MATIAS 1317		Date: 11/19/2020	
ITEM	AMOUNT	RECEIVED	BACKORDER
Long sleeve shirts	5	1	
Short sleeve shirts	5	5	
Pants	5 Pair	5	
Mock turtlenecks	5	5	
Coat	1	1	
Ballistic vest w/two carriers	1 / 2	1/2	
Uniform hat w/weather cover and silver snake band	1 / 1 / 1	1/1/1	
Hat badge	1	1	
Winter hat	1	1	
Badges (1 shirt/1 jacket), mourning band	2 / 1 2/1	Badge # [REDACTED]	
Gun belt w/buckle	1 / 1	1/1	
Pant belt	1	1	
Black clip on tie w/tie bar	1 / 1	1/1	
Name tag	1	1	
"Serving Since" pin	1	1	
Shoes/boots	1 Pair	1	#
Duty Gun w/ magazines	1 / 3	S/N: [REDACTED]	
Portable radio w/leather holster	1 / 1	S/N: 579CSM 2764	
Handcuffs w/leather case/keys	1 / 1 / 2	1/1/2	
Leather belt keepers	4	4	
Leather magazine pouch	1	1	
Leather duty gun holster	1	1	
Flashlight w/leather holder and traffic cone	1 / 1 / 1	1/1/1	
Pepper spray w/leather holder	1 / 1	1/1	
ASP with leather holder	1 / 1	1/1	
Taser holster	1	1	
Metal Clipboard	1	1	
Duty Bag	1	1	
Reflective traffic vest	1	1	
Rain jacket	1	1	
Glove pouch	1	1	
Personal Ankle Medical Kit	1	1	
Flag bar pin	1	1	
Copy of Contract	1	1	
Copy of City Handbook	1	1	
Copy of Rules and Regulations	1	1	
City Ordinance book	1	1	
Ballistic Helmet	1	1	
Riot Vest and carrying bag	1 / 1	1/1	
Riot stick	1	1	
Riot gas mask and carrying case	1	1/1	
Receiving Officer's Signature: [REDACTED]			
Issuing Supervisor's Signature: CAPT. JH MATIAS 1317			

ONE SIZE FITS ALL
CITY STICKER 028456

LARGE
CITY STICKER
029064

BASIC ACADEMY

ITEM	AMOUNT	RECEIVED	BACKORDER
Light blue long sleeve Flying Cross shirts w/patches	3	3	
Blue uniform Fechheimer pants	3	3	
Chino/khaki BDU Red Capp pants (from The LAWFT)	2	2	
Blue training gun	1	1	
Ohio Criminal Law Handbook (current edition)	1		
Black leather, plain uniform shoes - no patent leather/corofram	1 Pair	1	
*Black clip on tie	2 total/1 from above	2	
*Sam Browne pant belt	1 total from above	1	
*Leather gun belt w/buckle	1/1 total from above	1/1	
*Holster	1 total from above	1	
*Handcuffs/leather case/keys	1/1/2 total from above	1/1/2	
*Magazine pouch	1 total from above	1	
*Uniform hat/badge	1 total from above for graduation	1/1	✖
Protective vest	1 total from above		
ASP and leather holder	1/1 total from above	1/1	
Receiving Officer's Signature:			
Issuing Supervisor's Signature:			
JERZEY POLO BLUE	2	2	

Cheryl Horne

From: Carolyn Chase
Sent: Wednesday, March 4, 2020 11:20 AM
To: [REDACTED]
Cc: James H. Mathias; Cheryl Horne
Subject: HOLIVAC ANNIVERSARY UPDATE

[REDACTED]

Your holivac anniversary date differs from your other accrual dates due to your previous government employment. Your new anniversary date is [REDACTED]. This is the date that will be used for any increases in holivac accrual and for the enforcement of any accrual balance limits.

Any questions, please ask me or your commanding officer.

Thanks

Carolyn Chase

Payroll, City of Findlay
City Auditor's Office
313 Municipal Building
318 Dorney Plaza
Findlay, OH 45840
(P) 419-424-7118
(Fax) 419-424-7866

WEAK PEOPLE REVENGE. STRONG PEOPLE FORGIVE. INTELLIGENT PEOPLE IGNORE. – Albert Einstein

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Oath of Office

The State of Ohio, Hancock County

City of Findlay

I, [REDACTED] do solemnly swear that I will support the Constitution of the United States, the Constitution of the State of Ohio, and the Ordinances of the City of Findlay and will faithfully, honestly and impartially discharge the duties of Police Officer for the City of Findlay in Hancock County, Ohio.

[REDACTED]

Sworn to before me and signed in my presence
this [REDACTED]


Christina M. Murn, Mayor



Office of the Mayor

Christina M. Muryn

318 Dorney Plaza, Room 310

Findlay, OH 45840

Telephone: 419-424-7137 • Fax: 419-424-7245

www.findlayohio.com

Paul E. Schmelzer, P.E., P.S.
Safety Director

Brian A. Thomas, P.E., P.S.
Service Director

[REDACTED]
[REDACTED]
RE: Police Officer Position,
[REDACTED]

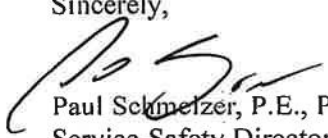
I am pleased to appoint you to the Department. This appointment is contingent upon a physical exam, a drug screen, a psychological test, and a background check, all of which are to be determined.

Pursuant to the present agreement I will serve a probationary period of two years. In this position you will be subject to the Rules & Regulations of the Police Department.

You will be contacted by an Officer/Detective conducting your background to arrange for the necessary paperwork, physical examination, scheduling and training. An Oath of Office Ceremony will be scheduled at a later date with your family and friends invited to attend.

Congratulations and best wishes in your new career. I am sure that you will be an asset to the Findlay Police Department.

Sincerely,


Paul Schmelzer, P.E., P.S.
Service-Safety Director

Please sign and return a copy of this letter to the Chief of Police at 318 Dorney Plaza, Room 116 within 10 days, as acceptance of this offer of employment.
[REDACTED]

XC: Civil Service Commission
Auditor
Employee File
Don Essex

Findlay Police
Department
Physical, a drug
screen, a psych
test, and a back
ground check is to be
determined.

be required to
serve a probationary
period of two years.
In this position you
will be subject to the
Rules & Regulations
of the Police Department.



ACKNOWLEDGEMENT and INFORMATION RELEASE
City of Findlay, Ohio
Findlay Police Department Employee
(Please read thoroughly before signing)



I hereby acknowledge that I, voluntarily and of my own free will, have applied for employment with the City of Findlay, Ohio for the position checked below with the understanding that the City of Findlay may use a variety of screening procedures to evaluate my qualifications and suitability for appointment.

- | | |
|--|---|
| <input checked="" type="checkbox"/> Police Officer | <input type="checkbox"/> Auxiliary Police Officer |
| <input type="checkbox"/> Police Dispatcher | <input type="checkbox"/> Police Records Clerk |
| <input type="checkbox"/> Parking Enforcement Officer | <input type="checkbox"/> Fleet Manager |

I have been advised that these screening procedures may include, but are not limited to, interviews, criminal record checks, driving record checks, polygraph examinations, written testing, reference checks, background investigations, psychological examinations, medical examinations and drug testing. I hereby understand that I would not be required to actually participate in a psychological evaluation, medical examination or drug test until after I have received a conditional offer of employment. I also acknowledge that I may also be subject to other lawful screening procedures, not specifically listed above. I further acknowledge that any such screening procedures, as reasonably required by the City of Findlay, Ohio are a condition of my appointment to a position with the City of Findlay, Ohio.

I further understand that said testing results and findings made in a psychological evaluation are to be made available and given to the office for the Civil Service Commission, who in turn will make said results and findings available to the department head for said department in which applicant is being considered for and to the safety/administrative services department.

In addition, I also hereby understand that the City of Findlay, Ohio cannot guarantee the confidentiality of the results of, or information obtained through, the aforementioned screening procedures. Rulings of the Ohio Supreme Court relative to the Public Records Act indicate that, with certain enumerated exceptions, records maintained by a governmental entity are a matter of public record and, should a proper request be made by a member of the public for such records, the governmental entity would be required to make such records available to that member of the public within a reasonable period of time. Employment – related documents, with the exception of medical treatment records, maintained by the City relative to the aforementioned screening procedures do not appear to fall within any of the enumerated exceptions.

Therefore, in consideration of my employment application being reviewed and considered by the City of Findlay, Ohio, I being at least 18 years of age and under no legal disability on behalf of my heirs and assigns, hereby release and agree to hold harmless, the City of Findlay, Ohio and any of its agents, employees or related officials from any and all liability, whatever the type and nature, resulting from the administration of any such screening procedures and/or the release of the results therefrom.

Signature of Applicant: _____ Date: _____

Signature of Witness: DAK [Signature] #1908 _____ Date: _____

FINDLAY POLICE DEPARTMENT

BACKGROUND INVESTIGATION CHECK LIST

APPLICANT: [REDACTED]

INVESTIGATION # [REDACTED]

POSITION: Police Officer

FIRST CONTACT

- Acknowledgment/Information release
- City of Findlay Employee Health Form
- Employment Contract
- Job Description/Contract
- Homeland Security Form
- Release of Information Waiver
- Handwriting Sampler
- Applicant Questionnaire
- Verify Application Contents
- Military Records Request Form
- Reid Questionnaire
- Record Interview/CD of Interview

HISTORY CHECK

- Driving Record
- Complete Criminal History
- Police
- Sheriff
- Municipal Court
- Common Pleas
- Social Media
- Online Public Record Search

NEIGHBORHOOD CONTACTS

[REDACTED] (Address)

-
-
-
- N/A

DOCUMENTS NEEDED

- High School Transcripts
- College Transcripts
- Military Discharge
- Medical Records (if possible)

LANDLORD CONTACTED

FORMER RESIDENCE

Landlord (if possible)

OTHER

- Home Interview Questionnaire
- References
- John Pochia
- Bo Schmutz
- Larry Curl

EMPLOYMENT HISTORY CONTACTS

PREVIOUS EMPLOYER

- Personnel
- Immediate Supervisor
- Co-Worker

PRESENT EMPLOYER

- Personnel
- Immediate Supervisor
- Co-Worker

NOTATIONS

TRAFFIC CRASH REPORT



CRASH SEVERITY
 3 1 Fatal 3 PDO
 2 Injury 4 Unknown

Private Property HIT / SKIP
 1 Not Hit/Skip
 2 Solved
 3 Unsolved

Photos Taken
 OH-2 OH-3 OH-1P OTHER

Reporting Agency *
HANCOCK COUNTY SHERIFF'S OFFICE

98 Animal Unknown 0 6 1 5 2 0 1 1
 99 Unknown

DAY OF WEEK
 2 0 2 4
W E D

NAME (Of City, Village or Township) *
ARLINGTON

LATITUDE LONGITUDE
 3 2

CRASH Occurred On
 PREFIX CRASH LOCATION TYPE LOC TYPE LOCATION POINT USED
SR 103 **3** 1 NAMED STREET 3 NUMBERED ROUTE
 2 NUMBERED STREET

Local Information
132 UNION ST.

At/Reference
 DIST REFERENCE OR PREFIX REFERENCE REF POINT REFERENCE POINT USED
0 W UNION ST **02** 01 State Line
 02 Intersection 2 Streets
 03 County Line

04 House Number 08 Place Name W/O Reference
 05 Township Boundary 09 Driveway
 06 Mile Post 10 Street Or Route W/O Reference
 07 Corporation Limit

0 1 0 1 NAME (Last, First, Middle)
 ADDRESS (Street, City, State, Zip Code)

HOME PHONE # WORK PHONE #
 0 4 2 1 1 9 9 5 1 6 M

DL State DL # LP State LP # Injured Taken By 1 None 4 Other
 2 EMS 5 Unknown
 3 Police Transported By Injured Taken To

OWNER NAME (If same with SAME) ADDRESS (Street, City, State, Zip Code)

YEAR MAKE MODEL COLOR INSURANCE COMPANY TOWING SERVICE OWNER PHONE #
1 9 9 7 DODGE 1500 WHITE WEBB MAC&BOB

OFFENSE CHARGED OFFENSE DESCRIPTION
4511.20 RECKLESS OPERATION OF VEHICLES 1 8 5 9 5 7

NAME (Last, First, Middle)
 ADDRESS (Street, City, State, Zip Code)

HOME PHONE # WORK PHONE #

DL State DL # LP State LP # Injured Taken By 1 None 4 Other
 2 EMS 5 Unknown
 3 Police Transported By Injured Taken To

OWNER NAME (If same with SAME) ADDRESS (Street, City, State, Zip Code)

YEAR MAKE MODEL COLOR INSURANCE COMPANY TOWING SERVICE OWNER PHONE #

OFFENSE CHARGED OFFENSE DESCRIPTION

NAME (Last, First, Middle) Home Phone #
 ADDRESS (Street, City, State, Zip Code)

Injured Taken By Transported By Injured Taken To
 1 None 4 Other
 2 EMS 5 Unknown
 3 Police

NAME (Last, First, Middle) Home Phone #

ADDRESS (Street, City, State, Zip Code)

Injured Taken By Transported By Injured Taken To
 1 None 4 Other
 2 EMS 5 Unknown
 3 Police

- | | | | | | | |
|---|--|---|---|--|---|--|
| <p>0 1</p> <p>Seating Position</p> <ul style="list-style-type: none"> 01 Front - Left (MC Driver) 02 Front - Middle 03 Front - Right 04 Second - Left (MC Pass) 05 Second - Middle 06 Second - Right 07 Third - Left (MC Passenger/Side Car) 08 Third - Middle 09 Third - Right 10 Sleepers Section of Cab 11 Enclosed Cargo Area 12 Unenclosed Cargo Area 13 Trailing Unit 14 Exterior 15 Other 16 Non-Motorist 17 Unknown | <p>0 4</p> <p>Safety Equipment</p> <p>Motorist</p> <ul style="list-style-type: none"> 01 None Used 02 Shoulder Belt Only 03 Lap Belt Only 04 Shoulder/Lap Belt 05 Child Safety Seat 06 MC Helmet Used 07 Use Unknown <p>Non-Motorist</p> <ul style="list-style-type: none"> 08 None Used 09 Helmet Used 10 Protective Pads 11 Reflective Clothing 12 Lighting 13 Other 14 Unknown | <p>1</p> <p>Air Bag</p> <ul style="list-style-type: none"> 1 Not Deployed 2 Deployed-Front 3 Deployed-Side 4 Deployed Both Front/Side 5 Not Applicable 6 Unknown | <p>4</p> <p>Air Bag Switch</p> <ul style="list-style-type: none"> 1 Not Present 2 In ON Position 3 In OFF Position 4 Unknown | <p>1</p> <p>Ejection</p> <ul style="list-style-type: none"> 1 Not Ejected 2 Totally Ejected 3 Partially Ejected 4 Not Applicable 5 Unknown | <p>1</p> <p>Trapped</p> <ul style="list-style-type: none"> 1 Not Trapped 2 Extracted By Mechanical Means 3 Freed By Non-Mechanical Means 4 Unknown | <p>1</p> <p>Injuries</p> <ul style="list-style-type: none"> 1 No Injury 2 Possible 3 Non-Incapacitating 4 Incapacitating 5 Fatal Injury 6 Unknown |
|---|--|---|---|--|---|--|

Motorist / Non-Motorist

Occupant

Unit Numbers

0 1

Non-Motorist Location

- 01 Marked Crosswalk At Intersection
- 02 Intersection/No Crosswalk
- 03 Non-Intersection Crosswalk
- 04 Driveway Access Crosswalk
- 05 In Roadway
- 06 Not In Roadway
- 07 Median (But Not Shoulder)
- 08 Island
- 09 Shoulder
- 10 Sidewalk
- 11 Within 10 Feet Of Roadway Not Shoulder, Median, Sidewalk, Island
- 12 Beyond 10 Feet Of Roadway (Within Trafficway)
- 13 Outside Trafficway
- 14 Shared Use Paths Or Trails
- 15 Unknown

Type Of Unit

0 7

- MOTORIST**
- 01 Sub-Compact
 - 02 Compact
 - 03 Mid Size
 - 04 Full Size
 - 05 Minivan
 - 06 Sport Utility Vehicle
 - 07 Pickup
 - 08 Panel/Van
 - 09 Single Unit Truck;
 - 2 Axles, 6 Tires
 - 10 Single Unit Truck; 3+ Axles
 - 11 Truck/Trailer
 - 12 Truck/Trailer (Bobtail)
 - 13 Tractor/Trailer
 - 14 Tractor/Double Shot
 - 15 Tractor/Double Long
 - 16 Fifth Wheel Or Converter Dolly
 - 17 Tractor/Trailer
 - 18 Motorcycle
 - 19 Motorized Bicycle
 - 20 School Bus
 - 21 Church Bus
 - 22 Public Bus
 - 23 Other Bus
 - 24 Police Vehicle
 - 25 Fire Truck
 - 26 Ambulance/Rescue
 - 27 Taxi
 - 28 Motor Home
 - 29 Train
 - 30 Farm Vehicle
 - 31 Farm Equipment
 - 32 Snowmobile
 - 33 Construction Equipment
 - 34 All Others
- NON-MOTORIST**
- 35 Animal W/Bugger
 - 36 Animal W/Buggy
 - 37 Bicycle
 - 38 Pedestrian
 - 39 Pedalcyclist
 - 40 Blaster
 - 41 Other-Non Motorist
 - 42 Unknown

In Emergency Response

1

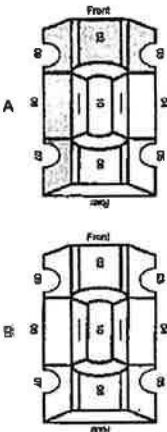
- 1 No
- 2 Yes
- 3 Unknown

Damage Scale

5

- 1 None
- 2 Non-Functional Damage
- 3 Functional Damage
- 4 Debilitating Damage
- 5 Severe
- 6 Unknown

Damage Area



Most Damaged Area

- 01 None
- 02 Center Front
- 03 Right Front
- 04 Right Side
- 05 Right Rear
- 06 Minivan
- 07 Left Rear
- 08 Left Side
- 09 Left Front
- 10 Top And Windows
- 11 Undercarriage
- 12 Load Trailer
- 13 Total (All Areas)
- 14 Other
- 15 Unknown

