



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



2024-1015
Officer Involved Critical Incident – 100 Block 8th Street, N.E. New
Philadelphia, Ohio 44663 Tuscarawas, County

Investigative Activity: Review of Records
Involves: ██████████ (S)
Date of Activity: 05/20/2024
Author: SA Joshua S. Rammel, #175

Narrative:

On May 20, 2024, Special Agent (SA) Josh Rammel (Rammel) completed the review of ██████████ ██████████'s ██████████ personnel records. The review was conducted regarding the Officer Involved Critical Incident (OICI) which occurred at the 100 Block 8th Street, N.E. New Philadelphia, Ohio.

SA Rammel observed the following information that was deemed important for the OICI investigation.

The following information was obtained from a Tuscarawas County Sheriff's Office (TCSO) Evaluation Form regarding the date range of August 14, 2023, through December 14, 2023.

A. In the "Performance Dimensions" section of the form, ██████████ was identified as "needs improvement" in the following categories.

1. Exhibits self-control under stress.
2. Interpersonal skills with staff and public.
3. Speaks organized thoughts and uses proper radio protocol.

B. In the "Deputy Performance Evaluation Form-Supplement" Sergeant David Di Genova (Di Genova) advised that ██████████ needs to "work on his tone when speaking with the public" and "It's his ██████████'s tone of voice I (Di Denova) believe rubs people the wrong way".

Additional evaluations, from September 2022, showing ██████████'s progress as a Deputy Sheriff were also attached.

SA Rammel also observed the following instances where ██████████ was reprimanded during the course of his duty with the TCSO.

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1. On December 22, 2023, [REDACTED] received a verbal warning for failing to complete required logs and failure to obey an order from a supervisor. This incident pertained to [REDACTED]'s failure to log that a protection order was properly served.

2. On August 23, 2023, [REDACTED] received "counseling" for [REDACTED] failing to properly investigate multiple auto accidents.

3. On August 23, 2023, [REDACTED] received "counseling" for posting videos to social media while on duty.

4. On June 15, 2023, [REDACTED] received "counseling" for not renewing his Law Enforcement Automated Data System (LEADS) during a 30-day extension period.

The personnel records and [REDACTED]'s disciplinary records were attached to this investigation. See the attachments for the complete details.

References:

None

Attachments:

Attachment # 01: [REDACTED] -- Miscellaneous

Attachment # 02: [REDACTED] -- Disciplinary

**TUSCARAWAS COUNTY SHERIFF'S OFFICE
DEPUTY PERFORMANCE EVALUATION FORM**

Employee's Name: [REDACTED]

Evaluation Date Range: 08/14/23 to 12/14/23

Supervisor's Name: Sgt. David P. DiGenova

Evaluation Type: Annual Other

Performance Dimensions

A=ABOVE M=MEETS N=NEEDS IMPROVEMENT X=NOT APPLICABLE

POLICIES AND PROCEDURES

A M N X

- Understands the role as a deputy in the Road Division
- Knows Sheriff's Office & Road Div. policies and procedures
- Adherence to Road Div. & Office policies and procedures
- Knows and follows directives from chain of command
- Knowledge of the road deputy's duties

JUDGMENT

A M N X

- Problem solving, decision making, common sense
- Properly uses discretion
- Exhibits self-control under stress
- Interpersonal skills with staff and public

PROFESSIONAL DEMEANOR

A M N X

- Uniform appearance
- Accountability/work ethic
- Grooming, attire, and personal appearance
- Reports to work on time, uses time wisely, and is prepared
- B Sick leave hours used

VERBAL COMMUNICATIONS

A M N X

- Speaks organized thoughts and uses proper radio protocol
- Speaks professionally to staff and public
- Listens effectively when necessary

WRITTEN COMMUNICATIONS

A M N X

- Writes clear and complete information in reports
- Writes clear and concise forms and documents
- Writes clear and concise narratives
- Logs necessary information properly
- Completes forms, reports, addendums when appropriate, including dispositions

DEPUTY EQUIPMENT OPERATIONS

A M N X

Understands & operates the following:

- Radio equipment
- Vehicle/Appearance/ Maintenance
- Telephone equipment and programs
- Mobile Computer
- All other programs and equipment

TEAM EFFORT / COOPERATION

A M N X

- Contributes to group effort
- Maintains a good working relationship with others
- Maintains a positive attitude

PHOTOS

A M N X

- Appropriate number of photos
- Takes clear quality photos
- Uses scale to accurately document size.

