



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



2025-0512

Officer Involved Critical Incident - 294 Ira Avenue, Akron,
OH 44301, Summit County

Investigative Activity: Involved [REDACTED] Personnel File Review
Involves: [REDACTED] (S)
Activity Date: 03/20/2025
Activity Location: 4055 Highlander Parkway, Richfield, Summit County,
Ohio, 44286
Authoring Agent: SA John P. Tingley #154

Narrative:

On Thursday, March 20, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) John Tingley (SA Tingley) received the personnel file for Akron Police Department (APD) [REDACTED] from APD Sergeant Orrand. SA Tingley reviewed the personnel file, training records, and qualification records and noted the following:

Law Enforcement Employment History:

[REDACTED] was hired by the APD as a full-time Officer on [REDACTED].
[REDACTED] had previous law enforcement experience with the Belmont County Sheriff's Office, position not listed, f [REDACTED]

Basic Training:

[REDACTED] attended and successfully completed the Ohio Peace Officer Training Academy (OPOTA) Basic Training Class [REDACTED].
[REDACTED] also took and passed the OPOTA certification examination and was issued Peace Officer Certificate [REDACTED] by the Ohio Peace Officer Training Commission.

[REDACTED] had also attended and successfully completed the Ohio Peace Officer Training Academy (OPOTA) Basic Training Class [REDACTED] at the [REDACTED].
[REDACTED] also took and passed the OPOTA certification examination and was issued Peace Officer Certificate [REDACTED] by the Ohio Peace Officer Training Commission.

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



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



2025-0512

Officer Involved Critical Incident - 294 Ira Avenue, Akron,
OH 44301, Summit County

Current Peace Officer Status:

Based on the records received and reviewed, it is noted that [REDACTED] was a duly certified and sworn Ohio Peace Officer at the time of the officer involved critical incident.

Training File:

[REDACTED] has completed a number of advanced training classes from a variety of sources. Some of those classes include:

- Judgmental Driving Simulator
- Missing Persons
- Human Trafficking
- Reid Interview and Interrogation
- Missing Persons

Firearms Qualification:

On November 7, 2024 [REDACTED] qualified on the following weapon:

- Glock 17 - 9mm - Serial # [REDACTED] (this was the weapon used by [REDACTED] during the Officer Involved Critical Incident)

Disciplinary Records:

Based on the records received, [REDACTED] has had no discipline related to the use of Force.

The personnel file, training records, and qualification records are attached as Reference Item J in Evidence.com. Please refer to Reference Item J for further details.

References:

Ref Item J - Personnel Files and Training Records of Involved Officers - Stored in Evidence.com

Attachments:

None

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.



This is to certify that

[REDACTED]

*has completed the Ohio Attorney General's online training course on
Missing Persons*

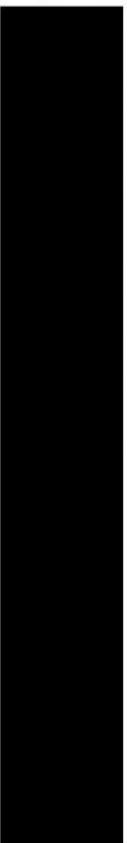
Completed on: 7/18/2017 7:39:05 AM



40POTA



This is to certify that



has completed the Ohio Attorney General's online training course on

Companion Animal Encounters

Completed on: 12/13/2016 6:42:22 AM



This is to Certify that

OFFICER
[REDACTED]

Has Successfully Completed the 14 Hour Course of Instruction

Attended from 5/2/2016 to 5/3/2016

2016 In-Service

Constitutional Use of Force, Defensive Tactics, Body Worn Cameras, Nuisance Calls, Human Trafficking, Heroin Investigations, Drug Enforcement Issues & Techniques, De-Escalation, Mobile Field Force




James D. Nice
Chief of Police


Lt. Michael Yohe
Director of Training


Instructor



OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that



has participated in the advanced training course

66-002-15-43: Judgmental Driving Simulator

at the Ohio Peace Officer Training Academy given

December 15 - 17, 2015


Mike DeWine
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Mary E. Davis, Executive Director
Ohio Peace Officer Training Commission

This is to Certify that

[Redacted]

Has Successfully Completed the 13.5 Hour Course of Instruction

Attended from 11/16/2015 to 11/17/2015

[Redacted]

Vicarious Trauma, Critical Incident Response, Range Do's & Don'ts, CCW/Language Line/Ease@Work, Procedural Justice, Rules & Regulations Update, CPR & AED, Domestic Violence, Use of Force, Defensive Tactics





James D. Nice
Chief of Police



Sgt. Jeff R. Mullins
Director of Training

--

Instructor

Certificate of Training



This certifies that



has completed the following 8 hours of training:

KEEPING THE PEACE: POLICING DIVERSE COMMUNITIES

August 2015

Candace Warner

Candace Warner, Training Coordinator, Diversity Builder

Rachel Stanton

Rachel Stanton, President, Diversity Builder



This is to certify that



has completed the Ohio Attorney General's online training course on

Finding Words

Completed on: 10/13/2014 12:00:00 AM



This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 4/21/2014

2014 In-Service

Juvenile Law Update; Legal Updates; Police Suicide; Meth Lab Updates; Mobile Field Force; Street Survival



James D. Nice
James D. Nice
Chief of Police

Sgt. Jeff R. Mullins
Sgt. Jeff R. Mullins
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 4/15/2014

Electronic Control Device User



Handwritten signature of James D. Nice in black ink.

James D. Nice
Chief of Police

Handwritten signature of Sgt. Jeff R. Mullins in black ink.

Sgt. Jeff R. Mullins
Director of Training

Handwritten signature of Sgt. Michael Yohe in black ink.