Point Of Impact

- 0 7
- 01 None
 - 02 Center Front
 - 03 Right Front
 - 04 Right Side
 - 05 Right Rear
 - 06 Rear Center
 - 07 Left Rear
 - 08 Left Side
 - 09 Left Front
 - 10 Top And Windows
 - 11 Undercarriage
 - 12 Load Trailer
 - 13 Total (All Areas)
 - 14 Other
 - 15 Unknown

Action

- 3
- 1 Non-Contact
 - 2 Non-Collision
 - 3 Striking
 - 4 Struck
 - 5 Both Striking And Struck
 - 6 Unknown

Striking Vehicle: Override / Underide

- 1
- 1 No Underide Or Override
 - 2 Underide, Compartment Intrusion
 - 3 Underide, No Compartment Intrusion
 - 4 Underide, Compartment Intrusion Unknown
 - 5 Override, Motor Vehicle In Transport
 - 6 Override, Other Vehicle
 - 7 Unknown

Pre-Crash Actions

0 1

- MOTORIST**
- 01 Movements Essentially Straight Ahead
 - 02 Backing
 - 03 Changing Lane
 - 04 Overtaking/Passing
 - 05 Turning Right
 - 06 Turning Left
 - 07 Making U-Turn
 - 08 Entering Traffic Lane
 - 09 Leaving Traffic Lane
 - 10 Parked
 - 11 Slowing/Stopped In Traffic
 - 12 Driverless
 - 13 Other
 - 14 Unknown
- NON-MOTORIST**
- 15 Entering/Crossing In Specified Location
 - 16 Walking, Running, Jogging, Playing, Cycling
 - 17 Working
 - 18 Pushing Vehicle
 - 19 Approaching/Leaving Vehicle
 - 20 Playing/Working On Vehicle
 - 21 Standing
 - 22 Other
 - 23 Unknown

Contributing Circumstances

- 1 5
- MOTORIST**
- 01 None
 - 02 Failure To Yield
 - 03 Ran Red Light, Or Stop Sign
 - 04 Exceeded Speed Limit
 - 05 Unsafe Speed
 - 06 Improper Turn
 - 07 Left Of Center
 - 08 Followed Too Close/ACDA
 - 09 Improper Lane Change/Drive Off Road/Improper Passing
 - 10 Improper Backing
 - 11 Improper Start From Parked Position
 - 12 Stopped Or Parked Illegally
 - 13 Operating Vehicle In Erratic, Reckless, Careless, Negligent Or Aggressive Manner
 - 14 Swerving To Avoid (Due To Wind, Slippery Surface, Vehicle, Object, Non-Motorist In Roadway, Etc)
 - 15 Failure To Control
 - 16 Vision Obstruction
 - 17 Driver Inattentive
 - 18 Fatigue/Asleep
 - 19 Operating Defective Equipment
 - 20 Load Shifting, Falling, Slipping
 - 21 Other Improper Action
 - 22 Unknown
- Non-Motorist**
- 23 None
 - 24 Improper Crossing
 - 25 Daring
 - 26 Lying And/Or Illegally In Roadway
 - 27 Failure To Yield Right Of Way
 - 28 Not Visible (Dark Clothing)
 - 29 Inattentive
 - 30 Failure To Obey Traffic Signs, Signals, Or Officer
 - 31 Wrong Side Of The Road
 - 32 Other
 - 33 Unknown

Vehicle Defect Code Only If '19' Selected Above

- 01 Turn Signals
- 02 Head Lamps
- 03 Tail Lamps
- 04 Brakes
- 05 Steering
- 06 Tire Blowout
- 07 Worn Or Blinked Tires
- 08 Trailer Equipment Defective
- 09 Motor Trouble
- 10 Disabled From Prior Crash
- 11 Other Defects

Sequence Of Events

0 8
3 7
4 5
4 5

- Non-Collision**
- 01 Overtaken/Rollover
 - 02 Fire/Explosion
 - 03 Immersion
 - 04 Jackknife
 - 05 Cargo/Equipment Loss/Shift
 - 06 Equipment Failure
 - 07 Separation Of Units
 - 08 Ran Off Road Right
 - 09 Ran Off Road Left
 - 10 Cross Median/Centerline
 - 11 Downhill Runaway
 - 12 Other Non-Collision
 - 13 Unknown Non-Collision
- Collision W/Person, Vehicle Or Object Not Fixed**
- 14 Pedestrian
 - 15 Pedalcyclist
 - 16 Railway Vehicle
 - 17 Animal - Farm
 - 18 Animal - Deer
 - 19 Animal - Other
 - 20 Motor Vehicle In Transport
 - 21 Parked Motor Vehicle
 - 22 Work Zone Maintenance Equipment
 - 23 Other Movable Object
 - 24 Unknown Movable Object
- Collision With Fixed Object**
- 25 Impact Attenuator/Crash Cushion
 - 26 Bridge Overhead Structure
 - 27 Bridge Pier Or Abutment
 - 28 Bridge Ramp
 - 29 Bridge Rail
 - 30 Guardrail End
 - 31 Guardrail Face
 - 32 Median Barrier
 - 33 Highway Traffic Sign Post
 - 34 Overhead Sign Post
 - 35 Light/Luminaries Support
 - 36 Utility Pole
 - 37 Other Post, Pole Or Support
 - 38 Culvert
 - 39 Curb
 - 40 Ditch
 - 41 Embankment
 - 42 Fence
 - 43 Mailbox
 - 44 Tree
 - 45 Other Fixed Object
 - 46 Work Zone Maintenance Equipment
 - 47 Unknown Fixed Object
 - 48 Other
 - 49 Unknown

First Harmful Event

- 1
- Of The Sequence Of Events - Which One Is The First Harmful Event (1-4)
- Most Harmful Event**
- 3
- Of The Sequence Of Events - Which One Is The Most Harmful Event (1-4)

Speed Detected

- 2
- 1 Stated
 - 2 Estimated Speed

Speed

1 5

Posted Speed

2 5
Traffic Control
0 2

- 01 No Controls
- 02 Stop Sign
- 03 Yield Sign
- 04 Traffic Signal
- 05 Traffic Flashers
- 06 School Zone
- 07 Railroad Crossbuck
- 08 Railroad Flashers
- 09 Railroad Gates
- 10 Construction Barricade
- 11 Police Officer
- 12 Pavement Markings
- 13 Crosswalk Lines
- 14 Walk/Don't Walk Signal
- 15 Traffic Control Device Inoperative, Missing, Obscured
- 16 Other

Direction

- 2 4
- 1 North
 - 2 South
 - 3 East
 - 4 West
 - 5 Northeast
 - 6 Northwest
 - 7 Southeast
 - 8 Southwest
 - 9 Unknown

Condition

- 1
- 1 Apparently Normal
 - 2 Physical Impairment
 - 3 Emotional
 - 4 Illness
 - 5 Fall Asleep, Fainted, Fatigued, Etc
 - 6 Under The Influence Of Medications/Drugs/Alcohol
 - 7 Other
 - 8 Unknown

Alcohol/Drug Suspected

- 1
- 1 None
 - 2 Yes - Alcohol Suspected
 - 3 Yes - HSD Not Impaired
 - 4 Yes - Drugs Suspected
 - 5 Yes - Alcohol/Drugs Suspected
 - 6 Unknown

Alcohol Test Status

- 1
- 1 None
 - 2 Test Refused
 - 3 Test Given, Contaminated Sample/Unusable
 - 4 Test Given, Results Known
 - 5 Test Given, Results Unknown
 - 6 Unknown

Alcohol Test Type

- 1
- 1 None
 - 4 Breath
 - 2 Blood
 - 5 Other
 - 3 Urine

Alcohol Test Result

- 1 None
- 2 Blood
- 3 Urine

Drug Test Status

- 1
- 1 None
 - 2 Test Refused
 - 3 Test Given, Contaminated Sample/Unusable
 - 4 Test Given, Results Known
 - 5 Test Given, Results Unknown
 - 6 Unknown
- Drug Test Type**
- 1
- 1 None
 - 2 Blood
 - 3 Urine
 - 4 Other

Drug Test 1 & 2 Result

- 1 1
- 1 None
 - 2 Marijuana
 - 3 Cocaine
 - 4 Opiate
 - 5 Amphetamines
 - 6 PCP
 - 7 Other
 - 8 Unknown At Time Of Reporting

Type Of Intersection

- 0 1
- 01 Not An Intersection
 - 02 Four-Way Intersection
 - 03 T-Intersection
 - 04 Y-Intersection
 - 05 Traffic Circle/Roundabout
 - 06 Five-Point Or More
 - 07 On Ramp
 - 08 Off Ramp
 - 09 Crossover
 - 10 Driveway/Access
 - 11 Railway Grade Crossing
 - 12 Shared-Use Paths Or Trails
 - 13 Unknown

Occurrences

- 6
- 1 On Roadway
 - 2 On Shoulder
 - 3 In Median
 - 4 On Roadside
 - 5 On Goro
 - 6 Outside Trafficway
 - 7 Unknown

Road Contour

- 1
- 1 Straight Level
 - 2 Straight Grade
 - 3 Curve Level
 - 4 Curve Grade

Road Conditions

- 0 2
- 01 Dry
 - 02 Wet
 - 03 Snow
 - 04 Ice
 - 05 Sand, Mud, Dirt, Oil, Gravel
 - 06 Water (Standing, Moving)
 - 07 Slush
 - 08 Debris**
 - 09 Ruts, Holes, Bumps, Uneven Pavement**
 - 10 Other
 - 11 Unknown

**Secondary Road Conditions Only

Narrative

Unit 1 was stopped for a stop sign, began to power brake his truck. When he left off the brake he lost control and his truck began to fish tail and struck sign and came to rest partially in a barn.

<p>Manner Of Collision Or Impact</p> <p>1</p> <p>1 Not Collision Between Two Vehicles Transport 2 Rear-End 3 Head-On 4 Rear-To-Rear 5 Backing 6 Angle 7 Sideswipe, Same Direction 8 Sideswipe, Opposite Direction 9 Unknown</p>		<p>School Bus Related</p> <p>1</p> <p>1 No 2 Yes, Directly Involved 3 Yes, Indirectly Involved 4 Unknown</p>		<p>Diagram</p>	
<p>Weather</p> <p>0 1</p> <p>01 Clear 02 Cloudy 03 Fog, Smog, Smoke 04 Rain 05 Sleet, Hail (Freezing Rain Drizzle) 06 Snow 07 Severe Crosswinds 08 Blowing Sand, Soil, Dirt, Snow 09 Other 10 Unknown</p>		<p>Work Zone Related</p> <p>1</p> <p>1 No 2 Yes 3 Unknown</p>		<p>Type Of Work Zone</p> <p>1 Lane Closure 2 Lane Shift/Crossover 3 Work On Shoulder Or Median 4 Intermittent/Moving Work 5 Other</p>	
<p>Light Conditions</p> <p>3</p> <p>1 Daylight 2 Dawn 3 Dusk 4 Dark - Lighted Roadway 5 Dark - Not Lighted 6 Dark - Unknown Lighting 7 Glare 8 Other 9 Unknown</p>		<p>Location Of Crash In Work Zone</p> <p>1 Lane Closure 2 Lane Shift/Crossover 3 Work On Shoulder Or Median 4 Intermittent/Moving Work 5 Other</p>		<p>Workers Present</p> <p>1 No 2 Yes 3 Unknown</p>	

<p>Truck/Bus</p> <p>The Crash INVOLVED One Or More Of The Following: A Truck (Motor Vehicle) With A GVWR More Than 10,000 Pounds; Or A Truck (Motor Vehicle) With Hazardous Materials Placard; Or A Bus Designed For At Least 8 Persons, Including Driver.</p>		<p>The Crash RESULTED In One Or More Of The Following: A Fatality; Or An Injury Requiring Transportation For Immediate Medical Treatment; Or At Least One Vehicle Was Towed Due To Disabling Damage Or Required Intervening Assistance Before Proceeding Under Its Own Power.</p>	
<p>Company (From Shipping Papers)</p>		<p>Company Phone</p>	
<p>Address (Street, City, St, Zip Code)</p>			

US DOT	ICCMC	PUCO	Trailer LP St	Trailer LP Year	Trailer LP #		
Cargo Body Type	01 Not Applicable 02 Bus (9-15 Including Driver) 03 Van/Enclosed Box 04 Grain/Chips/Gravel	05 Pole 06 Cargo Tank 07 Flatbed 08 Dump	09 Concrete Mixer 10 Auto Transporter 11 Garbage/Refuse 12 Other 13 Unknown	Weight (GVWR) 1 Less/Equal 10,000 2 10,001 - 26,000 3 More Than 26,000	CDL Class 1 Class A 2 Class B 3 Class C 4 Class M 5 Class D	Hazardous Materials Placard 1 No 2 Yes 3 Unknown	Hazardous Materials Released 1 No 2 Yes 3 Not Applicable 4 Unknown

Police Action

Dispatch: 0 6 1 5 2 0 1 1 2 0 2 4 2 0 2 6 Arrived: 2 0 2 7 Cleared: 2 1 4 4 Other: 7 8

Officer's Name * **MCGUIRE, MICHAEL R** Checked By **GILLEY, WILLIAM M** Date Report Filed * 0 6 1 6 2 0 1 1

Report Taken By 1 1 Police Agency Report Taken At 1 1 Scene
2 Motorist 2 Station
3 Other

NARRATIVE SUPPLEMENT

CRASH LOCATION

103

CRASH #

AGENCY

HANCOCK COUNTY SHERIFF'S OFFICE

CRASH DATE TIME

06-15-2011 20:24

Unit 1 had just left a residents on Union St. In Arlington, Ohio. Unit 1 stopped for a posted stop sign for Unit St. and E. Main Cross. The driver of Unit 1 began to power break his vehicle by spinning his tires, this being done by applying the brakes and accelerating with the gas peddle.

The driver of Unit 1 then left off the brake to fast and lost control of his 1999 Dodge Ram 1500. The truck began to fish tail leaving the north side of E. Main Cross running over a JCT 68 sign just missing a small tree. Vehicle continued on crashing into a barn and wedging between the barn and house. The truck had to be pulled from the barn and house by a wrecker.

The driver [REDACTED] of age had just left his girlfriends house which is two house from the intersection of Union St. and E. Main Cross. When I asked if he was kinda showing off he knoded his head yes.

[REDACTED] was then issued a citation for Reckless Operation of Vehicles ORC: 5411.20

Owner of the property is a Wayne A. Frantz, 132 Union St. Arlington, Ohio.
Insurance info....Hosler-Corbin
Contact # [REDACTED]

REPORTING OFFICER

BADGE NO.

DATE

APPROVING OFFICER

BADGE NO.

DATE

INVESTIGATIVE NARRATIVE OF

[REDACTED]

HANCOCK COUNTY SHERIFF'S OFFICE EMPLOYMENT BACKGROUND INVESTIGATION

On Thursday 10-5-2017 Captain Treece provided me with the application packet for [REDACTED] and requested I conduct a background investigation for employment purposes. I reviewed the packet and located the following items.

- Notes from an initial interview.
- A completed application for employment.
- A signed waiver to release information form witnessed by Captain Treece.
- A resume.
- An OHLEG Printout.

I checked [REDACTED] through OLLEISN and found no records. I checked [REDACTED] through HCSO records and found two involvements. One involvement was a speeding citation and the second was a property damage crash in 2011 where it was discovered [REDACTED] was doing a "burnout" to impress his girlfriend and lost control of his vehicle and struck a building. [REDACTED] was issued a citation for reckless operation. I checked [REDACTED] social media profiles and found nothing of note. I also conducted an Internet search of [REDACTED] and did not locate anything of concern. [REDACTED]

On Wednesday 10-11-2017 at 1445 hrs I attempted telephone contact with [REDACTED] I did not receive an answer and recorded a voice message requesting a call back.

At 1530 hrs I received a return call from [REDACTED] and the home interview was scheduled for Tuesday 10-17-2017 at 1030 hrs.

On Tuesday 10-17-2017 at 1030 hrs I went to [REDACTED] and made contact with [REDACTED] Upon my arrival I found the residence to be a [REDACTED] on the [REDACTED] side of the road. The interior of the home was cluttered and dated but not dirty. [REDACTED] informed me the house belonged to his parents and he had lived with them at the residence for most of his life. [REDACTED] advised he [REDACTED] When I questioned [REDACTED] about this he [REDACTED] admitted he occasionally drank alcoholic beverages and estimated he did so twice a month on a social basis. [REDACTED] stated he dabbled in body building and drinking alcohol made that tougher for him. [REDACTED]

stated he was active in the community and advised he helps with the Arlington Reverse raffle and volunteers at the Arlington Fest. [REDACTED] stated he also helped with church clean up but it had been about a year since he had done so. [REDACTED] thought he was a good communicator who was willing to speak his mind but was also willing to ask for help if he needed it. [REDACTED] described his lack of organization as one of his weak points. [REDACTED] stated he was still active in the [REDACTED] [REDACTED] Nothing else of particular note was discussed during the interview.

On Thursday 10-19-2017 at 1016 hrs I attempted telephone contact with [REDACTED] current employer Securitas. I was eventually transferred to the voice mail box of Human Resource Specialist Daniel Welch where I left a recorded message requesting a call back.

At 1020 hrs I attempted telephone contact with [REDACTED] presumably [REDACTED] father and current employer with [REDACTED] I did not receive an answer and recorded a voice message requesting a call back.

At 1022 hrs I attempted telephone contact with personal reference Bo Schmutz. I did not receive an answer and recorded a voice message requesting a call back.

At 1024 hrs I attempted telephone contact with personal reference Rob Bruni. The number provided belonged to Rob's wife who provided me with a correct number. At 1025 hrs I attempted Rob at the new number and did not receive an answer. A recorded message was left requesting a call back.