QUALITY ASSAURANCE EVALUATIONS

 7 Total number of QA evaluations
 6 Number of perfect scores evaluations
 0 Number of evaluations below cutoff score
98.76 Average QA evaluations score

Supervisor's Comments

[REDACTED] is still learning the and is improving in all aspects of his duties. [REDACTED] is an asset to the office. He has a positive attitude and works well with his peers and staff. [REDACTED] makes good decision but at times needs some guidance. [REDACTED] needs to continue to improve on his report writing and radio traffic, which I advised to slow down and think about what he is writing. [REDACTED] is growing as a Deputy and is to easy supervise.

Division Commander's Signature and Date

[Signature] 12/15/23

Division Commander's Comments (if applicable)

Immediate Supervisor's Signature and Date

[Signature] 7936 12/14/2023

- Employee received a copy of evaluation Yes No
- Evaluation discussed with Employee Yes No
- Evaluation placed in Employee's personnel file Yes No

Sheriff's Signature and Date

[Signature]

Employee's Signature and Date (does not indicate agreement with evaluation)

[REDACTED] 12/14/23

Employee's feedback or comments regarding evaluation process

[REDACTED]

Introduction:

Performance review is a vital and ongoing part of personnel management. It is an objective evaluation of employee performance. The employee's immediate supervisor will meet with the employee to discuss this evaluation, following the completion of the performance review.

Purpose:

Performance review is utilized by the Tuscarawas County Sheriff's Office to:

- Improve performance and productivity
- Chart employee progress
- Strengthen the supervisor – employee relationship and improve communications
- Recognize employee accomplishments and good work
- Inform the employee of strengths, weaknesses, and progress in improving performance
- Develop employee skills

Timeliness:

Performance reviews will be conducted, at least, once annually and should be completed no later than 30 days after the end of the rating period. A copy of the evaluation will be provided to the employee and the original will be placed in the employee's personnel file.

Rating scale definitions:

Above expectations: *performance exceeds the job requirements.* Performance is excellent and above and beyond what is expected of employees in this profession. The employee requires less-than-usual supervision. The employee's performance is superior.

Meets expectations: *performance satisfies the job requirements.* The employee is conducting the profession at the level expected for employees in this position. Usual levels of supervision are needed. This rating includes a broad range of performance, from barely satisfactory, to highly satisfactory.

Needs Improvement: *performance generally fails to meet job requirements.* The employee requires high levels of supervision. The employee is not completing tasks at the expected level. The employee's performance is unsatisfactory and requires improvement.

Not Applicable: The performance dimension is not included in the employee's required profession, and therefore, not rated.

**TUSCARAWAS COUNTY SHERIFF'S OFFICE
DEPUTY PERFORMANCE EVALUATION FORM - SUPPLEMENT**

Employee's Name: [REDACTED]

Evaluation Date Range: 08/14/20 to 12/14/20**23**

Supervisor's Name: Sgt. David P. DiGenova

Evaluation Type: Annual Other

Additional Supervisor Comments:

[REDACTED] needs to continue to improve on his report writing and radio traffic. Work on his tone when speaking with the public. I've explained to [REDACTED] I believe he knows how to speak with people it's his tone of voice that I believe rubs people the wrong way.

Supervisor Suggested Goals for Employee:

Improve on the things mentioned in the performance evaluation and ask yourself where you want to see yourself in 5 to 10 years.

Any Areas Employee Requests Additional Training:

[REDACTED] is interested in the possibility of going to sniper training, he is interested in tactical driving.