Sgt. Yohe
Instructor

This is to Certify that



Has Successfully Completed the 14 Hour Course of Instruction

Attended from 5/1/2013 to 5/2/2013

Highway Safety; Day Driving Classroom & Actual; Driving; CPR & AED; D.T. Review & Shoulder Pin Technique;
Professional Standards; Active Shooter




James D. Nice
Chief of Police


Lt. Jerry W. Hughes
Director of Training



Instructor

This is to Certify that




Has Successfully Completed the 7 Hour Course of Instruction

Attended on 11/29/2012

Electronic Control Device User




James D. Nice
Chief of Police


Lt. Jerry W. Hughes
Director of Training


Officer Steven Prougn
Instructor



This is to certify that



has completed the Ohio Attorney General's online training course on

Responding to Human Trafficking

Completed on: 11/08/2012

Completed in: 0:40:26

[print this page](#)
[close this window to return](#)

**Acknowledgement of
SEXUAL HARASSMENT AWARENESS (SHA) TRAINING
Computer Based Training**



I, [Redacted], completed the City's SEXUAL HARASSMENT Training.

Department/Division

1-19-12

Date

This is to Certify that



Has Successfully Completed the 7 Hour Course of Instruction

Attended on 11/29/2011

Electronic Control Device User



Handwritten signature of Craig V. Gilbride in blue ink.

Craig V. Gilbride
Chief of Police

Handwritten signature of Lt. Jerry W. Hughes in blue ink.

Lt. Jerry W. Hughes
Director of Training

Handwritten signature of Sgt. Michael R. Yohe in blue ink.

Sgt. Michael R. Yohe
Instructor

This is to Certify that

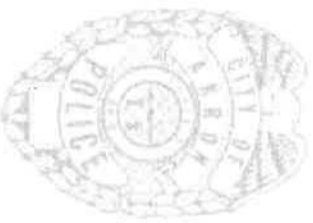


Has Successfully Completed the 21 Hour Course of Instruction

Attended from 11/15/2011 to 11/17/2011

2011 In-Service

K-9's and Aggressive Dogs; Autism; Accident and OVI Reports; Defensive Driving; Courtroom Testimony; Off-Duty Response; OPSA 2008-10 Review; Procedure Updates; Legal Updates, Search/Seizure, Pat-downs, Arrests; Crime Analysis; Finish the Call; Officer Fitness and Health; Defensive Tactics



A handwritten signature in cursive script, appearing to read "Craig V. Gilbride".

Craig V. Gilbride
Chief of Police

A handwritten signature in cursive script, appearing to read "Lt. Jerry W. Hughes".

Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that




Has Successfully Completed the 8 Hour Course of Instruction

Attended on 11/8/2010


2010 In-Service

Electronic Control Device User




Augustus A. Hall
Chief of Police


Lt. Jerry W. Hughes
Director of Training


Sgt. Michael R. Yohe
Instructor



This is to certify that



has completed the Ohio Attorney General's online training course on
Awareness of Human Trafficking

Completed on: 10/11/2010

Completed in: 0:27.27

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction

Attended on 8/20/2010

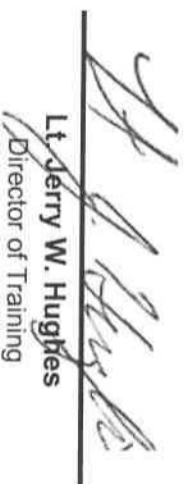
2010 In-Service

CPR/AED Refresher





Augustus A. Hall
Chief of Police



Lt. Jerry W. Hughes
Director of Training



Off. Donald D. Sampsel
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 8/24/2009

Electronic Control Device User




Craig V. Gilbride
Chief of Police


Lt. Jerry W. Hughes
Director of Training


Sgt. Michael R. Yohe
Instructor

This is to Certify that




Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/6/2009

2009 In-Service

Communication Skills "Protect and Serve"




Craig V. Gilbride
Chief of Police


Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction


Attended on 4/6/2009

2009 In-Service

Courtroom Testimony and Legal Updates




Craig V. Gilbride
Chief of Police


Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction

Attended on 4/6/2009

2009 In-Service Report Writing

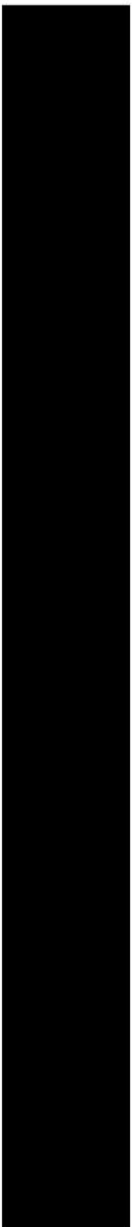



Craig V. Gilbride
Chief of Police


Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1/2 Hour Course of Instruction

Attended on 4/6/2009

2009 In-Service J.A.M. Updates




Craig V. Gilbride
Chief of Police


Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1/2 Hour Course of Instruction


Attended on 4/6/2009

2009 In-Service

Translator Device




Craig V. Gilbride
Chief of Police


Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction


Attended on 4/6/2009

2009 In-Service

Medical Update - Disease Awareness




Craig V. Gilbride
Chief of Police


Lt. Jerry W. Hughes
Director of Training

Instructor

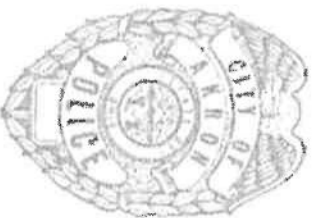
This is to Certify that



Has Successfully Completed the 3 Hour Course of Instruction

Attended on 11/5/2008

**2008 In-Service
CPR and AED**



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction

Attended on 11/5/2008

2008 In-Service

APD Procedures Update



A handwritten signature in black ink, appearing to read "Michael T. Matulavich".

Michael T. Matulavich
Chief of Police

A handwritten signature in black ink, appearing to read "Lt. Jerry W. Hughes".