At 1030 hrs I was able to make contact with Bo Schmutz and we discussed his relationship with [REDACTED] Bo advised he had known [REDACTED] since he was born and told me [REDACTED] was his [REDACTED] Bo advised that he did not know [REDACTED] very well on a personal level but sees him on the holidays. Bo advised he is an investigator with the Ohio State Highway Patrol (OSHP) and he and [REDACTED] have spoken more frequently recent years as [REDACTED] has developed an interest in a law enforcement career. Bo told me [REDACTED] grew up on a farm and was a dependable hard worker. I asked about drug and alcohol use with [REDACTED] Bo informed me he knew there was something there but was unsure as to what. Bo mentioned something had surfaced during [REDACTED] polygraph examination when he applied with the OSHP but he was not sure of the details. Bo told me [REDACTED] was a low key person who used common sense when dealing with stressful situations. Bo stated [REDACTED] grandfather put a lot of pressure on him growing up and he felt [REDACTED] would be able to deal with stressful situations. Bo thought of [REDACTED] as a leader who would not be easily influenced by others. Bo informed me he knew [REDACTED] had applied for several positions around the state and knew he was high on the civil service list for the City of Bexley. Bo stated he knew the patrol had turned [REDACTED] down but he thought he was a really good kid and would be a good deputy.

At 1300 hrs I went to [REDACTED] and spoke with [REDACTED] neighbors Larry and Jo Ann Brauneller. I was informed they had known [REDACTED] since he was a toddler but only in passing as neighbors. [REDACTED] was described as friendly and easy to get along with. The Braunellers are an elderly couple and they informed me [REDACTED] has stopped by to check on them and offered help in the past. I was informed they liked having [REDACTED] as a neighbor and they would feel comfortable

calling on him for aid if he were employed by our office. Neither Larry nor Lu Ann could think of a reason [REDACTED] should not be employed with our office.

On Friday 10-20-2017 at 0915 hrs I made telephone contact with Rob Bruni and we discussed [REDACTED] Rob informed me he had known [REDACTED] for over 20 years and advised he and his wife were family friends of [REDACTED] parents. Rob described [REDACTED] as a good easy going kid who was dependable and responsible. Rob advised [REDACTED] came from a good family and stays pretty busy with work and school activities taking up most of his time. Rob told me [REDACTED] as wanted a career in law enforcement for some time and he thought could be molded into a leader. Rob stated [REDACTED] will listen to other's opinions but can't be easily influenced. Rob described [REDACTED] as having direction and being goal oriented and thought his only weakness was a lack of experience. Rob told me [REDACTED] is a good guy from a good family and would be an asset to the sheriff's office.

At 0933 hrs I attempted telephone contact with personal reference Joel Radabagh. I did not receive an answer and recorded a voice message requesting a call back.

At 1015 hrs I received a call back from Julie with marathon petroleum regarding [REDACTED] employment with Securitas. I was informed company policy prohibited them from disclosing anything regarding [REDACTED] employment over the phone. I was further informed all work verification requested was handled by a third party vendor called The Work Number. From previous investigation I knew this to be a subscriber based operation that would only confirm dates of employment. A decision was made several years ago by command staff to not pay for this subscription thus no further investigation into [REDACTED] employment will be made.

At 1345 hrs I made telephone contact with Joel Radabagh and we discussed [REDACTED] Joel advised he had known [REDACTED] for about ten years and was familiar with him through the work force. Joel advised he is a subcontractor for construction work and often is on job sites with [REDACTED] and [REDACTED] Joel also advised [REDACTED] has done some work for him in the past as well. Joel told me [REDACTED] gets along well with others and is punctual and able to work without close supervision. Joel described [REDACTED] as a fine young man who carries himself well. Joel was not aware of any drug, alcohol or family problems and told me [REDACTED] was an easy going laid back young man. Joel told me he thought [REDACTED] would be able to handle stressful situations and gave working for [REDACTED] as an example. Joel informed me [REDACTED] can be a bit of a screamer on a job site and [REDACTED] is able to handle that in an effective manner. Joel thought of [REDACTED] as a leader who would not be easily influenced by others. When asked about [REDACTED] strengths Joel told me he was a young man who carries himself well and has a good head on his shoulders. When I asked Joel about any weaknesses [REDACTED] possessed he told me he can be messy and doesn't always clean up well. Joel told me he thought [REDACTED] would be pretty good at dealing with inmates and would do well as a corrections officer.

On Tuesday 10-24-2017 I attempted contact with [REDACTED] a second time. I did not receive an answer and recorded a second voice message requesting a call back. At this time it appears unlikely I will receive a call back from the company prior to closing the investigation. If a call is received I will speak with [REDACTED] and pass along any pertinent information to command staff.

In conclusion the only items of concern are [REDACTED] and his disqualification from the hiring process of OHSP. From previous conversations and experience dealing with OHSP I find it is likely [REDACTED] was disqualified for his [REDACTED] or he was dishonest with them about it. While [REDACTED] did admit to [REDACTED] [REDACTED] and he did not attempt to deceive me or hide the fact. Nothing else of note was located in [REDACTED] background that would prevent him from being employed with this office.

Detective Sergeant Jason Seem



26MAY2018

Lieutenant Hartman,

I am writing you to inform you I am putting in my two weeks resignation. My current [REDACTED] are looking at being extended through the end of [REDACTED]. I also am looking at being made the [REDACTED]. [REDACTED] In looking at this I decided it would be in my best interest to part ways with the Sheriff's Office. In accordance with my scheduled days off and [REDACTED] this shall be my last working weekend, 26MAY2018-27MAY2018, but I shall note that my official last day will be 09JUNE2018. Thank you for your time and attention in this matter.



received
5/29/18 @ 0800
[Signature]

HANCOCK COUNTY SHERIFF'S OFFICE
INTEROFFICE MEMORANDUM

DATE: 05/3018

TO: Corrections [REDACTED]

MEMO# [REDACTED]

FROM: Sheriff M. Heldman

REF: Resignation

I would like to acknowledge receipt of your resignation from the Hancock County Sheriff's Office as a Corrections Officer.

I wish you the best with your future endeavors.

CC: Personnel file

On 1-12-18, I spoke with [REDACTED] concerning some issues that were brought to me by FTO C176 Keller. C176 Keller advised me that [REDACTED] was using the computer to search the internet for information concerning pins for [REDACTED]. On more than one occasion [REDACTED] was being advised concerning details of his duties and made comments along the lines of having more important things to learn. Implying that what FTO C176 Keller was wanting him to learn was not important. He has made comments about how important he is outside of the jail—in [REDACTED] and in respect to his other job.

I spoke to him concerning these issues. We discussed the computer agreement he signed and how that applies to what he was looking at on the internet. He asked if [REDACTED] falls under work. I advised him that it did not. We discussed the fact that he is here to learn and his FTO's are training him on what is important to know. I advised him that I appreciate and respect the fact that he is [REDACTED] and thank him for the same. But while he is here [REDACTED] other job, and whatever else is happening outside of work, does not matter. I reminded him that he is the lowest ranking and lowest senior officer at this time and that he is here to learn. I also advised him that if he wants to pursue another job that it must be approved by the Sheriff. I reminded him that he had already read this in the Personnel Policy and Procedure. I advised him that I would help get him the forms he needs to complete but that he must get his secondary job approved by the Sheriff.

[REDACTED] appeared very receptive to everything I talked to him about. He apologized for using the computer and advised he would not do it again. He appeared to understand the point I was making concerning his outside work affecting his job performance here. He advised that he would complete the needed form and talk to the Sheriff about his other job.

1-17-18 A18

On 5-2-18, I spoke with [REDACTED] in reference to his [REDACTED] and had not got back with me to let me know if [REDACTED] were changing or not. Throughout this entire thing, [REDACTED] communication was less than desirable.

When I spoke with him, he stated that he would be back on the 5-3-18 at 2030 hours, in Detroit. He expressed his concern about having to work at 0000 hours on 5-4-18. I told him that he never mentioned that to me before. I advised him that he would not have to work his shift 0000-0800 hours on 5-4-18, but he would have to be at his CPR training from 0800-1200 hours on 5-4-18. I told him that even [REDACTED] I was working with him. He attempted to get me to accept his current CPR certificate from [REDACTED] and I told him that he still must attend ours. He stated that he would be there for our training.


On 5-3-18, I received an email sent from [REDACTED] on 5-2-18. The email was blank, but contained [REDACTED] I assumed that [REDACTED] went and [REDACTED] to cover his shift on [REDACTED]

On 5-4-18, I was at CPR training and [REDACTED] did not show. On 5-5-18, I was informed that [REDACTED] did not show for his shift from 0000-0800 hours.

On 5-7-18, I received an email sent from [REDACTED] that was sent 5-6-18. In the email he states that he left later than expected and did not arrive back here until 5-4-18. I then requested that he supply me with his plane tickets. He complied and I did receive those tickets and verified that was true.

I later spoke with [REDACTED] on the phone. I advised him that he is required to communicate with me about his leave. I must know before the dates of his leave that he will not be here. I must also have [REDACTED] did not seem to grasp what I was telling him. He stated that he sent me [REDACTED] before the date. I advised him that is correct, but [REDACTED] just had a date. [REDACTED] for his shift on 5-5-18. I told him that he must communicate with me and that there are repercussions if he does not properly do that. [REDACTED] did not seem to fully understand, but he was told.

END REPORT


Lt. Hartman



CITY of FINDLAY POLICE DEPARTMENT FINDLAY, OH 45840



Phone: 419-424-7194

Fax: 419-424-7891

Reimbursement Agreement

Whereas, the Findlay Police Department will incur substantial expenses in training for the undersigned applicant to become a police officer with the City of Findlay; and

Whereas, said expenses can only be recovered through the services of the applicant with the Findlay Police Department after completion of training; and

Whereas, the Findlay Police Department will suffer substantial damages if the undersigned applicant should leave the department at any time within the next four (4) years (48 months) from the date of employment.

Now, therefore, it is hereby agreed between the Findlay Police Department and the undersigned applicant as follows:

1. Reimbursement obligation- I, [REDACTED] Hereinafter, "the applicant", in consideration of the agreement with the Findlay Police Department hereinafter referred to as the "agency", to provide me with formal police training to be followed upon successful completion thereof by a period of field training under the supervision of a Findlay Police Training Officer(s), do hereby agree that in the event my employment with the agency ceases due to any cause, other than termination as defined below, within four (4) years (48 months) from commencement of employment, I will reimburse the agency for training and equipment expenses incurred in connection with my employment as a police officer in accordance with the prorated amount listed in item 3 below.

Estimated cost not-to-exceed: \$12,000⁰⁰

2. Termination shall be defined as used in this agreement shall mean any discontinuance of employment of the applicant from the agency that is initiated by the agency.

3. Expenses incurred for reimbursement obligation. If any employee voluntarily terminates employment with the City of Findlay Police Department prior to completing two (2) years (24 months) of service following their date of hire, the employee shall reimburse the City of Findlay one hundred percent (100 %) of the amount of training and equipment costs paid by the City of Findlay. If any employee voluntarily terminates employment after completing two (2) years (24 months) but less than three (3) years (36 months) of service following their date of hire, the employee shall reimburse the City of Findlay fifty percent (50%) of the amount of training and equipment costs paid by the City of Findlay. If any employee voluntarily terminates employment with the City of Findlay after completing three (3) years (36 months) but less than four (4) years (48 months) of service following their date of hire, the employee shall reimburse the City of Findlay twenty-five percent (25%) of the amount of training and equipment costs provided by the City of Findlay. Reimbursement shall be made by the employee, within six (6) months of separation. After four (4) years (48 months) of service following their date of hire there shall be no reimbursement for training and equipment costs. The City of Findlay will inform employee of the amount due within three (3) work days of being notified of voluntary separation. The employee will be responsible for payment in full within six (6) months of separation date unless other arrangements are made with management. A thirty (30) day notification will be sent to the last known address of former employee. A second notice will be sent three (3) months after separation date. If payment is not received in full by six months after initial notification, the matter will be turned over to the City of Findlay Director for collection.

Applicant Signature/Date

State of Ohio, County of Warren

The foregoing instrument was acknowledged before me this

[Signature]
Notary Signature

[REDACTED] by [REDACTED]
My Commission Expires 7/25/20



CITY OF FINDLAY

POLICE DEPARTMENT

Findlay, OH 45840

Phone: 419-424-7194
Fax: 419-424-7891

APPLICANT'S REQUEST/WAIVER TO RELEASE INFORMATION

I hereby authorize and request all persons to whom this request (original or reproduction) is presented, having information relating to or concerning me, to furnish such information to a duly appointed officer of the Findlay Police Department.

I am aware that this information may be of a personal nature and may otherwise be protected from disclosure by my constitutional, statutory or common-law privileges. I hereby expressly waive all privileges which may attach to such communication or disclosure and release all persons, firms and corporations from all claims, of any nature, as a result of said communication or disclosure.

Information to be disclosed:

- Medical records
- Mental records
- Financial records/Credit report
- Criminal history check
- Educational records
- Organizational memberships
- Past/present employment records
- *Any background material/information relevant to reputation and/or moral character

*These records will be retained on file in the Findlay, Ohio Police Department Personnel Branch.

Signature of applicant waiving rights of
information

Date

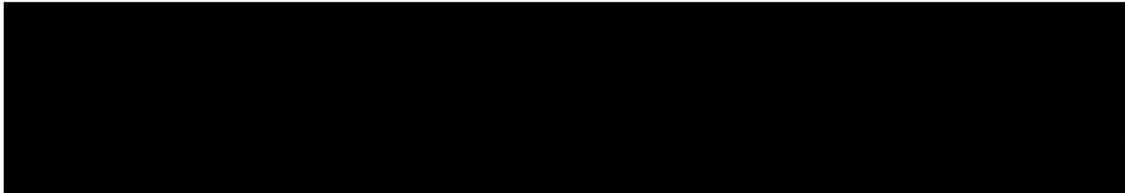
HANDWRITING

Prospective Employee Handwriting Exemplar

Please copy the following paragraph in your own handwriting.

Our London business is good, but Vienna and Berlin are quite quiet. Mr. D. Lloyd has gone to Switzerland and I hope for good news. He will be there for a week, at 1496 Zermot St., and then goes to Turin and Rome, and will join Col. Parry, and arrive at Athens, Greece, Nov. 27th or Dec. 2nd. Letters there should be addressed: King James Blvd. 3580. We expect Chas. E. Fuller, Tuesday, Dr. L. McQuaid and Robt. Unger, Esq. Left on "Y.X." Express tonight.

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PUBLIC EMPLOYMENT

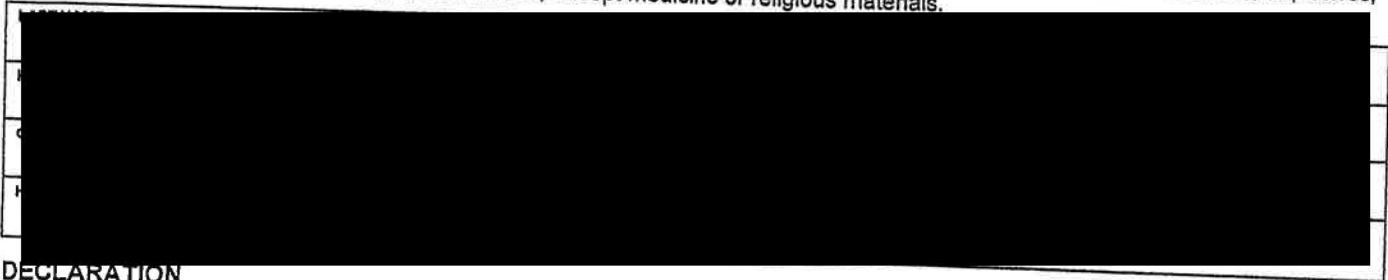
In accordance with section 2909.34 of the Ohio Revised Code

DECLARATION REGARDING MATERIAL ASSISTANCE/NO ASSISTANCE TO A TERRORIST ORGANIZATION

This form serves as a declaration of the provision of material assistance to a terrorist organization or organization that supports terrorism as identified by the U.S. Department of State Terrorist Exclusion List (see the Ohio Homeland Security Division Web site for the Terrorist Exclusion List).

Any answer of "yes" to any question, or the failure to answer "no" to any question on this declaration shall serve as a disclosure that material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List has been provided. Failure to disclose the provision of material assistance to such an organization or knowingly making false statements regarding material assistance to such an organization is a felony of the fifth degree.

For the purposes of this declaration, "material support or resources" means currency, payment instruments, other financial securities, funds, transfer of funds, and financial services that are in excess of one hundred dollars, as well as communications, lodging, training, safe houses, false documentation or identification, communications equipment, facilities, weapons, lethal substances, explosives, personnel, transportation, and other physical assets, except medicine or religious materials.



DECLARATION

In accordance with section 2909.32 (A)(2)(b) of the Ohio Revised Code

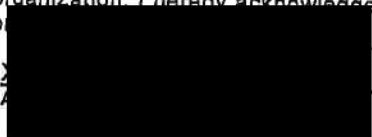
For each question, indicate either "yes," or "no" in the space provided. Responses must be truthful to the best of your knowledge.

1. Are you a member of an organization on the U.S. Department of State Terrorist Exclusion List? Yes No
2. Have you used any position of prominence you have with any country to persuade others to support an organization on the U.S. Department of State Terrorist Exclusion List? Yes No
3. Have you knowingly solicited funds or other things of value for an organization on the U.S. Department of State Terrorist Exclusion List? Yes No
4. Have you solicited any individual for membership in an organization on the U.S. Department of State Terrorist Exclusion List? Yes No
5. Have you committed an act that you know, or reasonably should have known, affords "material support or resources" to an organization on the U.S. Department of State Terrorist Exclusion List? Yes No
6. Have you hired or compensated a person you knew to be a member of an organization on the U.S. Department of State Terrorist Exclusion List, or a person you knew to be engaged in planning, assisting, or carrying out an act of terrorism? Yes No

In the event of a denial of licensure due to a positive indication that material assistance has been provided to a terrorist organization, or an organization that supports terrorism as identified by the U.S. Department of State Terrorist Exclusion List, a review of the denial may be requested. The request must be sent to the Ohio Department of Public Safety's Division of Homeland Security. The request forms and instructions for filing can be found on the Ohio Homeland Security Division Web site.