Division Commander's Signature and Date

Immediate Supervisor's Signature and Date

Sgt. D.P. DiGenova 7936 12/14/20**23**

Division Commander's Comments (if applicable)

Employee received a copy of evaluation Yes No
 Evaluation discussed with Employee Yes No
 Evaluation placed in Employee's personnel file Yes No

Sheriff's Signature and Date

D. L. Lee 2-5-23

Employee's Signature and Date (does not indicate agreement with evaluation)

[REDACTED] 12/14/20**23**

Employee's feedback or comments regarding evaluation process

**TUSCARAWAS COUNTY SHERIFF'S OFFICE
DEPUTY PERFORMANCE EVALUATION FORM**

Employee's Name: [REDACTED] Evaluation Date Range: 1-3-23 to 6-19-23

Supervisor's Name: *Sgt Phil Under* Evaluation Type: Annual Other

Performance Dimensions

A=ABOVE M=MEETS N=NEEDS IMPROVEMENT X=NOT APPLICABLE

POLICIES AND PROCEDURES

- A M N X
- Understands the role as a deputy in the Road Division
 - Knows the Sheriff's office Road Division policies and procedures
 - Adherence to the Road Divisions and office policies and procedures
 - Knows and follows directives from chain of command
 - Knowledge of the road deputy's duties

JUDGMENT

- A M N X
- Problem solving, decision making, common sense
 - Properly uses discretion
 - Exhibits self-control under stress
 - Interpersonal skills with staff and public

PROFESSIONAL DEMEANOR

- A M N X
- Uniform appearance
 - Accountability/work ethic
 - Grooming, attire, and personal appearance
 - Reports to work on time and uses time wisely and is prepared.
 - Sick hours used: _____

VERBAL COMMUNICATIONS

- A M N X
- Speaks organized thoughts and uses proper radio protocol
 - Speaks professionally to staff and public
 - Listens effectively when necessary

WRITTEN COMMUNICATIONS

- A M N X
- Writes clear and complete information in reports.
 - Writes clear and concise forms and documents
 - Writes clear and concise narratives
 - Logs necessary information properly
 - Completes forms, reports, addendums when appropriate including dispositions

DEPUTY EQUIPMENT OPERATIONS

- A M N X Understands & operates the following:
- Radio equipment
 - Vehicle/Appearance/ Maintenance
 - Telephone equipment and programs
 - Mobile Computer
 - All other programs and equipment

TEAM EFFORT / COOPERATION

- A M N X
- Contributes to group effort
 - Maintains a good working relationship with others
 - Maintains a positive attitude

Photos

- A M N X
- Appropriate number of photos
 - Takes clear quality photos
 - Uses scale to accurately document size.

QUALITY ASSAURANCE EVALUATIONS

__13__ Total number of QA evaluations
 __9__ Number of perfect scores evaluations
 __1__ Number of evaluations below cutoff score
 __96.60__ Average QA evaluation score

Supervisor's Comments

[REDACTED] is a young and up coming deputy with lots of potential. [REDACTED] has very professional appearance and always maintains a clean uniform and vehicle. [REDACTED] can complete assigned calls and writes a complete and concise report. [REDACTED] does lack experience and needs to improve on his policy and procedures along with time management. [REDACTED] continues to find himself buried in cases and also spends long periods of time following up on cases that could be completed quickly. [REDACTED] maintains a positive attitude but needs to take direction when given. Sometimes he needs directives repeated before he understands what the mission is that I need completed. Overall [REDACTED] will gain experience with his continued time on the road and will become a solid deputy.

Division Commander's Signature and Date
[Signature] 7/10/23

Immediate Supervisor's Signature and Date
[Signature] 6-26-23

Division Commander's Comments (if applicable)

Employee received a copy of evaluation Yes No
 Evaluation discussed with Employee Yes No
 Evaluation placed in Employee's personnel file Yes No

Sheriff's Signature and Date
[Signature] 7-10-2023

Employee's Signature and Date (does not indicate agreement with evaluation)
 [REDACTED] 7/9/23

Employee's feedback or comments regarding evaluation process

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- Chart employee progress
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- Inform the employee of strengths, weaknesses, and progress in improving performance
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Not Applicable: The performance dimension is not included in the employee's required profession, and therefore, not rated.