Lt. Jerry W. Hughes
Director of Training

Instructor

This is to Certify that

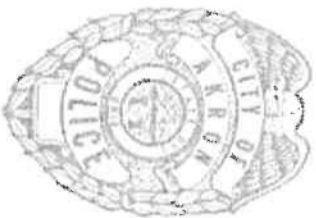


Has Successfully Completed the 2 Hour Course of Instruction

Attended on 11/5/2008

2008 In-Service

Victims Advocacy



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

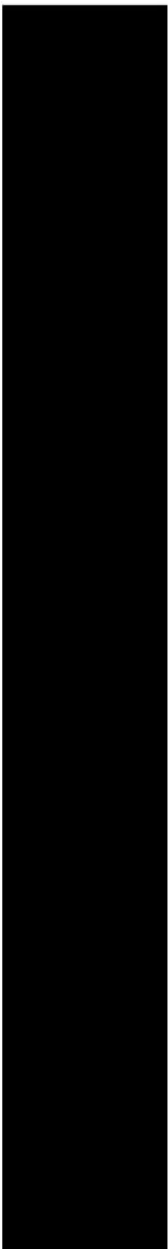
Instructor



Turning lives around one child at a time.

Certificate of Training

This certificate acknowledges that



Has successfully completed a course of instruction in Administration of Oaths and Acknowledgement of Documents pursuant to R. C. § 2935.081 this 3rd day of October, 2007

Linda Tucci Teodosio

Judge Linda Tucci Teodosio

This is to Certify that



Has Successfully Completed the 1 Hour Course of Instruction

Attended on 10/3/2007

2007 In-Service Public Records



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Lt. Richard Edwards

Lt. Richard Edwards
Instructor

This is to Certify that



Has Successfully Completed the 5 Hour Course of Instruction

Attended on 10/3/2007

2007 In-Service

Police, Victims and Advocates



A handwritten signature in black ink.

Michael T. Matulavich
Chief of Police

A handwritten signature in black ink.

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in black ink.

Robert Denton, Ph.D.
Instructor



This Is To Certify that



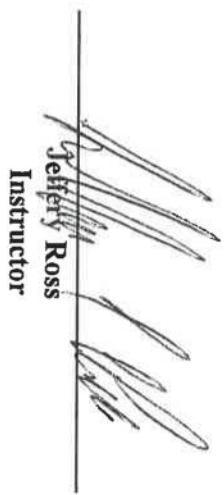
Has Successfully Completed a 4 Hour Course of Instruction Entitled
STANDARDIZED FIELD SOBRIETY TESTING
REFRESHER CLASS 2007

February 21, 2007


Michael Vavro
Instructor


Donald Sampsel
Instructor




Jeffrey Ross
Instructor


Daniel Gump
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 5/25/2006

2006 In-Service

Defensive Tactics



A handwritten signature in cursive script, reading "Michael T. Matulavich".

Michael T. Matulavich
Chief of Police

A handwritten signature in cursive script, reading "Lt. Jerry W. Hughes".

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in cursive script, reading "Off. Kevin R. Davis".

Off. Kevin R. Davis
Instructor

This is to Certify that



Has Successfully Completed the 3 Hour Course of Instruction

Attended on 5/24/2006

2006 In-Service

Response to Medical/Mental Disability Incidents



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Sgt Michael R. Yohe

Sgt. Michael R. Yohe
Instructor



Has Successfully Completed the 4 Hour Course of Instruction

Attended on 5/24/2006

2006 In-Service

Domestic Violence



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

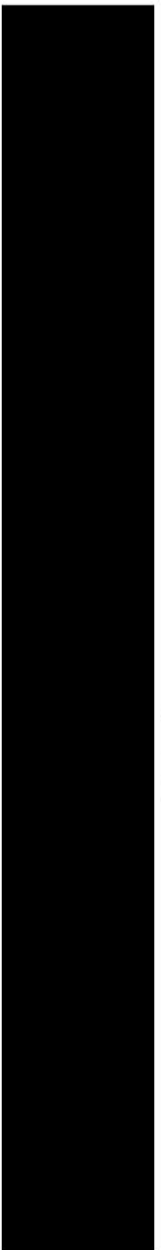
Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Lt. Cynthia L. Christman

Lt. Cynthia L. Christman
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 5/23/2006

2006 In-Service

ICS/NIMS Training



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Off. Donald D. Sampsel

Off. Donald D. Sampsel
Instructor

Successful Completion(s)

IS-00100.LE Introduction to the Incident Command System,
IS-00200 ICS for Single Resources and
IS-00700 National Incident Management System

All available courses can be found on the Independent Study website at <http://training.fema.gov/EMIWeb/IS/>.

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that



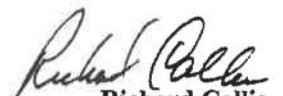
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course:

IS-00100.LE

**Introduction to the Incident Command System,
I-100 for Law Enforcement**

Issued this 23rd Day of May, 2006

0.3 CEU


Richard Callis
Acting Superintendent
Emergency Management Institute

FEMA Form 16-31, October 05

Successful Completion(s)

IS-00100.IE Introduction to the Incident Command System,
IS-00200 ICS for Single Resources and
IS-00700 National Incident Management System

All available courses can be found on the Independent Study website at <http://training.fema.gov/EMIWeb/IS/>.

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

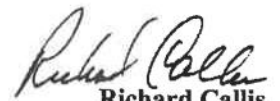


has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course:

IS-00700
National Incident Management System
(NIMS) an Introduction

Issued this 23rd Day of May, 2006

0.3 CEU


Richard Callis
Acting Superintendent
Emergency Management Institute

FEMA Form 16-31, October 05

Successful Completion(s)

IS-00100.LE Introduction to the Incident Command System,
IS-00200 ICS for Single Resources and
IS-00700 National Incident Management System

All available courses can be found on the Independent Study website at <http://training.fema.gov/EMIWeb/IS/>.