CERTIFICATION

I hereby certify that the answers I have made to all of the questions on this declaration are true to the best of my knowledge. I understand that if this declaration is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this declaration. I understand that failure to disclose the provision of material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List, or knowingly making false statements regarding material assistance to such an organization is a felony of the fifth degree. I understand that any answer of "yes" to any question, or the failure to answer "no" to any question on this declaration shall serve as a disclosure that material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List has been provided by myself or my organization. If I am signing this on behalf of a company, business or organization, I hereby acknowledge that I have the authority to make this certification on behalf of the company, business or organization.



DATE

READ BEFORE COMPLETING YOUR DMA FORM

Forms not conforming to the specifications listed below or not submitted to the appropriate agency or office will not be processed.

- To complete this form, you will need a copy of the Terrorist Exclusion List for reference. The Terrorist Exclusion List can be found on the Ohio Homeland Security Web site at the following address:

<http://www.homelandsecurity.ohio.gov/dma.asp>

- Be sure you have the correct DMA form. If you are applying for a state issued license, permit, certification or registration, the "State Issued License" DMA form must be completed (HLS 0036). If you are applying for employment with a government entity, the "Public Employment" DMA form must be completed (HLS 0037). If you are obtaining a contract to conduct business with or receive funding from a government entity, the "Government Business and Funding Contracts" DMA form must be completed (HLS 0038). The Pre-certification form (HLS 0035) should only be completed if you are specifically instructed to do so by the agency or office requesting the form.
- Your DMA form is to be submitted to the issuing agency or entity. "Issuing agency or entity" means the government agency or office that has requested the form from you or the government agency or office to which you are applying for a license, employment or a business contract. For example, if you are seeking a business contract with the Ohio Department of Commerce's Division of Financial Institutions, then the form needs to be submitted to the Department of Commerce's Division of Financial Institutions. Do NOT send the form to the Ohio Department of Public Safety UNLESS you are seeking a license from or employment or business contract with one of its eight divisions listed below.

- Department of Public Safety Divisions:

Administration

Ohio Bureau of Motor Vehicles

Ohio Emergency Management Agency

Ohio Emergency Medical Services

Ohio Homeland Security*

Ohio Investigative Unit

Ohio Criminal Justice Services

Ohio State Highway Patrol

- * DO NOT SEND THE FORM TO OHIO HOMELAND SECURITY UNLESS OTHERWISE DIRECTED. FORMS SENT TO THE WRONG AGENCY OR ENTITY WILL NOT BE PROCESSED.

What is the DMA?

The DMA is a questionnaire that must be completed by certain applicants to certify that they have not provided "material assistance" to a terrorist organization (Sections 2909.32, 2909.33, and 2909.34 of the Ohio Revised Code).



www.homelandsecurity.ohio.gov



**OHIO DEPARTMENT
OF PUBLIC SAFETY**
EDUCATION • SERVICE • PROTECTION

TED STRICKLAND, GOVERNOR
HENRY GUZMAN, DIRECTOR

WWW.PUBLICSAFETY.OHIO.GOV

HS 0046 3/07



DMA

DECLARATION REGARDING MATERIAL
ASSISTANCE / NONASSISTANCE TO A
TERRORIST ORGANIZATION



Basic Information and
Instructions for Administrators

OHIO DEPARTMENT OF PUBLIC SAFETY
Division of Homeland Security

39. Nada Management Organization (f.k.a. Al Taqwa Management Organization SA)
40. New People's Army (NPA)
41. Orange Volunteers (OV)
42. People Against Gangsterism and Drugs (PAGAD)
43. Red Brigades-Combatant Communist Party (BR-PCC)
44. Red Hand Defenders (RHD)
45. Revival of Islamic Heritage Society (Pakistan and Afghanistan offices – Kuwait office not designated) (a.k.a. Jamia Ihya ul Turath; a.k.a. Jamiat Ihia Al- Turath Al-Islamiya; a.k.a. Revival of Islamic Society Heritage on the African Continent)
46. Revolutionary Proletarian Nucleus
47. Revolutionary United Front (RUF)
48. Salafist Group for Call and Combat (GSPC)
49. The Allied Democratic Forces (ADF)
50. The Islamic International Brigade (a.k.a. International Battalion, a.k.a. Islamic Peacekeeping International Brigade, a.k.a. Peacekeeping Battallon, a.k.a. The International Brigade, a.k.a. The Islamic Peacekeeping Army, a.k.a. The Islamic Peacekeeping Brigade)
51. The Lord's Resistance Army (LRA)
52. The Pentagon Gang
53. The Riyadus-Salikhin Reconnaissance and Sabotage Battalion of Chechen Martyrs (a.k.a. Riyadus-Salikhin Reconnaissance and Sabotage Battalion, a.k.a. Riyadh-as-Saliheen, a.k.a. the Sabotage and Military Surveillance Group of the Riyadh al-Salihin Martyrs, a.k.a. Riyadus Salikhin Reconnaissance and Sabotage Battalion of Shahids (Martyrs))
54. The Special Purpose Islamic Regiment (a.k.a. the Islamic Special Purpose Regiment, a.k.a. the al-Jihad-Fisi-Sabilillah Special Islamic Regiment, a.k.a. Islamic Regiment of Special Meaning)
55. Tunisian Combat Group (a.k.a. GCT, a.k.a. Groupe Combattant Tunisien, a.k.a. Jama'a Combattante Tunisien, a.k.a. JCT; a.k.a. Tunisian Combatant Group)
56. Turkish Hizballah
57. Ulster Defense Association (a.k.a. Ulster Freedom Fighters)
58. Ummah Tameer E-Nau (UTN) (a.k.a. Foundation for Construction; a.k.a. Nation Building; a.k.a. Reconstruction Foundation; a.k.a. Reconstruction of the Islamic Community; a.k.a. Reconstruction of the Muslim Ummah; a.k.a. Ummah Tameer I-Nau; a.k.a. Ummah Tameer E-Nau; a.k.a. Ummah Tameer-I-Pau)
59. Youssef M. Nada & Co. Gesellschaft M.B.H.

**U.S. Treasury Department's Designated Charities and Potential Fundraising
Front Organizations for FTOs**

1. Makhtab al-Khidamat / Al Kifah (formerly U.S.-based, Pakistan)
2. Al Rashid Trust (Pakistan)
3. Wafa Humanitarian Organization (Pakistan, Saudi Arabia, Kuwait, United Arab Emirates)
4. Rabita Trust (Pakistan)
5. Ummah Tameer E-Nau (Pakistan)
6. Revival of Islamic Heritage Society - Pakistan and Afghanistan Branches (Kuwait, Afghanistan, Pakistan)
7. Afghan Support Committee (Afghanistan, Pakistan)
8. Al Haramain Foundation (Indonesia, Kenya, Pakistan, Tanzania, Bosnia, Somalia, Bangladesh, Afghanistan, Albania, Ethiopia, Netherlands, Comoros Islands, and United States branches)
9. Aid Organization of the Ulema (Pakistan)
10. Global Relief Foundation (United States)

REID INTERVIEW QUESTIONS

Alcohol Use

Have you missed any days of work because of having too much to drink the night before? *No*

Have you reported to work with a hangover? *No*

Have you ever had anything alcoholic to drink during work hours for example, at lunch or on a break? *No*

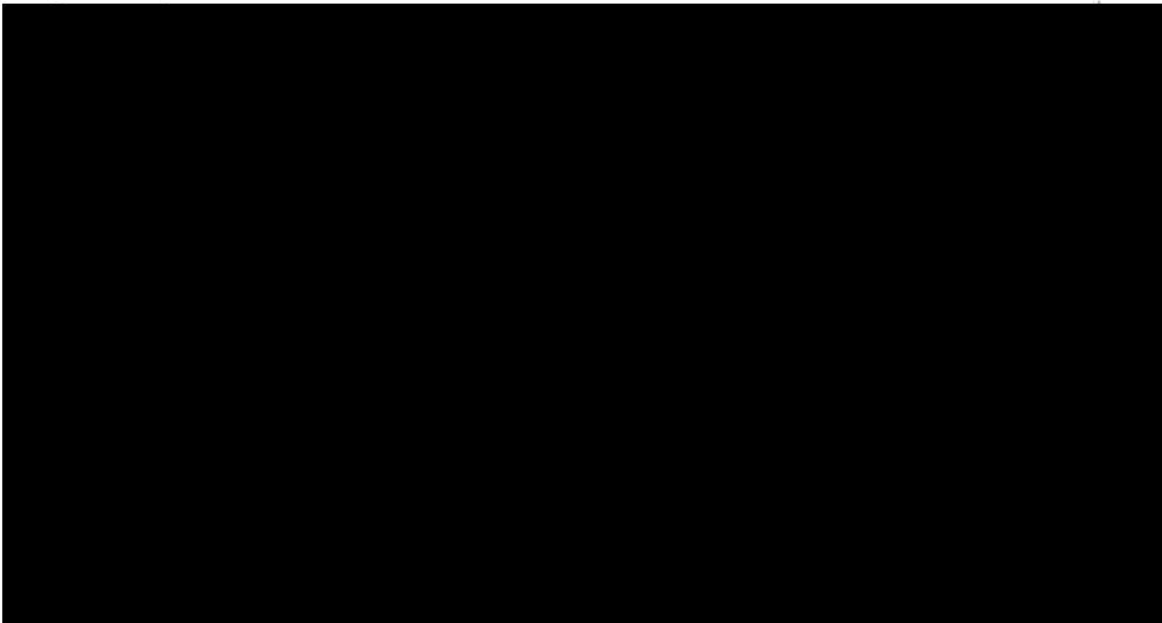
Has an employer ever talked to you about your drinking? *No*

Have you ever been convicted of driving while intoxicated? *No*

Were you stopped for DUI, even though you weren't charged? *No*

When is the last time you drove a vehicle after having more than six alcoholic drinks in a two hour period? *Never*

Illegal Drug Activity



Shoplifting

Have you ever shoplifted any merchandise from stores? *No*

Have you ever switched price tags on any item in a store to get a discount? *No*

Were you with anyone at the time that person shoplifted? *No*

If "yes": Did you serve as a lookout for that person? -

Did that person give you anything they took? -

Buying / Selling Stolen Merchandise

Have you bought any merchandise you knew or suspected may have been stolen? *No*

Has anyone given you merchandise as a gift, or in a trade for something, you suspected may have been stolen? *No*

Have you sold any merchandise that you knew was stolen? *No*
Have you given anyone stolen merchandise in exchange for something else? *No*

Theft of Merchandise From Previous Employers

What is the most expensive single item of merchandise or property you took from a job without paying for? (example pens, note pads) *Pen*
Have you taken any equipment issued for a job that you should have returned? *No*
Has a co-worker given you any merchandise that they took from a job? *No*


Theft of Money From Previous Employers

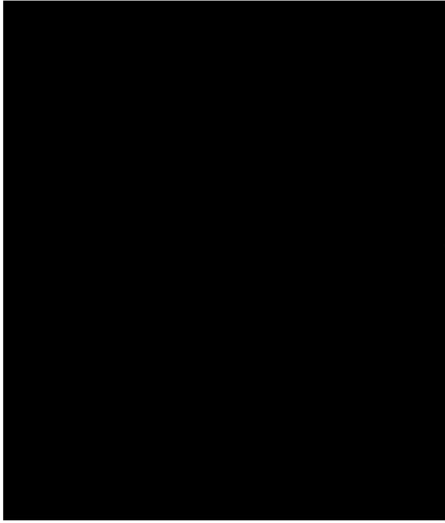
Have you taken money for yourself from a safe or bank deposit at a job? *No*
Is there any paper money from any source at a job that you took for yourself without permission? *No*
How about just small change? *No*
Have you kept any money for yourself that you collected from customers? *No*
Have you borrowed any money from a job without authorization? *No*
If yes: Establish the total amount borrowed, e.g., \$100 -
Out of that (\$100), how much did you forget to repay? -
Have you received any extra money from an expense voucher by exaggerating figures? *No*
Did you ever give friends or family members a discount that was outside of company policy? *No*

Driving History

Do you have a driver's license in any other state? *No*
Has your license ever been suspended or revoked? *No*
How many traffic citations have you received and what was the violation?
Have you ever offered a police officer anything to try to get out of a ticket? *No*
How many motor vehicle accidents have you been involved in where you were the driver? *2*

Criminal Activity

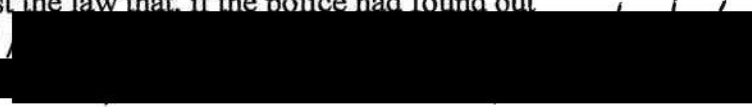
Other than traffic violations, have you been convicted of any crime? *No*
Have you been on probation or parole? *No*
Have you appeared in court on any matter? 
Have you been talked to by a police officer or investigator concerning a crime as a victim, witness or suspect? Explain *No*
Have you been with someone at the time that person committed a



crime, even though it wasn't your idea? *NO*

Have you ever been a member of a gang? *NO*

Have you ever been involved in any gang crimes? *NO*

What is the worst thing you've done against the law that, if the police had found out about it, would have gotten you in trouble? 

Temperament / Violence

When is the last time you were involved in a physical confrontation with another person? (Work related/Not work related) *New Years Eve - helped friend in Alexandria's - No work related*

What were the circumstances (alcohol, race or gender related)? *- Alcohol*

Was a weapon used? *NO*

Did the other person require medical treatment? *NO*

Were the police called? *NO*

When is the last time you were involved in a verbal argument with another person? (Work/Not work related) *Never*

What started the argument? *N/A*

Did you verbally threaten the other person? *NO*

What is the most serious thing you've ever done to get even with another person? *wouldn't cover a shift for them*

Have you ever been falsely accused of anything? *NO*

Have you been named in an assault charge, even though the person eventually dropped charges? *NO*

Have you ever had any complaints filed against you from co-workers or customers? *NO*

Violations of Public Trust (For candidates with previous positions of public trust)

Did you ever accept any money or favors to overlook a violation? *NO*

Has anyone ever offered you money to overlook a violation? *Yes, common at the jail*

Did you ever accept money from an inmate in exchange for a favor? *NO*

Has an inmate approached you asking you to do something against policy in exchange for money? *Yes, ask to allow extra clothes, "whites"*

Did you ever keep any property confiscated from another person? *NO*

Did you ever take any property or money from an evidence room for yourself without permission? *NO*

Did you ever make up probable cause for an arrest? *NO*

Is there anytime that you had to strike a prisoner who was handcuffed? *NO*

Have you ever used excessive physical force during an arrest? *N/A*

Have you ever knowingly given false testimony in court? *NO*

Has a superior ever instructed you to give false testimony? *NO*

Propensity for Fire-Starting

Have you started any illegal fires? *NO*

Have you ever been questioned about starting a fire? *NO*

What are the user name and password for each?

Medical

Do you have any major medical issues we should be aware of? *No*

Surgeries - *No*

Broken bones

Back injuries - *No*

Knee Injuries - *No*

Psychological

Have you ever been under the care of a psychiatrist/mental health professional? *No*

Have you ever been diagnosed with any mental illness? *No*

Have you been hospitalized for a mental illness or condition? *No*

Have you ever attempted or thought of committing suicide. *No*

Work

Have you ever been fired from a job? *Yes, 18 yrs. old - dating foreman's daughter - hook up with him*

Have you ever received a written reprimand/verbal reprimand or received any discipline at a job?

verbal reprimand by Command chief

*Pocchia
over a van not being timely maintained*

*Helms & Sun
Excavating
2014*

QUESTIONNAIRE FOR POLICE DEPARTMENT APPLICANTS

Applicant's Name _____

Applicant's Address _____

Please answer the following questions as completely as possible.

1. Why do you want to become a Police Officer?
To Be of good service to my community, live an unusual life among normal people
2. How did you happen to select this Department?
It is in [redacted] I know and like alot of the officers, good diverse calls.
3. Why do you think you are capable of performing Police work?
I have a background [redacted], Corrections, and various Security jobs
4. Do you have any friends in this Department?
Yes
5. Do your friends and family support your choice of a career as a Police Officer? Yes
6. If you are selected for employment, do you intend to make The Findlay Police Department permanent or do you have other ambitions? For example State or Federal agencies. I have other ambitions but want to first learn this job here where my family is.
7. Do you have any hobbies? If so, what are they?
Drinking, Weightlifting, Shooting Guns, Traveling
8. Have you submitted any applications or are you in the testing process with any other Law Enforcement Agencies for employment?
Yes, on Eligibility list with OSIP. (will be taking myself off list)
9. Have you ever been fired from a job, and if so, why?
Yes, Dated a former daughter, Broke up with her, he "didn't call me back"
10. What experiences or employment have you had that will assist you in the field of Law Enforcement?
[redacted] Corrections officer job, Security work in Corporate setting.
11. Have you ever had your name changed? If so, what was it? When did you change it? Why did you change it? NO
12. What courses in college have you taken already? Do you have a degree?
Do you intend to obtain a college degree?
Multiple Criminal Justice / Homeland Security courses, NO degree, 36 hours left.
13. Have you ever been in trouble with any Law Enforcement Agencies, either as a juvenile or as an adult? [redacted]
14. If a known criminal tried to cultivate your friendship, what would you do?
Keep tabs on what he does/says, let a Sgt know, develop a connection out of him for future use.
15. Suppose the owner of a liquor store, or a merchant on your beat, offered you some merchandise free, what would you do?
Politely decline it.

16. If one of your Department supervisors gave you an order, which you believed to be wrong, what would you do? Carry the Order out in best of my morals as possible, make note of it confront him later, or higher up if necessary.
17. If you found a superior Officer from your Department drunk in an auto on your tour of duty, what action would you take? Talk to the SGT on duty
Yes, ~~at the scene~~ for assistance.
18. If you had reasonable ground for believing that your Police partner may be committing thefts while off duty, what would you do? First let a superior know what is going on. But confront them.
19. Do you feel that you can treat all persons, regardless of race, color or creed in the same manner? Yes, 100%.
20. Are there any laws that you could not, in good conscience, enforce?
ND
21. What do you believe is the most important function of Law Enforcement?
Communication to leadership and the citizens -
22. Do you intend to seek promotion in this Department?
Yes
23. What would you do if a friend/family member asked you to obtain some information from the official Police files?
Explain to them why can't, It's my job on the line not theirs.