APPLICATION FOR MARRIAGE LICENSE

OHIO REVISED CODE 3101.05
TUSCARAWAS COUNTY PROBATE COURT
ADAM W. WILGUS, JUDGE

CASE NO: 2022 ML 96164

Applicant 1	Applicant 2
1. FULL NAME [REDACTED]	9. FULL NAME [REDACTED]
2. AGE 29 years	10. AGE 24 years
3. RESIDENCE ADDRESS CITY/STATE/COUNTY NEW PHILADELPHIA, OH - TUSCARAWAS CO	11. RESIDENCE ADDRESS CITY/STATE/COUNTY NEW PHILADELPHIA, OH - TUSCARAWAS CO
4. BIRTHPLACE (STATE OR COUNTY) LAPORTE, IN - LAPORTE CO	12. BIRTHPLACE (STATE OR COUNTY) CANTON, OH - STARK CO
5. OCCUPATION SHERIFF DEPUTY	13. OCCUPATION DISPATCHER
6. NAME OF FATHER RICK ALAN [REDACTED]	14. NAME OF FATHER RYAN ALAN SANDEFUR
7. MAIDEN NAME OF MOTHER DIANNE LYNNE COOPER	15. MAIDEN NAME OF MOTHER PAMELA RENEE AUSTIN
8. PREVIOUSLY MARRIED (NUMBER OF TIMES) 0	16. PREVIOUSLY MARRIED (NUMBER OF TIMES) 1
PREVIOUS SPOUSE: STATE OF DIVORCE: COUNTY OF DIVORCE: CASE NUMBER: DATE OF DIVORCE: MINOR CHILDREN:	PREVIOUS SPOUSE: ZACHARY T. SHAW STATE OF DIVORCE: OHIO COUNTY OF DIVORCE: TUSCARAWAS CASE NUMBER: 2021 C 05 0156 DATE OF DIVORCE: 03/15/2022 MINOR CHILDREN: GREYSON - 3

ON THE DATE SHOWN BELOW, THE UNDERSIGNED MAKE APPLICATION FOR A MARRIAGE LICENSE AND STATE UPON OATH AS FOLLOWS: THAT THE PARTIES ARE NOT NEARER OF KIN THAN SECOND COUSINS; THAT NEITHER APPLICANT IS UNDER THE INFLUENCE OF INTOXICATING LIQUOR OR CONTROLLED SUBSTANCE OR IS INFECTED WITH SYPHILIS IN A FORM THAT IS COMMUNICABLE OR LIKELY TO BECOME COMMUNICABLE; THAT IF THE APPLICANT IS UNDER 18 YEARS OF AGE, MARRIAGE COUNSELING HAS BEEN RECEIVED.

APPLICANTS SIGNATURES

X [REDACTED] _____ X [REDACTED] _____

CONSENT OF PARENTS

X _____ X _____
X _____ X _____

DATE OF APPLICATION 10/26/2022

SWORN TO AND SUBSCRIBED BEFORE ME BY THE APPLICANTS AND ISSUED THIS DATE

A. Lynette Kopp
DEPUTY CLERK SIGNATURE

MARRIAGE TO BE SOLEMNIZED BY

APPLICATION FOR WAIVER OF TIME
THE UNDERSIGNED APPLICANTS FOR A MARRIAGE LICENSE REQUEST THE PROBATE JUDGE TO WAIVE THE PROVISIONS OF THE LAW WITH RESPECT TO THE PERIOD OF TIME BETWEEN THE FILING OF THE APPLICATION AND ISSUANCE OF THE LICENSE.

APPLICANTS
X [REDACTED] X [REDACTED]

REQUEST GRANTED FOR GOOD CAUSE AND LICENSE ORDERED ISSUED

ADAM W. WILGUS
PROBATE JUDGE

THE ABOVE NAMED PARTIES FILED AN APPLICATION FOR MARRIAGE LICENSE ON THE DATE SHOWN ABOVE. THE COURT FINDS THAT AT LEAST FIVE DAYS HAVE ELAPSED, AND THAT IT IS SATISFIED THERE ARE NO LEGAL IMPEDIMENTS TO THE MARRIAGE. THEREFORE IT IS ORDERED THAT THE MARRIAGE LICENSE BE ISSUED.