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that




has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course:

IS-00200

**ICS for Single Resources and
Initial Action Incidents**

Issued this 23rd Day of May, 2006

0.3 CEU


Richard Callis
Acting Superintendent
Emergency Management Institute

FEMA Form 16-31, October 05

This is to Certify that



Has Successfully Completed the 3 Hour Course of Instruction

Attended on 3/31/2005

2005 In-Service

Defensive Tactics



Handwritten signature of Michael T. Matulavich in cursive.

Michael T. Matulavich
Chief of Police

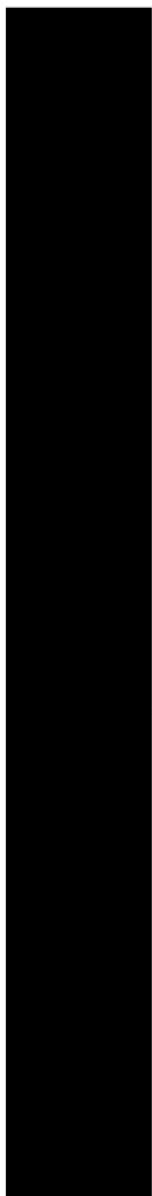
Handwritten signature of Lt. Jerry W. Hughes in cursive.

Lt. Jerry W. Hughes
Director of Training

Handwritten signature of Off. Kevin R. Davis in cursive.

Off. Kevin R. Davis
Instructor

This is to Certify that



Has Successfully Completed the 4 Hour Course of Instruction

Attended on 3/31/2005

2005 In-Service Tactical First Aid



A handwritten signature in black ink, appearing to read "Michael T. Matulavich".

Michael T. Matulavich
Chief of Police

A handwritten signature in black ink, appearing to read "Lt. Jerry W. Hughes".

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in black ink, appearing to read "Off. Edward J. Mathews".

Off. Edward J. Mathews
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 3/30/2005

2005 In-Service

Terrorism and Police Response



Handwritten signature of Michael T. Matulavich.

Michael T. Matulavich
Chief of Police

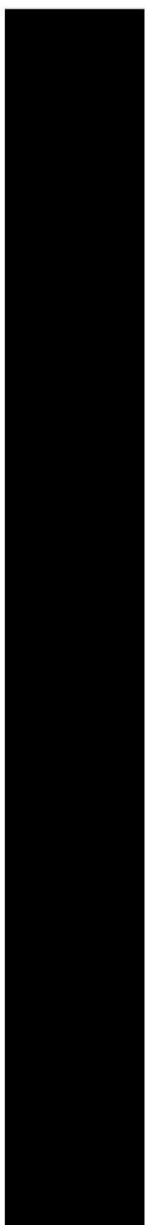
Handwritten signature of Lt. Jerry W. Hughes.

Lt. Jerry W. Hughes
Director of Training

Handwritten signature of Off. Kenneth J. Williams.

Off. Kenneth J. Williams
Instructor

This is to Certify that



Has Successfully Completed the 3 Hour Course of Instruction

Attended on 3/29/2005

2005 In-Service CPR and AED



Handwritten signature of Michael T. Matulavich in black ink.

Michael T. Matulavich
Chief of Police

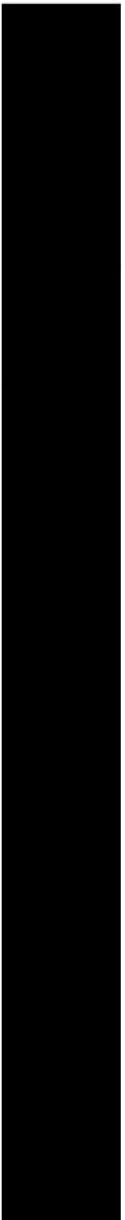
Handwritten signature of Lt. Jerry W. Hughes in black ink.

Lt. Jerry W. Hughes
Director of Training

Handwritten signature of Off. Jeff L. Tyler in black ink.

Off. Jeff L. Tyler
Instructor

This is to Certify that



Has Successfully Completed the 4 Hour Course of Instruction

Attended on 3/29/2005

2005 In-Service

Ethics for Officers



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Lt. Jerry W. Hughes
833

Lt. Jerry W. Hughes
Instructor

This is to Certify that



Has Successfully Completed the 2 Hour Course of Instruction

Attended on 1/26/2005

2005 In-Service

Lifting Prints and AFIS



A handwritten signature in cursive script.

Michael T. Matulavich
Chief of Police

A handwritten signature in cursive script.

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in cursive script.

Off. Donald J. Frost II
Instructor

This is to Certify that



Has Successfully Completed the 2 Hour Course of Instruction

Attended on 1/26/2005

2005 In-Service Electronic Reporting



Handwritten signature of Michael T. Matulavich in cursive.

Michael T. Matulavich
Chief of Police

Handwritten signature of Lt. Jerry W. Hughes in cursive.

Lt. Jerry W. Hughes
Director of Training

Handwritten signature of R. T. Harris in cursive.

R. T. Harris
Instructor

This is to Certify that



Has Successfully Completed the 3 Hour Course of Instruction

Attended on 1/26/2005

2005 In-Service

Evidence and Lost Property Tagging Procedure



A handwritten signature in cursive script.

Michael T. Matulavich
Chief of Police

A handwritten signature in cursive script.

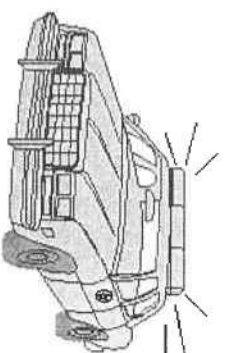
Lt. Jerry W. Hughes
Director of Training

A handwritten signature in cursive script.

Sgt. Frank A. Williams
Instructor



S.T.O.P.S.