Applicants Signature _____

Date _____

HOME INTERVIEW CHECK LIST

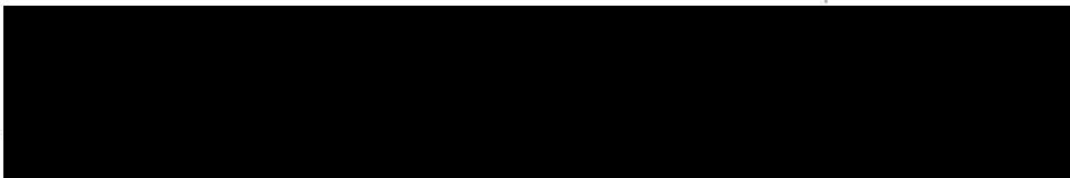
Applicant's _____

Spouse's Name _____

Address _____

1. How long have you lived at this address? *2 yr.*
2. Have you ever been under medical care for a drug habit?
No
3. Have you ever been under the care of a psychiatrist or mental health professional?
No
 - A. Ever diagnosed with any mental illness? *No*
 - B. Ever been hospitalized for mental issues? *No*
4. Do you drink alcoholic drinks? Get details.
5. What organizations, clubs, societies, etc., do you belong to?
Yes socially
6. Is your spouse agreeable to your entering this field?
N/A
 - A. Is he/she ok with you being on call for duty 24 hours a day?
N/A
7. Have you been married before? Get details.
No
 - A. Do you have children by former spouse? Alimony, child support payments up to date?
No
8. Were you ever suspended or expelled from school? Why?
No
 - A. What subjects in school were hardest for you? *Math*
 - B. What were the easiest? *History*
9. Were you in the military? (Details: dates, rank, branch, etc.)
 - A. Were you ever court martialled, reprimanded or demoted? When? Why?
No
 - B. What type of discharge? (If other than honorable, why?)
N/A

- C. Were you ever in the military service of any other country? *No*
10. Have you ever been fired from a job? Why? *No*
11. Have you ever been denied a license or other permit? If so, when and where? *No*
12. Have you ever filed a Worker's Compensation claim? *No*
13. Ever had any long absences caused by illness? *No*
14. Have you ever been sued in Court? *No*
15. Have you ever been arrested or detained by an officer? *No*
16. Has your license ever been revoked or suspended? *No*
17. Have you ever received a traffic citation? *Yes*
18. Are you willing to undergo a polygraph test to verify the truth of the answers given here? If not, why not? *Yes*





CITY OF FINDLAY
POLICE DEPARTMENT
FINDLAY, OHIO 45840



Phone: (419) 424-7184
FAX: (419) 424-7881



To whom it may concern,

I am conducting a background investigation on [REDACTED] who is being considered for a Police Officer position with the Findlay Police Department. As you are a current/former landlord of them, I am requesting that you complete the following questions concerning them as a tenant. The address they rented at the time was [REDACTED]. The dates they rented were from 8/1/2015 to 5/31/2016.

1. **Were their rent payments paid in a timely manner?**
YES
2. **Were there any neighbor complaints about them? i.e.: loud parties etc.**
NO
3. **During their time as a tenant or at the time the lease was terminated was there any excessive property damage noted?**
NO
4. **Would you consider leasing to them in the future?**
YES
5. **Please list any additional comments:**
Looks like good tenants, no complaints

Please return the completed form to:

Detective Kurt Necker
Findlay Police Department
318 Dorney Plaza Rm. 117
Findlay, Ohio 45840
Desk: 419.424.7170
Detective Division: 419.424.7164
Fax: 419.429.7318
E-mail: knecker@findlayohio.com

Kurt Necker

From: Kurt Necker
Sent: Thursday, December 5, 2019 9:40 AM
To: [REDACTED]
Subject: Findlay PD Background Check on Former Tenant
Attachments: [REDACTED] Waiver.pdf; LANDLORD REQUEST [REDACTED].docx

I am conducting a background check on a former tenant of yours named [REDACTED] who is a police officer applicant for the Findlay Police Department. Attached is a waiver of information as well as a questionnaire regarding his tenant status. Please complete the questionnaire and return at your earliest convenience.

Thanks in advance,

Detective Kurt Necker

Findlay Police Department
318 Dorney Plaza Rm. 117
Findlay, Ohio 45840
Desk: 419.424.7170
Detective Division: 419.424.7164
Fax: 419.429.7318
E-mail: knecker@findlayohio.com



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REFERENCE QUESTIONNAIRE

Applicant's Name:



Applicant's Address:



Please answer the following questions as completely as possible.

1. How long have you known the applicant? How well?

I have known [redacted] for 3 years. I supervised him both in his time [redacted]

2. What is your honest opinion of him/her mentally, physically, morally?

[redacted] is of absolute sound mind, he is physically fit and was my [redacted] he has a strong moral code and is always inclined to the right thing even in the absence of others.

3. Would you trust him/her in a position where lives may depend on his/her judgement?

I fully trust [redacted] ability to make a decision where lives would be dependent.

4. What is his/her attitude?

[redacted] has an overall good attitude professionally and personally.

5. How does he/she get along with people?

[redacted] gets along well with all he works with and treats all with respect.

6. Does he/she drink alcoholic beverages excessively?

I have never known [redacted] to abuse or excessively use alcohol.

7. What type work record does he/she have?

[redacted] was always on time to work and always completed his assigned tasks and responsibilities.

8. Does he/she have a reputation for dependability and steadiness?

I fully depended upon [redacted] on numerous occasions and he never disappointed me.

9. Do you think he/she is capable of performing Police Officer work and why?

I have confidence [redacted] can perform as a police officer. [redacted] the performance of those duties and training he participated in has equipped him to perform as a police officer.

10. Does he/she have any racial or religious prejudices?

I have never known nor heard any racial or religious prejudices asserted by [redacted]

11. Is he/she a good parent?

[redacted] has no children and is not married.

12. Does he/she have frequent parties at their home?

I am not aware of any parties [redacted] ever had at his residence.

13. Does he/she have any family disturbances?

I am not aware of any family disturbances [redacted] has ever had.

14. Does he/she control his/her children?

N/A

15. Does he/she borrow from his/her neighbor?

Not aware of him ever doing so.

16. Does he/she display any prejudice?

As I answered above, no.

17. Is he/she a good driver?

I am not aware of any excessive driving issues.

18. Do you know any reason why he/she should not be considered for the position of Police Officer?

I have no reason [REDACTED] should not be a police officer.

Signed: Larry A. Curl

Date: [REDACTED]

Address: 200 Coachman Way Sanford, NC 27332

If you have any questions please feel free to contact me,

Detective Kurt Necker

Findlay Police Department

318 Dorney Plaza Rm. 117

Findlay, Ohio 45840

Desk: 419.424.7170

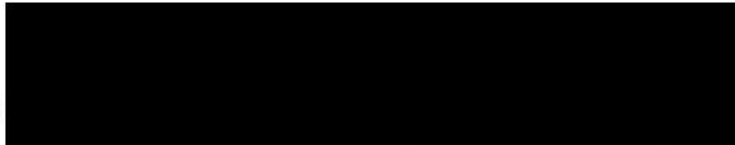
Detective Division: 419.424.7164

Fax: 419.429.7318

E-mail: knecker@findlayohio.com

REFERENCE QUESTIONNAIRE

Applicant's Name:



Applicant's Address

Please answer the following questions as completely as possible.

1. How long have you known the applicant? How well?

████ is a █████ I have known him all my life 25 plus years. I talk to him during the holidays and occasionally on the phone.

2. What is your honest opinion of him/her mentally, physically, morally?

████ is a well rounded person. █████ comes from a hard working family. █████ is respectfull, educated,

3. Would you trust him/her in a position where lives may depend on his/her judgement?

I would trust █████ to make the right decisions in any circumstance that arise. He has good morals and cares about people.

4. What is his/her attitude?

████ has a positive attitude never give up attitude. I remember talking to him when he applied for the patrol. He was utlimalley not accepted to be a trooper, but never gave up his dream of being in law enforcement.

5. How does he/she get along with people?

████ seems to get along with everyone. My knowledge of █████ has been from family oriented events.

6. Does he/she drink alcoholic beverages excessively?

I have never seen █████ drink alcohol excessivley

7. What type work record does he/she have?

I do not have any knowlodge of his work record.

8. Does he/she have a reputation for dependability and steadiness?

To my knowledge yes.

9. Do you think he/she is capable of performing Police Officer work and why?

I believe █████ is very capable of performing the job of a police officer. █████ is compassionate, has common sense, and is caring. These are three charastics of a good police officer. █████ has █████ obtained a college degree, and has been a producted person in our society.

10. Does he/she have any racial or religious prejudices?

I do not know of any racial or religious prejudices

11. Is he/she a good parent?

N/A

12. Does he/she have frequent parties at their home?

I do not know of any parties █████ has had at his home.

13. Does he/she have any family disturbances?

I do not know of any family disturbances.

14. Does he/she control his/her children?

N/A

15. Does he/she borrow from his/her neighbor?

I have never seen [REDACTED] borrow anything from his neighbor.

16. Does he/she display any prejudice?

[REDACTED] has never displayed any prejudice in my presents.

17. Is he/she a good driver?

I have never observed [REDACTED] drive before.

18. Do you know any reason why he/she should not be considered for the position of Police Officer?

None

Signed:  Click here to enter text.

Date: [REDACTED]

Address: 15805 Hunters Run Marysville Ohio 43040

If you have any questions please feel free to contact me,

Detective Kurt Necker

Findlay Police Department

318 Dorney Plaza Rm. 117

Findlay, Ohio 45840

Desk: 419.424.7170

Detective Division: 419.424.7164

Fax: 419.429.7318

E-mail: knecker@findlayohio.com

REFERENCE QUESTIONNAIRE

Applicant's Name:

Applicant's Address:

Please answer the following questions as completely as possible.

1. How long have you known the applicant? How well?

I have known [REDACTED] for about 2-3 years now. We knew each other very well during the first year, but we have not been in touch over the past 6-12 months.

2. What is your honest opinion of him/her mentally, physically, morally?

[REDACTED] is an intelligent person, he values reading leadership books and growing his mindset. He was always focused on advancing himself mentally and physically. Morally, he is a guy that would go out of his way to help a stranger.

3. Would you trust him/her in a position where lives may depend on his/her judgement?

Yes, absolutely. His actions would line up with whatever is best for the team/community.

4. What is his/her attitude?

Overall, [REDACTED] embraced a positive attitude even in challenging situations. Always looking for the solutions, not just focused on the problem.

5. How does he/she get along with people?

[REDACTED] seemed to get along with most people he associates with. He could come off as having an intimidating demeanor, but internally he is a very thoughtful and compassionate person.

6. Does he/she drink alcoholic beverages excessively?

During the time that I was around [REDACTED] I did not witness or know of him being an excessive drinker.

7. What type work record does he/she have?

[REDACTED] kept a good record during our partnership in terms of accountability, respect, appreciation, and discipline.

8. Does he/she have a reputation for dependability and steadiness?

Yes, accountability and emotional stability are two of his strengths.

9. Do you think he/she is capable of performing Police Officer work and why?

I am not very familiar of what Police Officer work includes outside of the basics, but if it requires discipline and sound judgement, then yes I believe [REDACTED] is capable of the position.

10. Does he/she have any racial or religious prejudices?

None that I am aware of.

11. Is he/she a good parent?

[REDACTED] does not currently have any kids.

12. Does he/she have frequent parties at their home?

None that I am aware of.

13. Does he/she have any family disturbances?

None that I am aware of.

14. Does he/she control his/her children?

[REDACTED] does not currently have any kids.

15. Does he/she borrow from his/her neighbor?

[REDACTED] always came off as more of a giver than a taker.

16. Does he/she display any prejudice?

None that I am aware of.

17. Is he/she a good driver?

I have never rode passenger in a car with [REDACTED]

18. Do you know any reason why he/she should not be considered for the position of Police Officer?

No, I do not. I know it has been a goal for [REDACTED] to become a Police Officer for several years and would consider him an ideal candidate for a law enforcement position.

Signed: **Ryan Smith**

Date: [REDACTED]

Address: 2452 Abbotsford Way, Dublin, OH 43016

If you have any questions please feel free to contact me,

Detective Kurt Necker

Findlay Police Department

318 Dorney Plaza Rm. 117

Findlay, Ohio 45840

Desk: 419.424.7170

Detective Division: 419.424.7164

Fax: 419.429.7318

E-mail: knecker@findlayohio.com

REFERENCE QUESTIONNAIRE

Applicant's Name:



Applicant's Address



Please answer the following questions as completely as possible.

1. How long have you known the applicant? How well?

I've known [redacted] for a total of 3 years now, [redacted]

2. What is your honest opinion of him/her mentally, physically, morally?

He is 100% mentally sound, an example of fitness and his moral compass is true.

3. Would you trust him/her in a position where lives may depend on his/her judgement?

I have always and continue to trust him in this capacity.

4. What is his/her attitude?

Always honest, respectful and loyal.

5. How does he/she get along with people?

A true team player.

6. Does he/she drink alcoholic beverages excessively?

I can not say I've ever seen him drink.

7. What type work record does he/she have?

His work ethic and work record is outstanding.

8. Does he/she have a reputation for dependability and steadiness?

He has always been and continues to be where and when we need him.

9. Do you think he/she is capable of performing Police Officer work and why?

He has always been a [redacted] now it's time for him to serve and protect the Civilian Sector.

I have no doubt in my mind that he will impress.

10. Does he/she have any racial or religious prejudices?

He has always treated everyone respectfully regardless of any race, creed...etc.

11. Is he/she a good parent?

N/A

12. Does he/she have frequent parties at their home?

None that I know of.

13. Does he/she have any family disturbances?

Never a disturbance of any sort.

14. Does he/she control his/her children?

N/A

15. Does he/she borrow from his/her neighbor?

Out of my prevue.

16. Does he/she display any prejudice?

He has always treated everyone respectfully regardless of any race, creed...etc.

17. Is he/she a good driver?

I can only speak for the [REDACTED] which he had direct control of, it was never involved in any accidents and is well maintained.

18. Do you know any reason why he/she should not be considered for the position of Police Officer?

I have no reservations whatsoever, if we could have kept him [REDACTED] I definitely would have! The only reason why we did not is because he expressed his desire to pursue a career in Law Enforcement. He was an extremely valued addition to the [REDACTED] while we had him and have no doubt that he will continue to exceed expectations as a Findlay Police Officer.

Signed: John A. Pocchia

Date: [REDACTED]

Address: [REDACTED]

If you have any questions please feel free to contact me,

Detective Kurt Necker

Findlay Police Department

318 Dorney Plaza Rm. 117

Findlay, Ohio 45840

Desk: 419.424.7170

Detective Division: 419.424.7164

Fax: 419.429.7318

E-mail: knecker@findlayohio.com

REFERENCE QUESTIONNAIRE

Applicant's Name:

Applicant's Address:

Please answer the following questions as completely as possible.

1. How long have you known the applicant? How well?

Around 10 years. He was a close friend of my kids, graduated with one of my daughters, attended my church, and worked for my company one summer.

2. What is your honest opinion of him/her mentally, physically, morally?

I think of [REDACTED] as a very physically fit and health conscious person. He takes his diet and working out pretty seriously. [REDACTED] is someone who I view as very hard-working, trustworthy and honest. He has a pretty steady and confident personality. He is likable and personable in general. I've never felt any uneasiness or distrust around him.

3. Would you trust him/her in a position where lives may depend on his/her judgement?

Yes, definitely

4. What is his/her attitude?

[REDACTED] has an optimistic, determined, and focused attitude. He seems to rise up to challenges and likes to excel in what he does.

5. How does he/she get along with people?

[REDACTED] gets along fairly well with most people. He genuinely seems to care for others, and is straightforward.

6. Does he/she drink alcoholic beverages excessively?

No

7. What type work record does he/she have?

He has worked in construction and done security work as an adult. He also worked for a restaurant as a high schooler.

8. Does he/she have a reputation for dependability and steadiness?

Yes

9. Do you think he/she is capable of performing Police Officer work and why?

Yes. He takes any task he does seriously and gives his full effort. He is diligent, trustworthy and tries to do the right thing.

10. Does he/she have any racial or religious prejudices?

No

11. Is he/she a good parent?

N/A

12. Does he/she have frequent parties at their home?

Not to my knowledge

13. Does he/she have any family disturbances?

Not to my knowledge

14. Does he/she control his/her children?

N/A

15. Does he/she borrow from his/her neighbor?

Not to my knowledge

16. Does he/she display any prejudice?

No

17. Is he/she a good driver?

Yes, to the best of knowledge

18. Do you know any reason why he/she should not be considered for the position of Police Officer?

No

Signed: Larry Shane Helms

Date: 

Address: 10146 County Road 40 Findlay, OH 45840

If you have any questions please feel free to contact me,

Detective Kurt Necker

Findlay Police Department

318 Dorney Plaza Rm. 117

Findlay, Ohio 45840

Desk: 419.424.7170

Detective Division: 419.424.7164

Fax: 419.429.7318

E-mail: knecker@findlayohio.com

Shane Helms



CITY OF FINDLAY
POLICE DEPARTMENT
FINDLAY, OHIO 45840



Phone: (419) 424-7184
FAX: (419) 424-7891

Date: [REDACTED]

To Whom it May Concern:

You have been identified as the present or past employer of:

Name: [REDACTED]

Date of [REDACTED] Who has applied for the position of
Police Officer with the City of Findlay, Ohio.

In the interest of selecting the most qualified employees possible, it is necessary to complete a thorough background investigation. You are requested to answer the following questions. A signed statement authorizing the release of personnel records and information is attached for your use.

Date Hired:

4/21/2014

Date of Separation:

7/25/2014

Reason for separation:

Voluntarily left employment for other opportunities.

Eligibility for re-hire, and why?

Eligible for re-hire. Amicable, voluntary termination of employment

Summary of job performance:

[REDACTED] was a hard worker, was on time, had a good attitude, and was willing to learn more.

Was he/she responsible, honest, trustworthy?

Yes

Number of times tardy last year?

0

Number of days/hours used for illness last year?