DEPUTY CLERK SIGNATURE

DATE

DEC 5 2022

Marriage Certificate

THIS PART TO BE RETURNED PROMPTLY TO THE PROBATE COURT

No. 2022 ML 96164

The State of Ohio, Tuscarawas County

I Do hereby Certify, that on the 19TH day of NOVEMBER 2022
MONTH YEAR

I solemnized the Marriage of

[REDACTED] with

Sonny J. Stull
SIGNATURE

Sonny J. Stull Minister
PRINTED NAME (State whether Minister or Officer)

330-432-4167
PHONE

1022 Allgier Rd SE
ADDRESS

Gnadenhutten OH
CITY STATE

This Certificate must be returned to the Probate Court by the presiding minister/officer within 30 days of the performance of the marriage or said minister/officer could be charged with a minor misdemeanor and fined \$50 pursuant to Ohio Revised Code 3101.14.

BY *A. Lynette Kopp*
 Deputy Clerk
 ADAM W. WILGUS, JUDGE
 A TRUE COPY
 12/5/2022
 Date

**TUSCARAWAS COUNTY SHERIFF'S OFFICE
DEPUTY PERFORMANCE EVALUATION FORM**

Employee's Name: [REDACTED] Evaluation Date Range: 09/2022 to 11/2022

Supervisor's Name: Sergeant Bryan Patrick 798 Evaluation Type: Annual Other

Performance Dimensions

A=ABOVE M=MEETS N=NEEDS IMPROVEMENT X=NOT APPLICABLE

POLICIES AND PROCEDURES
A M N X
 Understands the role as a deputy in the Road Division
 Knows Sheriff's Office & Road Div. policies and procedures
 Adherence to Road Div. & Office policies and procedures
 Knows and follows directives from chain of command
 Knowledge of the road deputy's duties

JUDGMENT
A M N X
 Problem solving, decision making, common sense
 Properly uses discretion
 Exhibits self-control under stress
 Interpersonal skills with staff and public

PROFESSIONAL DEMEANOR
A M N X
 Uniform appearance
 Accountability/work ethic
 Grooming, attire, and personal appearance
 Reports to work on time, uses time wisely, and is prepared
12 hrs Sick leave hours used

VERBAL COMMUNICATIONS
A M N X
 Speaks organized thoughts and uses proper radio protocol
 Speaks professionally to staff and public
 Listens effectively when necessary

WRITTEN COMMUNICATIONS
A M N X
 Writes clear and complete information in reports
 Writes clear and concise forms and documents
 Writes clear and concise narratives
 Logs necessary information properly
 Completes forms, reports, addendums when appropriate, including dispositions

DEPUTY EQUIPMENT OPERATIONS
A M N X Understands & operates the following:
 Radio equipment
 Vehicle/Appearance/ Maintenance
 Telephone equipment and programs
 Mobile Computer
 All other programs and equipment


TEAM EFFORT / COOPERATION
A M N X
 Contributes to group effort
 Maintains a good working relationship with others
 Maintains a positive attitude

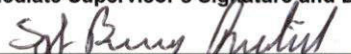
PHOTOS
A M N X
 Appropriate number of photos
 Takes clear quality photos
 Uses scale to accurately document size.

QUALITY ASSAURANCE EVALUATIONS
5 Total number of QA evaluations
1 Number of perfect scores evaluations
0 Number of evaluations below cutoff score
94.7 Average QA evaluations score

Supervisor's Comments

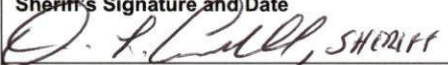
My time with [REDACTED] has been pretty short however he has experience in both the Office as a Corrections Officer and as a US Marine Veteran. For this reason I expected him to be performing better than what I have observed. [REDACTED] is always respectful with me but has improvement to be done in the job and with himself.