This is to certify that



has completed 16 hours of instruction in

Strategies & Tactics of Patrol Stops BASIC CERTIFICATION

held at
Akron Police Department

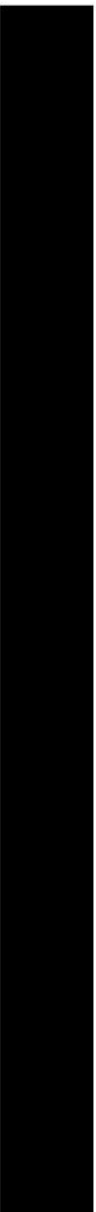
awarded this 28th day of Sept. 2004.

Robert D. Magnuson
Robert D. Magnuson
DIRECTOR OF L.E.T.S.I.

[Signature]
Instructor

expires: 1 year

This is to Certify that



Has Successfully Completed the 4 Hour Course of Instruction

Attended on 9/30/2004

2004 In-Service

Mobile Field Force



A handwritten signature in black ink, appearing to read "Michael T. Matulavich".

Michael T. Matulavich
Chief of Police

A handwritten signature in black ink, appearing to read "Lt. Jerry W. Hughes".

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in black ink, appearing to read "Sgt. Agostino L. Micozzi".

Sgt. Agostino L. Micozzi
Instructor

This is to Certify that



Has Successfully Completed the 3 Hour Course of Instruction

Attended on 9/30/2004

2004 In-Service

Domestic Violence



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Lt. Sylvia D. Trundle

Lt. Sylvia D. Trundle
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 4/23/2004

2004 In-Service

Defensive Tactics



A handwritten signature in cursive script, reading "Michael T. Matulavich".

Michael T. Matulavich
Chief of Police

A handwritten signature in cursive script, reading "Lt. Jerry W. Hughes".

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in cursive script, reading "Off. Kevin R. Davis".

Off. Kevin R. Davis
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 4/21/2004

2004 In-Service

Legal; Constitution and Testifying



Handwritten signature of Michael T. Matulavich in black ink.

Michael T. Matulavich
Chief of Police

Handwritten signature of Lt. Jerry W. Hughes in black ink.

Lt. Jerry W. Hughes
Director of Training

Handwritten signature of Elizabeth A. Merryweather in blue ink.

Elizabeth A. Merryweather
Instructor



This is to Certify that



Has Successfully Completed a 4 Hour Course of Instruction Entitled

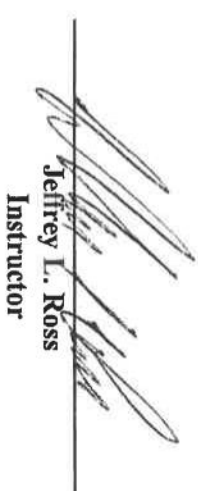
STANDARDIZED FIELD SOBRIETY TESTING REFRESHER CLASS 2004

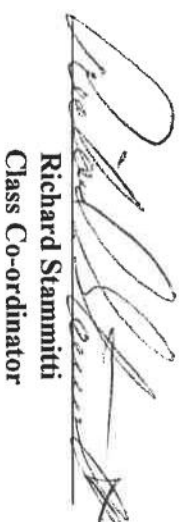
February 20, 2004


Michael S. Vavro
Lead Instructor

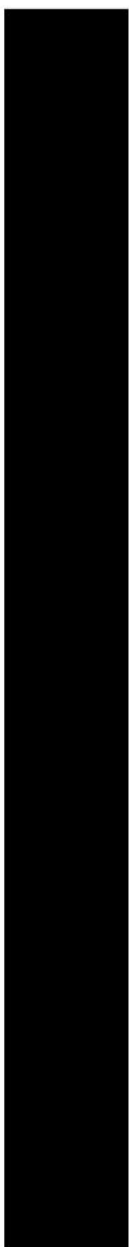
Donald Sampsel
Instructor




Jeffrey L. Ross
Instructor


Richard Stammitti
Class Co-ordinator

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 2/17/2004

2004 In-Service

2004 ORC Updates



A handwritten signature in black ink.

Michael T. Matulavich
Chief of Police

A handwritten signature in black ink.

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in black ink.

Elizabeth Ann Merryweather
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 5/8/2003

2003 In-Service Defensive Driving



Handwritten signature of Michael T. Matulavich.

Michael T. Matulavich
Chief of Police

Handwritten signature of Lt. Jerry W. Hughes.

Lt. Jerry W. Hughes
Director of Training

Handwritten signature of Off. Donald D. Sampsel.

Off. Donald D. Sampsel
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 4/4/2003

2003 In-Service

Basic Gang I.D. - Gang Violent Crimes



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Off. Donald C. Schismenos

Off. Donald C. Schismenos
Instructor

This is to Certify that



Has Successfully Completed the 24 Hour Course of Instruction

Attended from 3/31/2003 to 4/2/2003

2003 In-Service

Officer Survival - 3-Day Course



A handwritten signature in cursive script, reading "Michael T. Matulavich".

Michael T. Matulavich
Chief of Police

A handwritten signature in cursive script, reading "Lt. Jerry W. Hughes".

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in cursive script, reading "Kevin R. Davis".

Off. Kevin R. Davis
Instructor

This is to Certify that



Has Successfully Completed the 8 Hour Course of Instruction

Attended on 3/21/2003

2003 In-Service Defensive Tactics



A handwritten signature in cursive script.

Michael T. Matulavich
Chief of Police

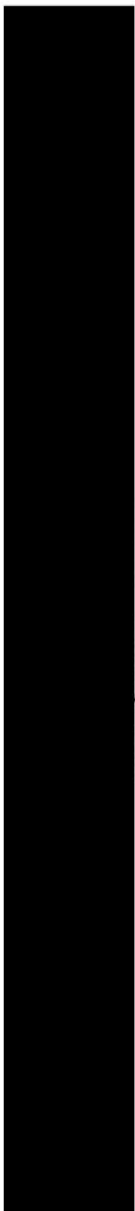
A handwritten signature in cursive script.