0

Extenuating circumstances?

N/A

Please note any additional comments you may have here:

█ was a great worker. I would have gladly kept him on if he would have chosen to.

Name of person completing this form:

Larry Shane Helms

If there are any questions, please feel free to contact investigator:

Detective Kurt Necker

Findlay Police Department

Desk: 419.424.7170

Detective Division: 419.424.7164

Fax: 419.429.7318

E-mail: knecker@findlayohio.com

Thank you in advance for any assistance you may give.

Sincerely,

Chief John Dunbar

Elizabeth Larson



CITY OF FINDLAY
POLICE DEPARTMENT
FINDLAY, OHIO 45840



Phone: (419) 424-7194
FAX: (419) 424-7891

Date: [REDACTED]

To Whom it May Concern:

You have been identified as the present or past employer of:

Name: [REDACTED]

Date of [REDACTED] Who has applied for the position of
Police Officer with the City of Findlay, Ohio.

In the interest of selecting the most qualified employees possible, it is necessary to complete a thorough background investigation. You are requested to answer the following questions. A signed statement authorizing the release of personnel records and information is attached for your use.

Date Hired:

10/28/2019

Date of Separation:

12/26/2019

Reason for separation:

New employment

Eligibility for re-hire, and why?

Yes, separation was not due to fault in performance.

Summary of job performance:

[REDACTED] has only been with Allied Universal for a short time period, and was honest that he may need to resign if offered a position with FPD. In the short time I've supervised him, he has been punctual and hard working and has picked up quickly on tasks within our Global Security Operations Center. [REDACTED] has been upfront with any scheduling issues due to his ongoing commitment to the [REDACTED] and has assisted in working extra shifts when needed.

Was he/she responsible, honest, trustworthy?

Yes.

Number of times tardy last year?

0

Number of days/hours used for illness last year?

0

Extenuating circumstances?

█ has only been with Allied Universal for a short time, but was honest that he was seeking employment with FPD when initially interviewed. We decided to pursue him despite this due to his qualifications.

Please note any additional comments you may have here:

█ seems like a very driven young man and despite only knowing him for a short time, I have no doubt that he will excel in the academy and as a police officer.

Name of person completing this form:

Elizabeth A. Larson Clouse

If there are any questions, please feel free to contact investigator:

Detective Kurt Necker

Findlay Police Department

Desk: 419.424.7170

Detective Division: 419.424.7164

Fax: 419.429.7318

E-mail: knecker@findlayohio.com

Thank you in advance for any assistance you may give.

Sincerely,

Chief John Dunbar

Kurt Necker

From: Larson, Elizabeth <ELarson@marathonpetroleum.com>
Sent: Thursday, December 5, 2019 4:33 PM
To: Kurt Necker
Subject: [EXTERNAL]EMPLOYER REFERENCE LETTER- [REDACTED].docx
Attachments: EMPLOYER REFERENCE LETTER-[REDACTED].docx

Security Checkpoint: External Email! Do not click on links or open attachments unless you trust the source and know the content is safe.

Kurt,

See attached employer reference for [REDACTED]. Let me know if I can assist with anything else.

Thanks!

Elizabeth Larson Clouse

GSOC Supervisor
Allied Universal | Marathon Petroleum Company
Office: 419-672-5005
ellarson@marathonpetroleum.com

CONFIDENTIAL

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Findlay Civil Service Examination Application for City of Findlay and Findlay City Schools

An Equal Opportunity Employer

POSITION: Police Officer

DATE/TIME: [REDACTED]

Please submit one application per position or examination. 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. 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.

NAME: (Last, First, Middle) [REDACTED]	SSN: [REDACTED]
ADDRESS: (Street, City, State, ZIP Code) [REDACTED]	DOB (year optional): [REDACTED]
	E-MAIL ADDRESS: [REDACTED]
	LEGAL RIGHT TO WORK: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

PREFERENCES

WHAT TYPE OF JOB ARE YOU LOOKING FOR? <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Seasonal/Temporary	ARE YOU WILLING TO RELOCATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
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 checked="" type="checkbox"/> Rotating <input checked="" type="checkbox"/> Weekends <input checked="" type="checkbox"/> On Call (as needed)	

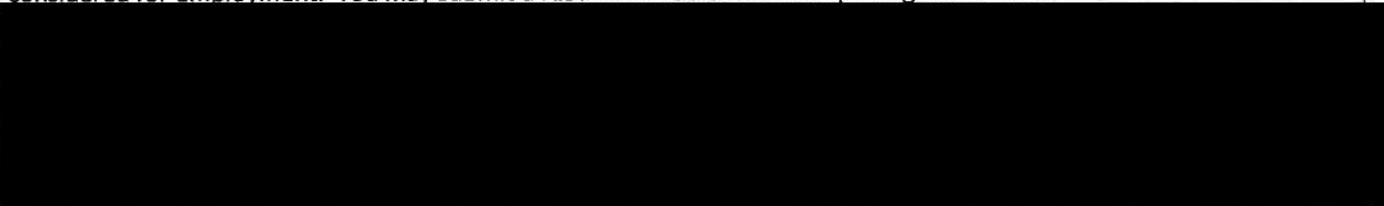
EDUCATION

HIGH SCHOOL NAME: Arlington Local School	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
LOCATION: (City, State) [REDACTED]	
YEARS 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): Bowling Green State University	LOCATION: (City, State) Bowling Green, Ohio
YEARS COMPLETED:	MAJOR: Criminal Justice
DEGREE RECEIVED: n/a	NUMBER OF QUARTER/SEMESTER HOURS COMPLETED: 26 hours
SCHOOL NAME (College/University): Tiffin University	LOCATION: (City, State) Tiffin, Ohio
DID YOU GRADUATE? Tentatively December 2020	MAJOR: Homeland Security
DEGREE RECEIVED: n/a	NUMBER OF QUARTER/SEMESTER HOURS COMPLETED: 30 hours
SCHOOL NAME (College/University):	LOCATION: (City, State)
DID YOU GRADUATE?	MAJOR:
DEGREE RECEIVED:	NUMBER OF QUARTER/SEMESTER HOURS COMPLETED:

EQUAL EMPLOYMENT OPPORTUNITY

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:** You must accurately and completely fill in the information below to be considered for employment. You may submit a resume *in addition* to completing this section.



DUTIES:



REASON FOR LEAVING:

The [redacted] are approaching which will give me a chance to focus on pursuing my goal of becoming a career in law enforcement.

DATES: From: 17DEC2017 To: &MAy2018	EMPLOYER: Hancock County Sheriff Office	POSITION TITLE: Corrections Officer
ADDRESS: (Street, City, State, ZIP Code) 200 W Crawford St Findlay, OH 45840		
COMPANY URL:	PHONE NUMBER: 419 424 7079	SUPERVISOR: Sgt. Lieb
HOURS PER WEEK: 40		MAY WE CONTACT THIS EMPLOYER: Yes

DUTIES:

- Use of equipment such as computers, radios, telephone, intercom system, and email in accordance with Office policy and procedure.
- Operations in Control Room using CCTV system, Simplex fire alarm system, JMS booking module, body scanning machine and distribution of all key rings in the facility.
- Knowledge of all proper cleaning supplies for Blood Borne Pathogens, body fluids, medical kits, and basic medical instruments.
- Knowledge and application of proper frisk/strip searches, handcuffing and shackling, cellblock shake down and searches, and escorting inmates' techniques and take downs.
- Proper knowledge of documenting all movements, surveillance and personal checks, form distribution, and in house court dispositions.
- Recognizing, evaluating, and taking appropriate action with the Use of Force Continuum and de-escalation of any events or incidents that arise while in the field.

REASON FOR LEAVING:

I had the opportunity to enhance [redacted] and skills by running a major program as a manager. I was also able to do more hands on training in [redacted] under the guidance of my mentor who was a 20+ year police officer in the Lima area.

DATES: From: July 2017 To: November 2017	EMPLOYER: USA Securitas Security Services	POSITION TITLE: Security Guard
ADDRESS: (Street, City, State, ZIP Code) 539 S main St Findlay, OH 45840		
COMPANY URL:	PHONE NUMBER: 419 421 2121	SUPERVISOR:
HOURS PER WEEK: 25		MAY WE CONTACT THIS EMPLOYER: Yes

DUTIES:

- Provided roving security using Walking or on and off road vehicles
- Operating Cyber security systems such as CCTV and badge operating systems
- Directed and answered all employees or contractor's questions
- Wrote detailed incident reports regarding issues or events that happened on or around campus

REASON FOR LEAVING:

Sought after better opportunities more closely associated with law enforcement.

CERTIFICATES AND LICENSES

TYPE:	
LICEN	
TYPE:	EXPIRATION DATE:
LICENSE NUMBER:	ISSUING AGENCY:

SKILLS

OFFICE SKILLS: Typing Speed: _____ Data Entry Speed: _____
COMPUTER SKILLS: Daily use of Microsoft Outlook, Excel, Power-point
OTHER SKILLS:
LANGUAGE(S):

The purpose of these questions is to obtain information relevant to employment with the City of Findlay. **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.



- Leadership experience running a program
- OC Spray certified, 9mm, shotgun, and rifle expert certified
- 3 years of College classes in criminal justice
- Worked in Hancock County Justice Center as Correction Officer, have good working relations with staff
- Worked in Corporate Security

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.

See attached transcript

Are you, or have you ever been, an employee of the City of Findlay or Findlay City Schools? **NO**
If yes, please indicate the date(s) so employed:

How did you learn about this employment or examination opportunity?
A member of the Findlay PD reached out to me.

REFERENCES

Please list at least three individuals, other than relatives, whom we may contact as references regarding your character, ability, or experience.			
Name	Home Phone Number <i>(with area code)</i>	Work Phone Number <i>(with area code)</i>	Types of Reference <i>(personal, professional, education, etc.)</i>
Haraz Ghanbari		202-288-2102	Professional
Larry Curl		419-234-3014	Professional
Ann Sifuentes		419-704-0644	Professional

1. I hereby acknowledge that I, voluntarily and of my own free will, have applied for employment with the City of Findlay, with the understanding that the City may use a variety of screening procedures to evaluate my qualifications and suitability for appointment. I have been advised that these screening procedures may include, but are not limited to, interviews, criminal record checks, driving record checks, polygraph examinations, written testing, reference checks, background investigations, psychological evaluations, medical examinations, and drug testing. I hereby understand that I would not be required to actually participate in a psychological evaluation, medical examination, or drug test until after I have received a conditional offer of employment. I also acknowledge that I may also be subject to other screening procedures not specifically listed above. I further acknowledge that any such screening procedures, as reasonably required by the City of Findlay, are prerequisite to my appointment to a position with the City of Findlay. Initials [REDACTED]
2. In addition, I also hereby understand that the City of Findlay cannot guarantee the confidentiality of the results of or information obtained through the aforementioned screening procedures. Rulings of the Ohio Supreme Court relative to the Public Records Act indicate that, with certain enumerated exceptions, records maintained by a governmental entity are a matter of public record, and should a proper request be made by a member of the public for such records, the governmental entity would be required to make such records available to that member of the public within a reasonable period of time. Employment-related documents, with the exception of medical records, maintained by the City relative to the aforementioned screening procedures do not appear to fall within any of the enumerated exceptions. Initials [REDACTED]
3. If employed, I understand and accept that I may be required to work evening shifts or night shifts, including weekends and be on call and work mandatory overtime hours. Initials [REDACTED]
4. I understand and accept that if any information required in this application is found to be falsified or intentionally excluded, my application may be disqualified from further consideration. I further understand and accept that if I am employed by the City of Findlay, I may be subject to disciplinary action, including termination, if any information required by this application has been falsified or intentionally excluded. Initials [REDACTED]
5. I understand and accept that the employer requires a high degree of integrity and confidentiality of its employees. I also understand and accept that the various law enforcement and informational agencies that exchange information and data with the employer require that the employer's employees do not have a past record of unlawful activities. Therefore, I understand and accept that, depending on the department in which I am applying for employment, it may be necessary for the employer to investigate my background for any criminal or unlawful activity. Initials [REDACTED]
6. I hereby authorize the employers, schools and personal references named in this application to provide information regarding myself to the employer. I further authorize the release of personnel, academic and other records to the employer. Initials [REDACTED]
7. This application will be considered active for 12 months from the date filed. If you are hired, it will become part of your official employment record. Initials [REDACTED]
8. Therefore, in consideration of my employment application being reviewed and considered by the City of Findlay, being at least 18 years of age and under no legal disability on behalf of my heirs and assigns, hereby release and agree to hold harmless, the City of Findlay, and any of its agents, employees, or related officials from any and all liability, whatever the type and nature, resulting from the administration of any such screening procedures and/or the release of the results therefrom. Initials [REDACTED]

READ CAREFULLY BEFORE SIGNING

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 authorize investigation of all statements contained in this application. I understand that any misrepresentation or falsification of the information provided may lead to withdrawal of an employment offer or termination following employment. I waive all provisions of law forbidding colleges or universities which I attend, 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 Director, City of Findlay, Ohio, the Findlay Civil Service Commission, and/or the agency department 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. I also recognize that my future employment with the employer will be jeopardized if I engage in substance abuse, illegal drug use, or alcohol abuse. Finally, I agree that any claim or lawsuit relating to my service with the City of Findlay must be filed no more than six (6) months after the date of the employment action that is the subject to the claim or lawsuit. I waive any statute of limitations to the contrary.

Signature of Applicant [REDACTED]

Date: [REDACTED]

PRE-EMPLOYMENT DRUG TESTING CONSENT

I understand that as a candidate for employment with the City of Findlay, I must, in order to be appointed to a position with the City of Findlay, voluntarily consent to, and pass, a urinalysis, breath, or other drug testing to detect the presence of drugs in my system. I also understand that I will not actually be administered such a test until I have received a conditional offer of employment. I further understand that my application for employment will be rejected if I decline to sign this consent and thereby decline to be tested; if my test results are confirmed to be Positive for the presence of Illegal drugs, medical marijuana, or legal drugs for which I cannot submit sufficient proof that such drugs were legally obtained and used; or if masking agents are detected in any specimen I provide as part of the testing procedure.

I hereby knowingly and voluntarily consent to participate in a substance abuse test and authorize the City of Findlay to conduct, through its designated testing laboratory or other licensed/certified medical professionals/technicians, said urinalysis, breath, or other drug testing. In addition, I authorize the designated laboratory or other licensed/certified medical professionals/technicians to release any and all information regarding the test(s), including results, to the City of Findlay, and its representative. I further release the City of Findlay, its officers, directors, employees, agents, representatives from any and all claims, suits, and causes of action, liability, and/or damages arising from my submitting to the test and from the information obtained from the test.

Signature of Candidate: _____

Date: _____

**DRUG AND ALCOHOL TESTING
ACKNOWLEDGEMENT, RELEASE AND CONSENT**

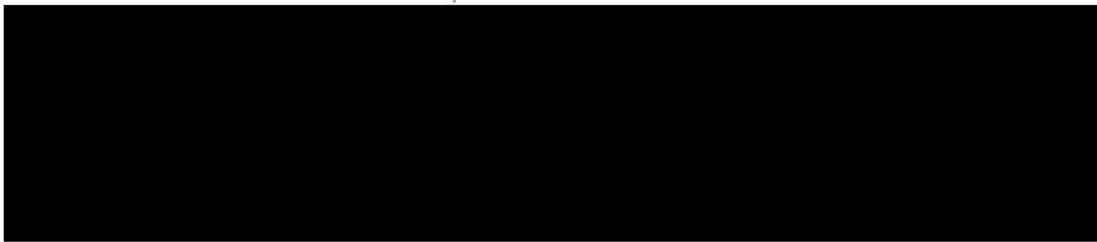
I acknowledge that the City of Findlay has an Employee Drug Testing Policy which requires employees to submit to drug and/or alcohol testing when there is reasonable belief that his/her work performance is adversely affected by the presence of alcohol, medical marijuana, or illegal drugs in his/her system. I further acknowledge that the method of testing used by the City would include urinalysis or breath testing.

I understand that should I be appointed to a position with the City of Findlay, I may be required to submit to drug and/or alcohol testing one or more times during my employment with the City of Findlay for the reason specified above. I also understand that I would be subject to appropriate disciplinary action including suspension or dismissal if the test results are positive, if masking agents are detected in specimens I provide in conjunction with the testing procedure, or if I refuse to be tested.

I hereby knowingly and voluntarily consent to further "reasonable belief" drug and/or alcohol testing after appointment to a position with the City of Findlay and authorize the City to conduct, through its designated testing laboratory or other licensed/certified medical professionals/technicians, urinalysis, breath, or other drug testing. In addition, I authorize the designated testing laboratory or other professionals/technicians to release any and all information regarding the tests, including their results, to the City of Findlay and its representatives. I further release the City of Findlay, its officers, directors, employees, agents, representatives from any and all claims, suits, causes of action, liability, and damages arising from my submitting to the tests and from the information obtained from such tests.

Signature of Candidate: _____

Date: _____



Objective:

To Obtain a full-time position in the law enforcement field that provides an opportunity to utilize my communication, social skills, and facilitate leadership needed for my future goals in serving my country.