Division Commander's Signature and Date
 11/14/22

Immediate Supervisor's Signature and Date
 11/14/22 798

Division Commander's Comments (if applicable)

Employee received a copy of evaluation Yes No
 Evaluation discussed with Employee Yes No
 Evaluation placed in Employee's personnel file Yes No

Sheriff's Signature and Date
 SHERIFF 11-28-22

Employee's Signature and Date (does not indicate agreement with evaluation)
 [REDACTED] 11/14/22

Employee's feedback or comments regarding evaluation process

**TUSCARAWAS COUNTY SHERIFF'S OFFICE
DEPUTY PERFORMANCE EVALUATION FORM - SUPPLEMENT**

Employee's Name: [REDACTED]	Evaluation Date Range: 09/2022 to 11/2022
Supervisor's Name: Sergeant Bryan Patrick 798	Evaluation Type: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Other

Additional Supervisor Comments:
 [REDACTED] has a great attitude toward the Office and myself. He gets along with everyone and wants to assist any way he can. He is very eager to go out and patrol and looks often to get into things; however, he is bad at procrastinating with the follow up work. When he first came to my shift we sat down to get his open cases in order and I have had to follow up with him numerous times about following up with cases, getting a warrant, and completing his CPT's which he had not started until September.

I would like to see [REDACTED] use his time more efficiently. I want him to understand the many tasks we do as Deputies and go out and hit the ground running as is typically required since we are midnight shift. I would like to see him take more time in gathering important information for his reports and spend more time typing the information he has gathered into his reports as he misses the mark often on his initial draft. We have been working on this together.

I have had a few discussions with [REDACTED] about signing out with subjects via radio for Deputy safety reasons. He initiated a pursuit with a ATV that I called off due to him not knowing where he was and not being able to clearly radio information to responding Deputies.

I would like to see [REDACTED] take my advice and directions and follow through with them quickly and completely.

Supervisor Suggested Goals for Employee:

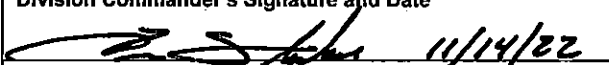
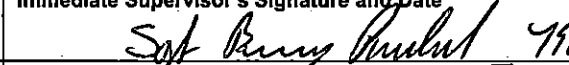
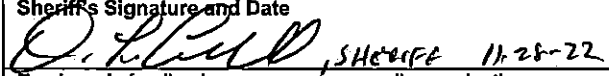
Work on your time management skills.

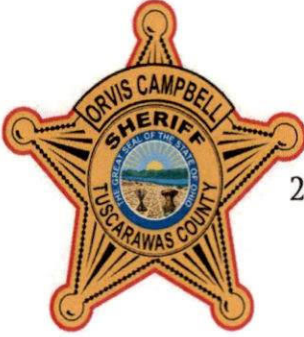
Work on your report typing skills.

Do not hesitate to ask me questions and we will work on the things that I can help you with together.

Any Areas Employee Requests Additional Training:

[REDACTED] is interested in training to become a member of the SWAT team and also a firearms range safety officer.

Division Commander's Signature and Date  11/14/22	Immediate Supervisor's Signature and Date  11/14/22
Division Commander's Comments (If applicable)	Employee received a copy of evaluation <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Evaluation discussed with Employee <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Evaluation placed in Employee's personnel file <input type="checkbox"/> Yes <input type="checkbox"/> No
Sheriff's Signature and Date  11-28-22	Employee's Signature and Date (does not indicate agreement with evaluation) [REDACTED] 11/14/22
Employee's feedback or comments regarding evaluation process	



TUSCARAWAS COUNTY SHERIFF'S OFFICE

2295 REISER AVENUE, S.E. ★ NEW PHILADELPHIA, OHIO 44663
PHONE: (330) 339-2000 ★ FAX: (330) 339-4432

Applicant: [REDACTED]

Address: [REDACTED] New Philadelphia, OH 44663

Date: July 22, 2022

RE: Conditional Offer of Employment for the Position of
Probationary Deputy Sheriff