Lt. Jerry W. Hughes
Director of Training

A handwritten signature in cursive script.

Off. Kevin R. Davis
Instructor

This is to Certify that



Has Successfully Completed the 3 Hour Course of Instruction

Attended on 3/10/2003

2003 In-Service Legal Updates



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. Jerry W. Hughes

Lt. Jerry W. Hughes
Director of Training

Elizabeth M. Williams

Elizabeth M. Williams
Instructor



This is to Certify that



Has Successfully Completed a 32 Hour Course of Instruction Entitled

D.W.I. DETECTION & STANDARDIZED FIELD SOBRIETY TESTING

Oct. 29-Nov. 1, 2001

Jeff Ross - Course Coordinator

Deborah Stalpraker

Deborah Stalpraker - Instructor

Michael Vavro

Michael Vavro - Instructor

Richard Stammitti

Richard Stammitti - Course Coordinator

Steve Null

Steve Null - Instructor

Linda McCain

Linda McCain - Instructor





U.S. Department
of Transportation

National Highway
Traffic Safety
Administration

Certificate of Training



has successfully completed the
DWI Detection & Standardized
Field Sobriety Testing Course

Akron Police Dept Training

Training Site

Oct.29-Nov. 1, 2001

Date

Richard Stammitti

Lead Instructor

A handwritten signature in dark ink, reading "Donald J. McNamee".

NHTSA Regional Administrator



WICKLANDER—ZULAWSKI & ASSOCIATES

DOWNERS GROVE, ILLINOIS

Hereby certifies that

[REDACTED]
has attended and successfully completed

a specialized course of instruction on

THE REID METHOD OF CRIMINAL INTERVIEWS AND INTERROGATION

August 31-September 2, 1999

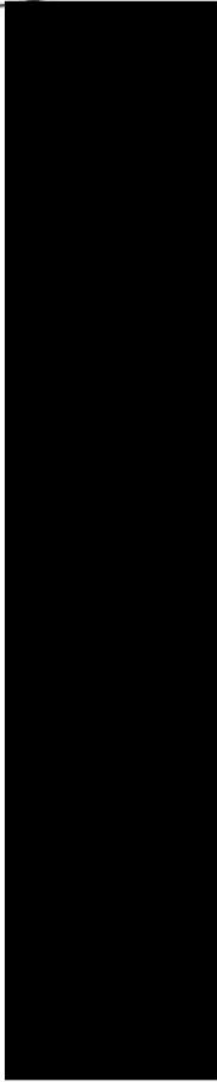
John E. Wicklander
President



David E. Zulawski
Vice President




This is to Certify that



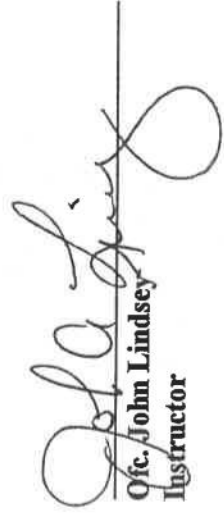
Has Successfully Completed a 16 Hour Course of Instruction Entitled

ADVANCED DRIVING TECHNIQUES

March 6 & 7, 1997


Lt. Gus Hall
Director of Training




Ofc. John Lindsey
Instructor




This is to Certify that



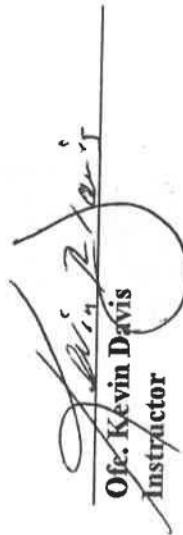
Has Successfully Completed a 16 Hour Course of Instruction Entitled

ADVANCED DEFENSIVE TACTICS

March 4 & 5, 1997


Lt. Gus Hall
Director of Training

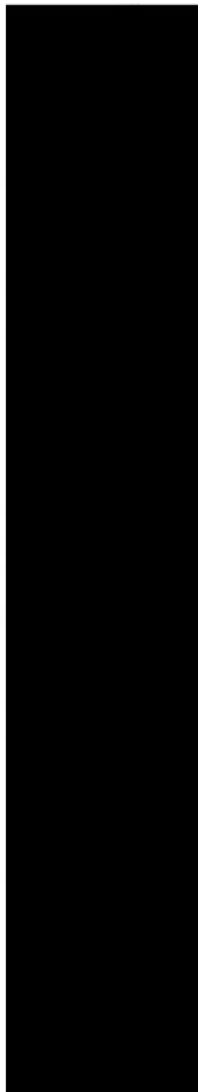



Ofc. Kevin Davis
Instructor

PPCT MANAGEMENT SYSTEMS, INC.

Certificate of Training

Certifies that



has successfully completed PPCT Management Systems Course requirements for

**PPCT Defensive Tactics System
Instructor**

At **Akron Police Department**

This

31st

Day Of

January 1997

Seminar Instructor

Kevin R. Davis
Kevin R. Davis I/T

Expiration Date **01/31/00**

Bruce K. Liddle

Executive Director

PPCT Management Systems, Inc.