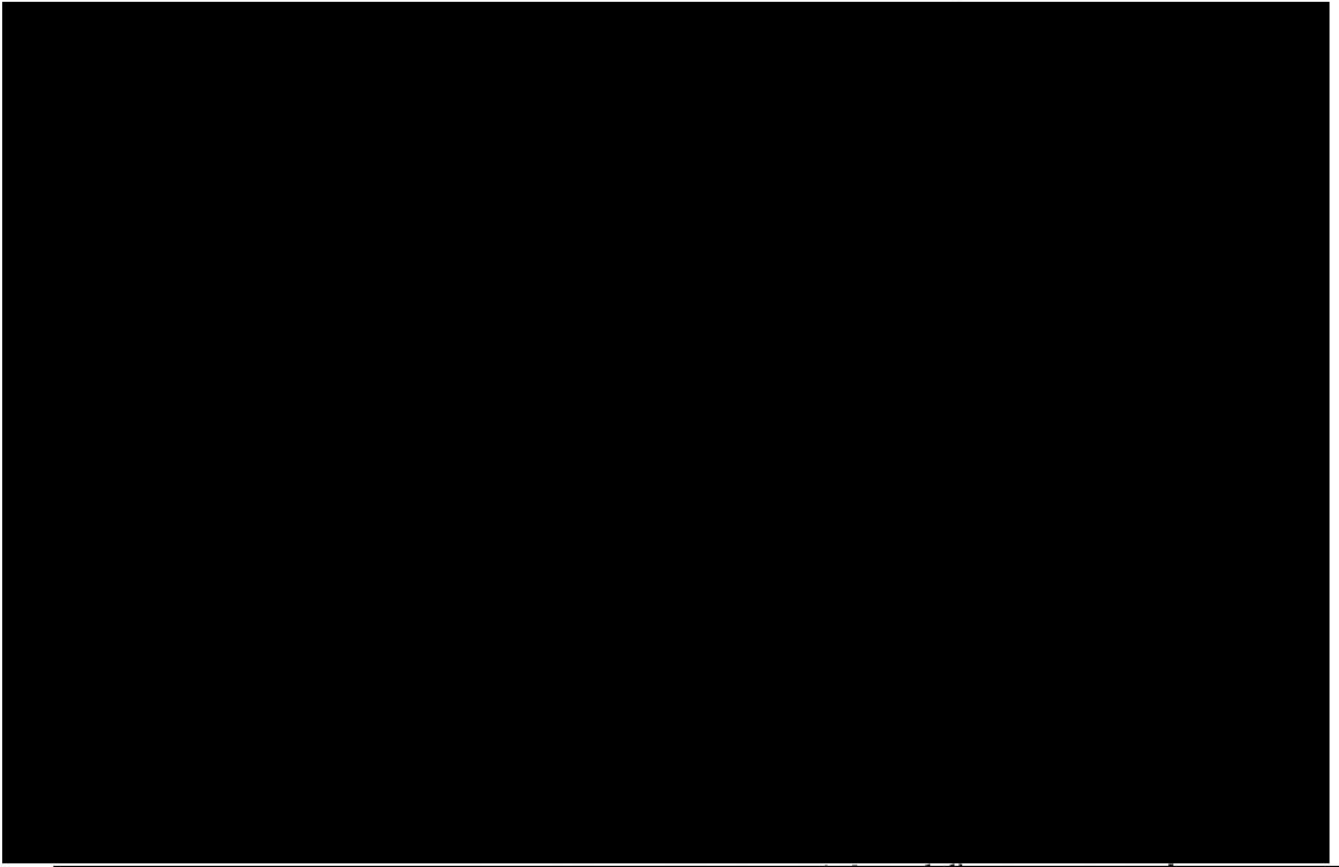
Professional Experience:

Global Security Operations Security -Marathon Petroleum Headquarters Findlay, OH:

October 2019- Present

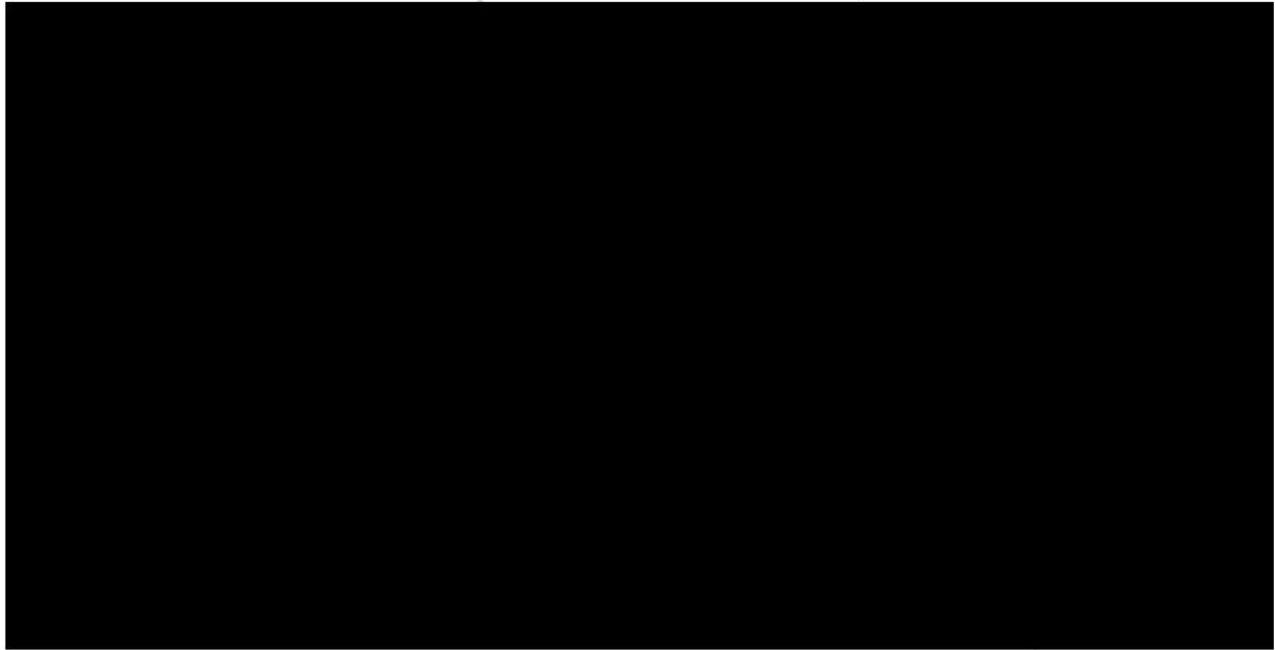
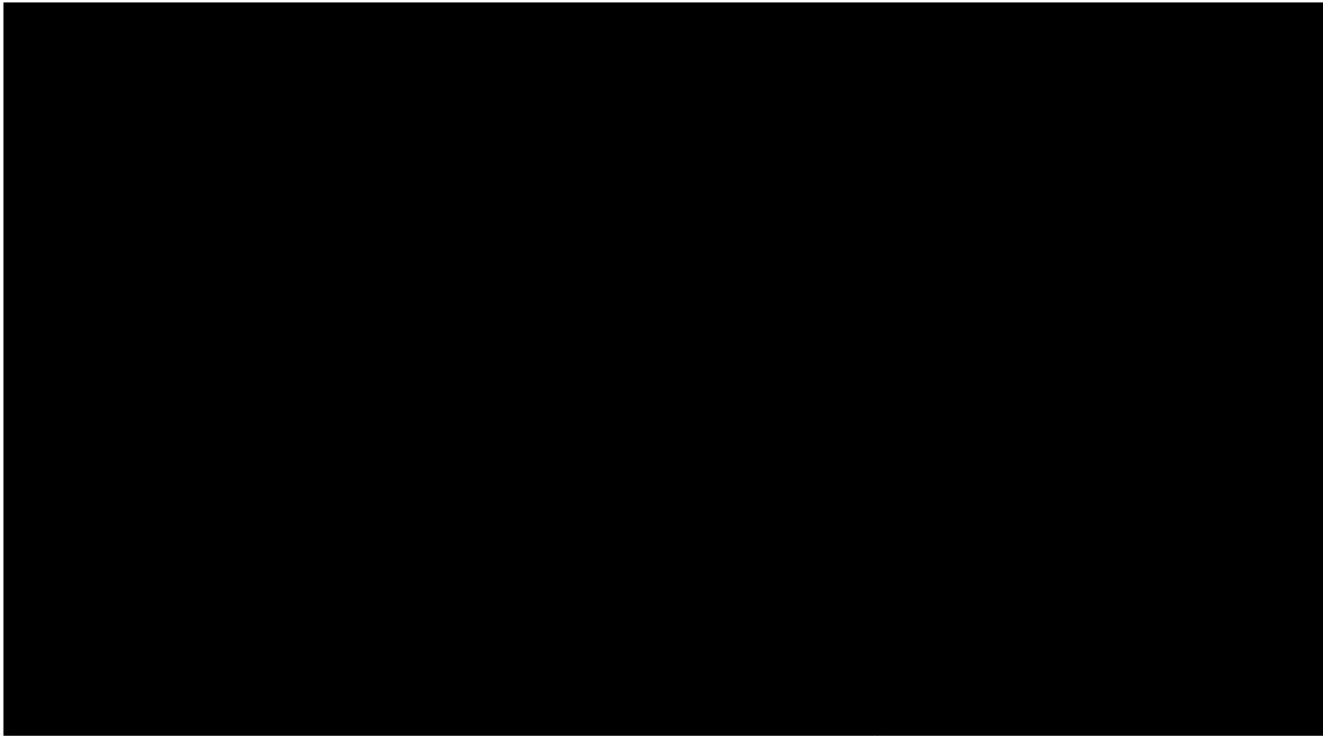
➤ **Intelligence Analyst & Dispatcher**

- Serve as a centralized security center for Marathon Transportation & Logistics sites, incident management of Marathon assets, traveler tracking, and a 24/7 incident call center.
- Use various programs such as MAPline, which a 24/7 on call service to connect Marathon assets and employees, that requires multitasking for following procedures as well as dialing in certain chains of command for various incidents.
- Track and Log all incidents called in on MAPline calls noting all details in a narrative that is then emailed to specific chains of command.
- Use intelligence applications such as Visual Command Center, tweetdeck, social media applications, and independent research to collect data were we exploit the data into a document that is then analyzed before being cut into a final product before being disseminated to Corporate Security and directly affected personnel.
- Investigate major incidents that have potential for affecting Marathon business or assets by tracking all travels, contacting on site operations ensuring safety, recommending course of action, or participating as a liaison to Corporate Security for further instruction.



▶





Hancock Co. Corrections Officer: December 2017- May 2018

➤ Post Officer Position-

- Managed 30-40 inmates per shift monitoring behaviors, preventing escape, and other dangerous activities.
- Coordinating and documenting all inmate movements such as mandatory classes, court appearances, and recreational time.
- Investigating safety issues as well as fights, or other potential crime related incidents that could jeopardize the safety of other inmates and officers.
- Writing daily incident reports on major issues that required use of force or other disciplinary issues.
- Conducting hourly surveillance checks ensuring safety and compliance with jail rules and regulations.
- Filing and distributing all court ordered documents for inmates.
- Knowledge and application of proper frisk/strip searches, handcuffing and shackling, cell block shake down and searches, and escorting inmates' techniques and take downs.

➤ Control Room Position-

- Operations in Control Room using CCTV system, Simplex fire alarm system, and JMS booking module.
- Coordinating with multiple departments and intake officers to ensure timeliness on incoming arrests.
- Properly maintaining logs for personnel entering building premises.

➤ Intake Officer

- Conducting initial body and property search to all new intakes.
- Monitoring the health of incoming arrestees, coordinating with local law enforcement, to transport inmates to hospital facilities for advanced medical treatment.
- Proper knowledge of using body scanning machine.
- Documenting and organizing all personal belongings.
- Knowledge of all proper cleaning supplies for Blood Borne Pathogens, body fluids, medical kits, and basic medical instruments.
- Recognizing, evaluating, and taking appropriate action with the Use of Force Continuum and de-escalation of any events or incidents that arise while in the field.

Securitas Security Services USA: July 2017- November 2017

- Provided roving security using walking or on and off-road vehicles.
- Maintaining logs for use of all vehicles and equipment.
- Operating Cyber security systems such as CCTV and badge operating systems.
- Multi-tasker directing or transferring all employees or contractor's questions.
- Wrote detailed incident reports regarding issues or events that happened on or around campus.



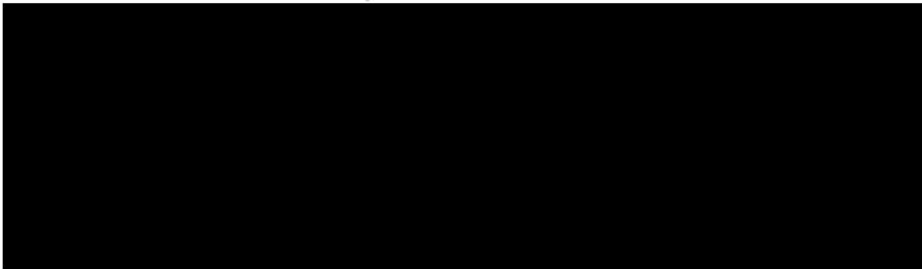
Olive garden: January 2014- June 2015

- Worked as a dishwasher operator specialist
- Worked as a service assistant
- Routinely assisted guests with varies requests or directions.
- Ensured 100% safety and sanitation for all staff and guests.
- Coordinated with servers and chefs to efficiently deliver food items in quick fashion.

Education:

- **Tiffin University Online: Homeland Security, Summer 2018-Present (Tentative Graduation Date December 2020)**
- **Bowling Green State University: Fall 2014- Spring 2015, Fall 2016, Criminal Justice**
- **University of Findlay: Fall 2015, Criminal Justice and Strength and Conditioning**
- **Bluffton University: Fall 2013, Exercise Science**

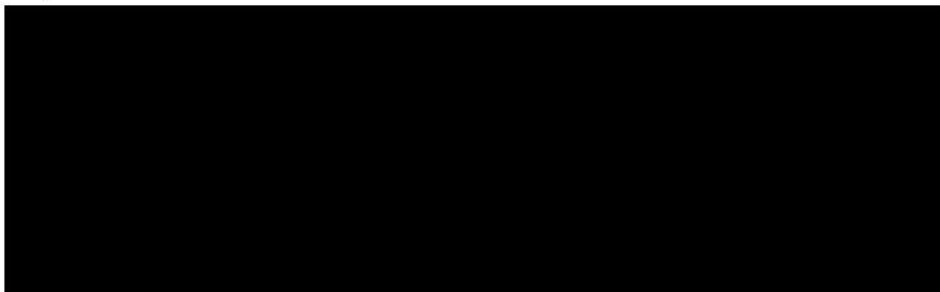
Certifications & Awards:



- **Qualified 9mm pistol, 12-gauge shotgun, and 9mm Pistol Expert**

Volunteering/Community Service:

- **16 hours of Hancock County Sheriff Ride-Along Program**
- **8 hours Perrysburg TWP Police Dept. Ride Along Program**
- **10 hours Findlay Police Dept. Ride Along Program**
- **Arlington High School Career/College Question & Answer Session**
- **Arlington High School Football Team Leadership Presentation**
- **6 hours Leading Physical Fitness Readiness training for Findlay Recruiting Station**



[REDACTED]

Background Investigation Summary

On [REDACTED] I was assigned this background investigation of [REDACTED] by Lt. Doe. [REDACTED] was given a conditional letter of employment as a police officer for the Findlay Police Department. The following is a background investigation summary:

Personal Information



Height: 6'00"

Weight: 190 lbs.

Marital Status: Single

Children: None

Current Employment: Allied Universal Security- GSOC (Global Security Operations Center) at Marathon

Education

High School: Arlington High School

Graduation: May 26, 2013

Cumulative Grade Point Average: 2.727

Class Rank: 43 of 56

College

College: Bluffton University

Major: Exercise Science

Graduation: N/A

Cumulative Grade Point Average: 2.42

Degree Honors: N/A

Dates: Fall semester 2013

College: Bowling Green State University

Major: Criminal Justice

Graduation: N/A

Cumulative Grade Point Average: 1.914

Degree Honors: N/A

Dates: Fall semester 2014-Spring, Fall semester 2017

****Academic Standing Effective 12/20/17: Warning***

College: University of Findlay

Major: Criminal Justice

Graduation: N/A

Cumulative Grade Point Average: 1.69

Dates: Fall semester 2015

****Academic Suspension***

College: Tiffin University

Major: Bachelor of Criminal Justice with a minor in Homeland Security/Terrorism

Graduation: N/A

Cumulative Grade Point Average: 3.29

Degree Honors: N/A

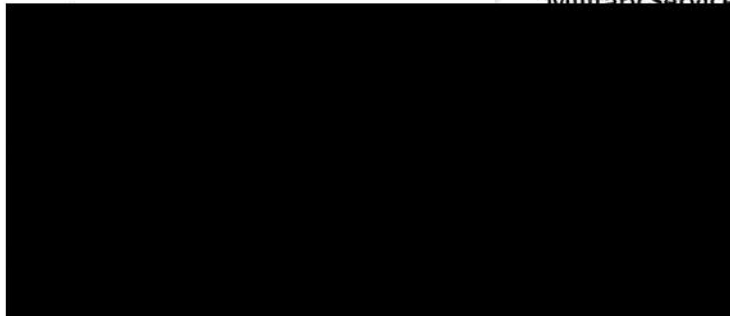
Dates: Summer semester 2018- Present

State Certification

Ohio Peace Officer Training Commission Graduation: N/A

Academy Location: N/A

Military Service



Personal History

Three Year Driving History: No accidents or citations

Criminal Arrests: None

Criminal Convictions: None (CCH record check received back on 12/13/2019)

Employment History/Contacts

██████████ is currently is employed at Marathon GSOC (Global Security Operations Center) at Marathon as an Intelligence Analyst and dispatcher. ██████████ said he is actually employed by Allied Universal who is sub-contracted by Marathon. ██████████

██████████ Prior to his ██████████ worked for 5 months as a corrections officer at the Hancock County Sheriff's Office. ██████████ has also worked security at Securitas, construction for ██████████ construction at Helms Excavating and was a dishwasher at Olive Garden and was a business partner with Ryan Smith in Amway. ██████████ provided me with his current and past employer supervisors contact information.

I spoke with Beth Larson ██████████ who is ██████████ current supervisor at Allied Universal (GSOC). She advised ██████████ has worked there since 10/28/19 and is still employed. She advised ██████████ has not had any disciplinary actions, is hard working and seems to handle job stress well. Beth did state that ██████████ has only been on his own for a few weeks since he completed his training. Beth completed the employer reference questionnaire. The letter is attached to this background summary. In the letter Beth stated that ██████████ has been upfront with any scheduling issues ██████████ She also stated that ██████████ is very driven and she has no doubt he will excel as a police officer.

I contacted the owner of Helms Excavating, Shane Helms ██████████ Shane spoke highly of ██████████ and said ██████████ is friends with his daughter and he knows ██████████ family personally. He described ██████████ as a good kid who is hard working, trustworthy and honest.