Dear [REDACTED]:

Congratulations, you have satisfied this Office as to your background investigation and I am pleased to offer you the position of Probationary Deputy Sheriff with the Tuscarawas County Sheriff's Office with a starting wage of \$21.55 per hour plus benefits. This offer of employment is contingent upon the following conditions:

1. Satisfactory completion of a polygraph exam. **(completed)**
2. Satisfactory results of a psychological examination. **(completed)**
3. Satisfactory completion of an occupational screening and medical examination conducted by a physician. *(completed)*
4. Obtain satisfactory results on a controlled substance abuse screening test. *(completed)*
5. Presentation of documents verifying employment eligibility on date of employment as required by U.S. Department of Homeland Security, U.S. Citizenship and Immigration and Services Form I-9. *Completed*
6. Successful completion of a Field Training and Evaluation Program.

7. After successful completion of one-year as a Probationary Police Officer, you will be eligible for consideration for continued employment with the designation of Deputy Sheriff.
8. Budgetary approvals. ***(All employees should be aware that as budgets and funding sources may be reduced, all titles and positions may be subject to reductions in force.)***

Please confirm your acceptance of this job offer by signing this letter and keep a copy for your records.

Welcome to the Tuscarawas County Sheriff's Office. We wish you success in your new position.

Sincerely,

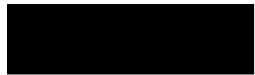


Orvis L. Campbell
Sheriff

Your signature below acknowledges your receipt of this letter and your understanding that this offer is subject to satisfaction of all the conditions listed herein.



7/27/22
Date



that an employee investigate what the permitted uses are before copying or sharing any copyrighted materials. Please consult and implement the procedures outlined in this policy.

Any employee who violates Tuscarawas County copyright policy may be subject to disciplinary action up to and including termination.

Tuscarawas County's Rights with Regard to Computer Systems and Software

Tuscarawas County reserves the right to monitor employee computer systems (including desktop, laptop and handheld devices) and any content stored on an employee's computer system.

Tuscarawas County also reserves the right to remove, delete, modify or otherwise disable access to any materials found to be infringing of copyright.

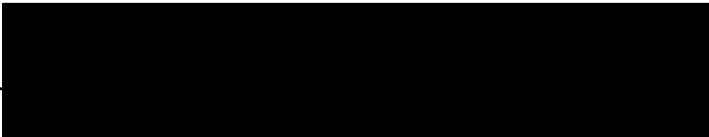
Any shareware or software to be used on Tuscarawas County's computers must be licensed by Tuscarawas County if they are to be used by an employee, consultant or contractor. For the security and safety of our systems they should also be installed with the permission and assistance of our Information Technology staff. Employees are reminded that all computers, equipment and software supplied by Tuscarawas County are subject to periodic audit.

If an employee is issued a password to access information licensed by Tuscarawas County, the employee is expected to take all reasonable measures to protect the security of the password and not to share the password with anyone.

Handling Copyright Infringement

Tuscarawas County expects its employees to be responsible consumers of copyright-protected materials. We also encourage employees to educate their peers on copyright compliance. If any employee witnesses a potential copyright infringement, please bring the matter to the attention of the individual as well as to Tuscarawas County's IT Director. Employees who illegally reproduce copyright-protected works may be subject to disciplinary action up to and including termination.

I hereby acknowledge that I have read the above policies, and agree to abide by these regulations as established. I acknowledge that a written copy of these policies is available for my reference, through my employer, the Tuscarawas County ADP Board, or the County Information Technology Department.



11/4/21
Date

Myers, Valerie

From: Engstrom, Ken
Sent: Monday, March 1, 2021 2:58 PM
To: Justice Center
Subject: New COs
Attachments: Malik Campbell.jpg; Brittany Masters.jpg; Mason Milburn.jpg; [REDACTED].jpg

Please join me in welcoming our four new COs to the TCSO family.