This is to Certify that





Has Successfully Completed a 16 Hour Course of Instruction Entitled


Defensive Tactics / Tactical Baton

SPRING 1995 ACADEMY




Larry S. Givens
Chief of Police


Lieutenant Gus Hall
Director of Training


Officer Kevin Davis
Ohio Peace Officer Training Academy
P.P.C.T. Management Systems
Certified Instructor

Ohio Peace Officer Training Council

State of Ohio

Office of the Attorney General

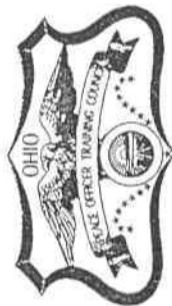
This is to certify that

[REDACTED] has completed the

Ohio Peace Officer Basic Training Program

Betty D. Montgomery
Betty D. Montgomery
Attorney General

Michael S. Henry
Michael S. Henry, Chairman
Ohio Peace Officer Training Council



George E. Levin
George E. Levin, Acting Executive Director
Ohio Peace Officer Training Council

Sgt. David Van Dine
School Commander

This is to Certify that



Has Successfully Completed the 4 Hour Course of Instruction
Attended on 3/10/2003

2003 In-Service CPR and AED Refresher



Michael T. Matulavich

Michael T. Matulavich
Chief of Police

Lt. J. Hughes

Lt. Jerry W. Hughes
Director of Training

Donald D. Sampsel

Off. Donald D. Sampsel
Instructor



Certificate of Completion

This is to certify that

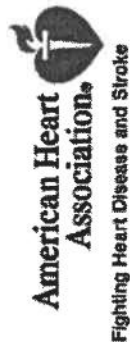



On the 10th of March 2003


Has successfully completed

American Heart Association
Heartsaver AED

Valid: March 2003-2005




Donald D. Sampsel
Akron Police Department
BLS Instructor


Gary W. Webb
Akron Police Department
EMT-Paramedic BLS Instructor

Ohio Peace Officer Training Council
State of Ohio
Office of the Attorney General

This is to certify that

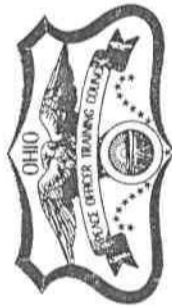
[REDACTED] has completed the

Ohio Peace Officer
Basic Training Program

A

Betty D. Montgomery
Betty D. Montgomery
Attorney General

Michael S. Henry
Michael S. Henry, Chairman
Ohio Peace Officer Training Council



George E. Lewis
George E. Lewis, Acting Executive Director
Ohio Peace Officer Training Council

Sgt. David W. Holt
School Commander

OHIO FIRE ACADEMY
Certificate of Training

Awarded To

[REDACTED]

For Completion Of The Ohio Fire Academy Course

HAZARDOUS MATERIALS-AWARENESS
FIRST RESPONDER

Course No.: 1714-95-278

Hours: 4

Date of Completion: 02-02-95

A. Gregory Drew
Superintendent



COM 5160

**Ohio Fire Academy
Certificate of Training**

Name: [REDACTED]

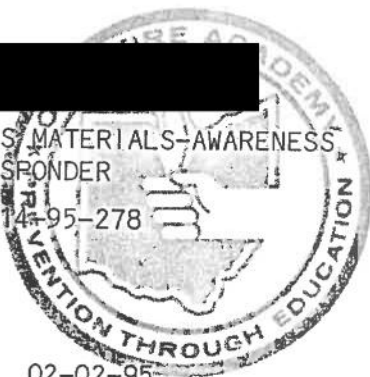
Course: HAZARDOUS MATERIALS-AWARENESS
FIRST RESPONDER

Course No.: 1714-95-278

Hours: 4

Completion Date: 02-02-95

DEPARTMENT COPY



**Ohio Fire Academy
Certificate of Training**

Name: [REDACTED]

Course: Hazardous Materials-Awareness
First Responder

Course No.: 1714-95-278


Hours: 4

Date of Completion: 02-02-95

A. Gregory Drew
Superintendent



Detach This Wallet Card  And Carry With
You For Your Personal Record

 Detach This 3x5 Card For Your Department

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME

DIVISION

Police Uniformed

CLASS TITLE

Police Officer

EVALUATION FROM

10/1/19

TO

9/30/20

MERIT

INCREASE DATE

12/26/88

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

10/31

PLEASE USE #2 PENCIL

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
|---------|------------------|-------------|---------------|
| INTERIM | 45 DAY | 45 DAY | 45 DAY |
| 6-MONTH | 90 DAY | 90 DAY | 90 DAY |
| | 180 DAY | FINAL | |
| | 270 DAY | | |
| | | | |

EVALUATOR 1
EVALUATOR 2

ITEMS

MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12)

FACTORS

YR: (0) (1) (2) (3) (4) (5) (6) (7) (8) (9)

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

+ = STRONG

= STANDARD

- = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

☒ ACCURACY
☒ THOROUGHNESS
☒ NEATNESS OF WORK PRODUCT

☒ JUDGEMENT
☒ WRITTEN EXPRESSION
☒ ORAL EXPRESSION

☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE

☒ ADHERENCE TO WORKING HOURS
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

☒ DILIGENCE, EFFORT
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
☒ OBSERVANCE OF WORK RULES, SAFETY

☒ INITIATIVE
☒ CARE OF EQUIPMENT, MATERIAL
☒ ORGANIZATION OF WORK

☒ CONDUCT & COOPERATION WITH SUPERVISION
☒ CONDUCT & COOPERATION WITH CO-WORKERS

☒ CONDUCT WITH PUBLIC
☒ PERSONAL APPEARANCE & CARE

☐ PLANNING, ORGANIZING, ASSIGNING

☐ EVALUATING PERFORMANCE

☐ TRAINING & INSTRUCTING

☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

☐ DISCIPLINARY CONTROL

QUALITY OF WORK

EVALUATOR 1
EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1
EVALUATOR 2

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

WORK HABITS

EVALUATOR 1
EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1
EVALUATOR 2

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1
EVALUATOR 2

60 70 80 90

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

is assigned to the traffic bureau. He continues to build on his experience in crash investigations while still assisting with the patrol bureau when calls for service are backing up. During this rating period, received a letter of praise and appreciation from a citizen he assisted whilst broke down in the early hours on a busy State Route. He states was professional and kind during the execution of his duties. He is very pro-active in his performance. With safety in mind he always performed his duties as normal during this pandemic. He is a valuable asset to the Traffic Bureau. was not late, nor did he call in sick during this rating period.