I informed Shane about ██████████ saying he had been fired. Shane laughed at this and said ██████████ was not fired. Shane confirmed ██████████ story that he had been dating the foreman's daughter and broke up with her. The foreman never called ██████████ back to work after that. Shane indicated that the foreman is his brother-in-law. He advised ██████████ had not done anything wrong and his brother-in-law was in the wrong. Shane said ██████████ has a determined and focused attitude and seems to rise up to challenges and likes to excel in what he does. Shane completed the employer reference questionnaire. The letter is attached to this background summary.

I spoke with Ryan Smith. He stated he was business partners with ██████████ for one year. Ryan said that ██████████ had strong communication skills. I inquired what kind of business he and ██████████ were partners in and Ryan was very vague with his response and never really answered the question. He did advise that ██████████ was self-employed and helped people with "health and business". Ryan completed the reference questionnaire. He stated ██████████ in intelligent, focused on advancing himself mentally and physically.

I spoke with Olive Garden General Manager Doug (unknown last name). He stated he did not recall who ██████████ was however stated the restaurant has a high turn-over rate so he does not remember all of the employees that have worked there. Doug informed me that I would have to contact the corporate office to obtain/verify ██████████ employment with Olive Garden. I contacted the owner of Olive Garden, Darden and sent a request for ██████████ employment history via their website at www.verifications@darden.com. I have not received a response to date.

I called Securitas at Marathon and spoke with Supervisor Will Lane. Will stated that ██████████ had great attendance, performance and only left because ██████████ Will advised that ██████████ was an excellent employee and hated to see him leave. I emailed the employer

reference questionnaire to Will. On December 18th I received an email from Stephanie Chenevey, Area Human Resources Manager for Securitas. The email indicated Will Lane had forwarded her my request regarding ██████ personnel record. It further stated she was forwarding the request to her legal team and either they or she would follow up with me. To date I have not received anything from Stephanie or the Securitas legal team.

█████ was employed as a Corrections Officer at the Hancock County Sheriff's Office from December 2017-June 2018. I called Det. Sgt. Jason Seem and inquired about ██████ employment records. Jason asked that I call him and stated that there were some negative things in ██████ file. He stated that from what he remembered ██████ had tried to abuse his privilege of time off ██████. He said basically ██████ would leave and not come back when he was supposed to. He advised me I would need to talk to Lt. Hartman regarding this issue. Jason informed me that he did ██████ background investigation when he was hired as a CO. Jason recalled that ██████ had then accident where he was cited. Jason provided me with a copy of his background narrative. It is attached to this report.

I called Lt. Hartman and inquired about ██████. He stated that ██████ would ask to be off work for his ██████ however would also say he needed off for the days/weekend days in between claiming he needed them for travel time. Lt. Hartman stated that ██████ therefore he did not need "travel time". He advised me that he told ██████ that he would have to use his vacation time for those days if he wanted them off. Lt. Hartman stated that ██████ also quit without giving any warning such as a customary 2 week notice. He also said that ██████ did not return on one date that he was supposed to for mandatory CPR training. He advised ██████ had called him ██████ and told him he needed to extend the date by one day. Lt. Hartman told him he needed to report to the ██████ however ██████ did not report to it. Lt. Hartman stated that ██████ did not properly communicate with him regarding ██████.

I went to the Hancock County Sheriff's Office and viewed ██████ personnel file. Upon doing so I found documents from Lt. Hartman regarding the above mentioned issue ██████. It appeared it was only one incident. There was also emails from ██████ to Lt. Hartman explaining ██████ with the dates. ██████

I also found in the personnel file a written reprimand/formal counseling by Corrections Sgt. Sterrett (A18) dated 1/17/18. Sgt. Sterrett reported that FTO Keller (C176) brought to his attention that ██████ was using a county computer to search for pins ██████. When Keller tried discussing work related details with ██████ and not doing personal things while at work ██████ made comments along the lines of having more important things to learn. The report stated "He ██████ has made comments about how important he is outside of the jail-█████ and in respect to his other job". In the letter Sgt. Sterrett stated he discussed the computer agreement ██████ had signed for employees. Sgt. Sterrett stated in the letter ██████ appeared very receptive to everything I talked to him about. He apologized for using the computer and advised he would not do it again." The entire documents mentioned above from ██████ HCSO personnel file are attached to this report.

References

█████ provided ██████ John Pocchia as a professional reference. I contacted Chief Pocchia ██████ who is the ██████. He advised that ██████ is honest, respectful and loyal. Chief Pocchia said he has never seen ██████ display any racial or religious prejudices and treats everyone respectfully. He stated ██████ work ethic and work record is outstanding and if he could have kept him ██████ he would have. Chief Pocchia completed the reference questionnaire which is attached to this background summary. He noted in the questionnaire that ██████ was an extremely valued addition ██████ and he has no doubt that ██████ will continue to exceed expectations as a Findlay Police Officer. I asked Chief Pocchia about the incident ██████ described being yelled at reference the vehicle assigned to him not having maintenance performed. Chief Pocchia stated it was a minor oversight near the beginning of ██████ and once he brought it to ██████ attention there was no further issues. He advised there was no formal discipline involved. I explained to Chief Pocchia that as a police officer ██████ would be entrusted with city owned equipment and vehicles. I asked him if he thought there would be any concerns with this. He advised aside from the above mentioned incident ██████ did not have any issues with the maintenance/care of equipment/vehicles he was entrusted with.

█████ listed Bo Schmutz as a personal reference. I called Bo ██████ and he stated he is an Investigator with the Ohio State Highway Patrol. He said ██████ is also ██████ and has known him since ██████ was born however he usually only sees him at family holiday parties. Bo advised ██████ comes from a good household and was raised with good values. He described ██████ as a "hard working farm kid". He believes ██████ is very capable of performing the job of a police officer. He further said ██████ is compassionate, has common sense and is caring. He said he would trust ██████ to make the right decisions in any circumstance that would arise. Bo completed the reference questionnaire.

█████ provided Larry Curl as a personal/professional reference. I called Larry ██████ and spoke with him. He advised that he has over 20 years of experience as a police officer with Shawnee PD and Delphos PD. He also was a police academy instructor at Rhodes State College. Larry advised he is now active duty in the Navy stationed in S. Carolina. ██████

█████ Larry advised that ██████ was one of a few that he entrusted to do this and stated that it required ██████ being entrusted with sensitive information/intelligence. Larry described ██████ as trainable, teachable and someone who will listen to constructive criticism. Larry stated ██████ will be an excellent police officer. Larry completed the reference questionnaire.

Investigative Notes

I received this background investigation on [REDACTED] I called [REDACTED] and he said he could come to FPD in about an hour. I asked him to bring copies of any updated resume's or qualifications. I requested that he bring in certified copies of his high school and college transcripts.

On Monday [REDACTED] at 1900 hrs I met with [REDACTED] in the detective interview room. The interview was video recorded. I started with having [REDACTED] sign the waiver form for me to contact people/employers regarding his background. He then completed the handwriting sample and the Homeland Security form. While completing the form [REDACTED] stated that he wanted to come in as soon as possible to get this done because he was going on a camping trip the beginning of next week. He stated he was going out to the state of Washington for about 4 days to do some backwoods camping. He said he had a friend who is stationed out there and she told him about the trail. [REDACTED] filled out a [REDACTED] request form. [REDACTED]

[REDACTED] He wanted to know if he needed to separate the two on the form. [REDACTED]

I noticed while going through the forms of the background packet that the one for a "contract" was not there. I told [REDACTED] I would check into that and let him know if he needs to complete it. I then told him that Lt. Mathias also need him to come in ASAP to sign some paperwork to be sent to the OSP Academy so FPD could secure his spot in the Academy in February. [REDACTED] advised that was fine and he could come in tomorrow morning to meet with Lt. Mathias.

[REDACTED] then filled out the Applicant Questionnaire. I then went over the Reid Questionnaire with him. Of note [REDACTED]

[REDACTED] I informed him I was surprised he knew the exact date. He stated he had to know for the OSP polygraph. I asked him to tell me about the incident. He said it was a party at his house about a month before he graduated. He said he had just gotten back from his Senior Class trip to NY City. He said his parents had gone out of town for the weekend and he decided to have a party and invite some friends over. I asked him if he had the [REDACTED] and he said a "buddy" had brought it to the party and he tried it. I asked him how he ingested it and he said his buddy [REDACTED] I asked [REDACTED] if he got caught or LE was involved and he said no. I asked if he parents know about the party and he said yes. I asked [REDACTED] when was the last time he was around someone else that was using illegal drugs. He said he wasn't sure exactly and had been around people at college parties that were using marijuana however he wasn't with them. [REDACTED] then told me that unfortunately he is not good friends with the "buddy" that had the [REDACTED] He clarified that he meant the buddy had gone down the wrong path.

During the Reid Questionnaire I asked [REDACTED] about traffic citations he had received. [REDACTED] stated he was in an accident when he was 16 but the charge got reduced to a seatbelt violation. He said he has one other speeding violation. I asked [REDACTED] what the original offense was that was reduced to a seatbelt violation. He said it was originally a Reckless Operation citation however he took it to court to try and get it reduced to a Failure to Control however the judge reduced it to a seatbelt violation. I asked [REDACTED] to explain the accident to me. [REDACTED] said he was driving a Dodge Ram 1500 and had only had his license for about 3 weeks. He said he had just left his girlfriend's house in Arlington. [REDACTED] said he was "peeling out, playing around and being stupid" and lost control. He said he went to step on the brake and accidentally stepped on the gas pedal. He said he just missed a tree but hit a barn. [REDACTED] stated to me it

was a "Really boneheaded move". I asked him who handled the accident and he advised it was Deputy McGuire. [REDACTED] said that the speeding ticket was also from a deputy Brunswick. I asked him what the speed was and he said he thinks it was 10-11 mph over the 55mph limit on SR 103. [REDACTED] said that he has been stopped at least two other times for speeding however only received verbal warnings. He said once was I-75 by a trooper and the other was in Findlay.

I asked [REDACTED] how many vehicle accidents he was involved in where he was the driver and he said one. I asked him if he was involved in a 3 car accident in Findlay. He then recalled that he was in another one however he forgot about it because it wasn't his car. I had read the OH-1 and knew that he was driving his girlfriend's car and was rear-ended which pushed them into the car in front of them. [REDACTED] was not cited.

[REDACTED] was asked what the worst thing he has ever done that if he got caught would have gotten him in trouble with the law. He stated probably having [REDACTED] [REDACTED] asked where he kept it at and he said in the trunk.

[REDACTED] was asked when the last time was he was involved in a physical confrontation. He stated New Year's Eve. [REDACTED] described that he had to help a friend out who was in a physical altercation at a bar. I asked him to explain. [REDACTED] said it was New Year's Eve and they were at Alexandria's bar. [REDACTED] said his friend's girlfriend was sitting on a chair and another guy "kind of" pushed her off the chair. [REDACTED] said his friend got "pissed" at the guy and they were "going at it". [REDACTED] said he pushed the other guy away from his friend, grabbed his friend and walked him out. I asked [REDACTED] if anybody was punched or hit during the altercation and he said no. I asked [REDACTED] if the police or a bouncer were involved and he said no and he had pulled his friend out before it escalated to that.

While going through the Reid Questionnaire I asked [REDACTED] if he ever had any verbal altercations or problems with any co-workers or supervisors and he said no.

I asked [REDACTED] if he had ever been fired from a job. He stated yes. I asked him to explain. [REDACTED] said he was 18 years old and working for an excavating company. He said he was dating the foreman's daughter. When he broke up with the girlfriend her dad "basically fired" him however [REDACTED] said in reality the foreman just never called him back to work. I asked [REDACTED] if the foreman or anybody else actually told him he was fired and he said no. I asked him what the company was and he said it was Helms and Sons Excavating. [REDACTED] told me that he is friends of the Helms family. I asked about the Foreman and [REDACTED] said Shane Helms owns the company and the Foreman is Shane's brother in law.

[REDACTED] was asked if he has ever received a verbal or written reprimand at work. [REDACTED] said he got yelled at a couple of times [REDACTED] however nothing too serious. He clarified that he had a couple of stern talks. I asked him to give me an example. [REDACTED] [REDACTED] He said he didn't do it on time once and something wasn't working so he got yelled at for it. I asked him if it was a written or verbal reprimand and he said verbal. I asked him who gave him the reprimand and he said his [REDACTED] I asked his name and he said Pocchia.

I spoke with [REDACTED] about his current employment. He said he works at the GSOC (Global Security Operations Center) at Marathon. [REDACTED] said he is actually employed by Allied Universal who is sub-contracted by Marathon. [REDACTED] said he is responsible for monitoring phone calls between a terminal and

the person running a department when there is an issue with the quality of a product. [REDACTED] said he monitors the phone calls and takes notes and then file a report based on his notes. [REDACTED] said he is also responsible for doing intelligence reports. He said on third shift he is responsible for doing intelligence reports on Mexico due to Marathon having assets in Mexico. [REDACTED] described that he tracks various environmentalist groups, individuals as well as watching the major news networks for any major events that could affect any of Marathon's assets. [REDACTED] provided me his supervisor's name as Beth Larson. [REDACTED] advised he was ok with me reaching out to Beth and stated he has already told her that he has been offered the job with FPD.

[REDACTED] advised that he knows Cory Glick from going to school with him and growing up with him in Arlington.

I asked [REDACTED] He stated he left the job at the HCSO and did his [REDACTED] with that he got hired at the GSOC. [REDACTED] stated he didn't think it was appropriate for him to keep his job at the HCSO while he wouldn't actually be working there. He admitted that his real intention was to be a police officer and not a corrections officer and he planned on working towards that goal [REDACTED]

[REDACTED] advised he does not have a significant partner. I asked if he was ever engaged or in a serious and stated that he did live with a girl for a while however they split up about a year ago. He stated it was a mutual separation. [REDACTED] described it as the girl was ready to start a family but he was more focused on his career. [REDACTED] said her name is Heather Clintsman. He said she is currently engaged and expecting a child. He provided me with her phone number and I advised him I would reach out to her.

I mentioned to [REDACTED] that I noticed in his application that he has attended at least 3 different colleges. I asked him to tell me about this. He stated that after he graduated college he went to Bluffton University for a semester. He said he was an Exercise Science Major. He said after that he started working for Helms however then realized he didn't like working 80 hours a week. He said he then enrolled at BGSU. He said he attended BGSU for a year and was enrolled in Criminal Justice Major. He said he ended up moving back home and started attending the University of Findlay to save money. He said that didn't work out and he only attended there for one semester. [REDACTED] and currently he is enrolled in the University of Tiffin online classes since the summer of 2017. I asked what he is majoring in there and he said Criminal Justice with an emphasis in Homeland Security. [REDACTED] then told me that he just recalled that when he was attending BGSU he did live in an apartment there. He provided me with the address and the information for the company that owned it. He advised he lived there by himself.

[REDACTED] had mentioned to me that he has taken a polygraph twice for the OSP. I asked him to explain. He stated the first time he took it was in 2015. He said he went through their background process to the point where he said they decide if they do or do not put you on their eligibility list. He said he was not put on the list that time. [REDACTED] said they told him it was because they wanted to see him mature. [REDACTED] said the most recent time was this past summer. He said he is currently on their eligibility list. He said since he has been offered the job here he would take his name off of the OSP's eligibility list. I asked him if he was currently on any other department's eligibility list or in the background process anywhere else and he stated no.

[REDACTED] currently lives by himself in a house that he has a mortgage on at [REDACTED] Prior to this residence he rented an apartment in Bowling Green while attending BGSU. The apartment was

at [REDACTED] and is owned by [REDACTED]. I contacted the company and spoke with Sharon Gonyer. She stated that [REDACTED] rented the apt from 8/1/2015-5/31/2016. Sharon advised he paid his rent in a timely manner and they never had any complaints about [REDACTED] from other tenants. She advised they would lease to him again if he applied.

On Friday December 20, 2019 I spoke with Chief Dunbar who indicated he had been notified that [REDACTED] had passed his psychological test and that he "appears to be a **favorable** candidate for the position of police officer."

On Friday December 27, 2019 I instructed [REDACTED] to contact NWO to set up his medical/physical exam. He called me back and confirmed that his appointment is set for December 30, 2019 at 0730 hrs. [REDACTED] contacted me after the appointment and advised that NWO kept the form and informed him they will mail it to Lt. Mathias.

On Monday January 1, 2020 I received a copy of [REDACTED] medical/physical results which indicated he does not have any limitations and can safely function in all phases of the academies strenuous physical training.

On Monday January 6, 2020, I met with [REDACTED] at his residence. [REDACTED] invited me inside and to have a seat at his dining room table. I noted the interior of the house was clean and orderly. I went over the questions from the home interview checklist. [REDACTED] gave appropriate answers. I talked with [REDACTED] about stresses of being a police officer and he stated he understood and was prepared for this. I then briefly went over the FPD's union contract related to wages, holivac etc. I also discussed with [REDACTED] advancement options and other specific job opportunities within the department. [REDACTED] expressed interest in ERT, the K9 program and Honor Guard detail. The interview was ended a short time later.

Upon completing this background investigation summary I have not found anything that would lead me to believe that [REDACTED] would not make a good police officer with the Findlay Police Department.

Det. K. White #1408

Office of the Mayor

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Paul E. Schmelzer, P.E., P.S.
Safety Director

Brian A. Thomas, P.E., P.S.
Service Director

April 27, 2018



RE: Police Officer Position

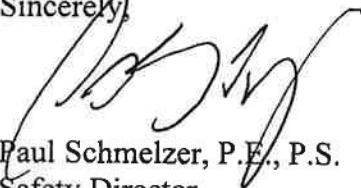
Dear 

I regret to advise you that you were not selected for the present vacancies in the Findlay Police Department.

We were fortunate to have excellent, well-qualified candidates and the decision to hire people at this time was not easy. The test does expire upon the first appointment pursuant to the Ohio Administrative Code Section 124.26. However, the Chief of Police has the option to extend the test for period of 1 year allowing candidates additional interviews.

Thank you for your time and patience during the selection process, and best wishes as you pursue your law enforcement career.

Sincerely,



Paul Schmelzer, P.E., P.S.
Safety Director

XC: Civil Service Commission
Candidate File



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