Malik Campbell
Brittany Masters
Mason Milburn
[REDACTED]

Lieutenant Ken Engstrom
Commander/Jail Administrator
Tuscarawas County Sheriff's Office
2295 Reiser Avenue, S.E.
New Philadelphia, Ohio 44663
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TUSCARAWAS COUNTY SHERIFF'S OFFICE

2295 REISER AVENUE, S.E. • NEW PHILADELPHIA, OHIO 44663
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Disciplinary Action

Printed on December 22, 2023

Name [REDACTED]
Offense Group II Offense
Disciplinary Action Verbal Warning
Disciplinary Action Date 12/22/23
Infraction Date 12/19/23
Effective Through Date
Narrative Written By Stein, Matt

Narrative

Group II - #7. Willful failure to make required reports or logs.

#8. Failure to obey an order of a supervisor or failure to carry out work assignments, including verbal instructions.

On 12/19/23 at 1539, [REDACTED] was assigned to serve a protection order (Christopher Patterson) in Newcomerstown. Service was completed at 1651 hours that date – per the CFS Command Log. On 12/20/23, I (Captain Stein) checked the protection order module and observed the PO on Patterson was still showing as not served and no attempts were documented. I went into the module myself and entered the service information. I have advised road units, including the Sgts, multiple times the need to document the service attempts – whether successful or not – in the appropriate module. On 12/10/23, I send out yet another email to the entire road staff explaining this process again – giving detailed instructions on how to do it.

[REDACTED] is receiving a verbal warning for the above listed offense(s).

Signed

[REDACTED Signature]

Employee

Date

12/22/23

Signed

[Signature]

Supervisor

Date

12/22/23



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Disciplinary Action

Printed on August 23, 2023

Name [REDACTED]
Offense Group I Offense
Disciplinary Action Counseling
Disciplinary Action Date 8/23/23
Infraction Date 8/6/23
Effective Through Date
Narrative Written By Stocker, Travis

Narrative

On August 6, 2023 an auto accident was reported in the village of Gnadenhutten ([REDACTED]) involving two vehicles. No accident/crash report was constructed and no written statements were obtained. Due to this unsatisfactory work, I spoke to [REDACTED] about this and explained to him that failing to complete the crash report and collect written statements was unacceptable. I also observed on August 19, 2023 he had observed an accident and observed damage and no photographs were obtained. I also spoke to [REDACTED] regarding that incident. ([REDACTED]) I advised [REDACTED] that this would be a violation of Group I section 7.1.1 18. "Disregarding job duties by neglect of work including careless failure to prepare reports/documents or careless failure to complete assigned duties." Counseling.

Signed [REDACTED]

Date 8/23/23

Signed Captain R. Stocker
Supervisor

Date 8/23/23



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Disciplinary Action

Printed on August 23, 2023

Name Stocker, Travis
Offense Group I Offense
Disciplinary Action Counseling
Disciplinary Action Date 8/23/23
Infraction Date 8/23/23
Effective Through Date
Narrative Written By Stocker, Travis

Narrative

It has been brought to my attention that [REDACTED] has been posting video's on social media while on duty. I have not seen the videos nor do I know the date that these alleged videos were posted. I asked [REDACTED] about the accuracy of these allegations. [REDACTED] denied the allegations. [REDACTED] was advised that this behavior would conclude in disciplinary action if he were caught disseminating such material while on or off duty, depending on its content.

Signed _____ **Date** _____
Employee

Signed _____ **Date** _____
Supervisor



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Disciplinary Action

Printed on June 15, 2023

Name [REDACTED]
Offense Other
Disciplinary Action Counseling
Disciplinary Action Date 6/15/23
Infraction Date 5/16/23
Effective Through Date
Narrative Written By Stein, Matt

Narrative

06/15/23 – On 05/16/23 I emailed [REDACTED] (and CC'ed Sgt. Valdez) and advised him his LEADS had expired the previous week and to take his test. I renewed his LEADS certification for 30 days so he could take his test. As of today's date, he has not taken his test and that 30 day extension has expired.

I advised [REDACTED] that he would receive a counseling for not taking his LEADS test as advised.

Signed [REDACTED]
Employee

Date 6/15/23

Signed [Signature]
Supervisor

Date 06/15/23