5. SIGNATURE

OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

DATE

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

DATE

6. REVIEWER:

I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE


AND DATE





TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

C

EVALUATION OF...

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is assigned to the [REDACTED] traffic bureau. He continues to build on his experience in crash investigations while still assisting with the patrol bureau when calls for service are backing up. With several retirements within his bureau, [REDACTED] responsibilities have increased, specifically in the realm of Special Events with this rating period being the peak season for such duties. He is relied upon heavily by supervision. He is very pro-active in his performance. He is a valuable asset to the Traffic Bureau. [REDACTED] was not late, nor did he call in sick during this rating period. 

| | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY  SIGNATURE OF REVIEWER | |  EMPLOYEE ID # | 10/22/19 DATE | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION |
|  SIGNATURE OF DEPARTMENT | |  DATE | | |

7. REPORT DISCUSSION
REPORT DISCUSSED WITH EMPLOYEE BY [REDACTED]
SIGNATURE [REDACTED] 10/24/19
AND DATE [REDACTED]

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

| | | |
|------------------------------------|------------------------------|----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 10/1/18 TO 3/31/19 | MERIT INCREASE DATE 12/26/98 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 4/30/19 |

| | | | | | | | |
|---------------------------|---------------------|--------------------|-----|------------------|-------------|---------------|------------|
| EMPLOYEE ID [REDACTED] | 0 1 2 3 4 5 6 7 8 9 | TYPE OF EVALUATION | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | [REDACTED] |
| | 0 1 2 3 4 5 6 7 8 9 | | | | | | |
| | 0 1 2 3 4 5 6 7 8 9 | | | | | | |
| | 0 1 2 3 4 5 6 7 8 9 | | | | | | |
| | 0 1 2 3 4 5 6 7 8 9 | | | | | | |

| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL-EXPRESSION <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 4. COMMENT HERE ABOUT STRENGTHS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE IN WRITING. INITIAL OR SIGN YOUR COMMENTS. | | 5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. EVALUATOR 1 SIGNATURE [REDACTED] DATE 04/08/19 EVALUATOR 2 SIGNATURE [REDACTED] DATE 4/10/19 | |

4. COMMENT HERE ABOUT STRENGTHS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

still assisting with the patrol bureau when calls for service are backing up. [REDACTED] has built dramatically in his crash investigative skills. His involvement in a fatal hit-skip during this rating period was exemplary which resulted in the quick identification and arrest of the alleged driver. [REDACTED] works numerous special events assigned to the traffic bureau. He is very pro-active in his duties. He has become a valuable asset to the Traffic Bureau. [REDACTED] was not late, nor did he call in sick during this rating period.

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY. SIGNATURE OF REVIEWER [REDACTED] DATE 4/11/19 | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD. THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY SIGNATURE [REDACTED] AND DATE 04/15/19 | | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | |

EMPLOYEE PERFORMANCE EVALUATION REPORT

| | | |
|------------------------------------|------------------------------|--------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 10/1/18 TO 9/30/18 | MERIT INCREASE DATE 12/26/98 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

| TYPE OF EVALUATION | | | |
|--------------------|------------------|-------------|---------------|
| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
| INTERIM | 45 DAY | 45 DAY | 45 DAY |
| 6-MONTH | 90 DAY | 90 DAY | 90 DAY |
| | 180 DAY | FINAL | |
| | 270 DAY | | |

| | | | |
|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| ITEMS MO: 1 2 3 4 5 6 7 8 9 10 11 12 | | FACTORS YR: 0 1 2 3 4 5 6 7 8 9 | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: + = STRONG ✓ = STANDARD - = WEAK | | 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | |
| 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| <input checked="" type="checkbox"/> ACCURACY | <input checked="" type="checkbox"/> JUDGEMENT | QUALITY OF WORK | EVALUATOR 1 EVALUATOR 2 |
| <input checked="" type="checkbox"/> THOROUGHNESS | <input checked="" type="checkbox"/> WRITTEN EXPRESSION | QUANTITY OF WORK | EVALUATOR 1 EVALUATOR 2 |
| <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | <input checked="" type="checkbox"/> ORAL EXPRESSION | ATTENDANCE | EVALUATOR 1 EVALUATOR 2 |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | WORK HABITS | EVALUATOR 1 EVALUATOR 2 |
| <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | <input checked="" type="checkbox"/> INITIATIVE | RELATIONSHIP WITH OTHERS | EVALUATOR 1 EVALUATOR 2 |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS | <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL | SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | EVALUATOR 1 EVALUATOR 2 |
| <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | <input checked="" type="checkbox"/> ORGANIZATION OF WORK | | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC | | |
| <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES | <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | | |
| <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION | | | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING | <input type="checkbox"/> EVALUATING PERFORMANCE | | |
| <input type="checkbox"/> TRAINING & INSTRUCTING | <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | | |
| <input type="checkbox"/> DISCIPLINARY CONTROL | | | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is assigned to the [REDACTED] traffic bureau. He continues to build on his experience in crash investigations while still assisting with the patrol bureau when calls for service are backing up. [REDACTED] had the unfortunate opportunity to assist in several fatal investigations during this rating period adding to the experience and knowledge he acquires during routine investigations. He is very pro-active in his duties and maintains a sharp ear to assist his peers in the patrol bureau. He has become a valuable asset to the Traffic Bureau. [REDACTED] was not late, nor did he call in sick during this rating period.

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| 5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | |
| EVALUATOR 1 SIGNATURE [REDACTED] | DATE 10/24/18 |
| EVALUATOR 2 SIGNATURE [REDACTED] | DATE 10/24/18 |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY. | |
| SIGNATURE OF REVIEWER [REDACTED] | DATE 10/24/18 |
| TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE [REDACTED] AND DATE 10/29/18 | |
| TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | |

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME

DIVISION

CLASS TITLE

Police Uniformed

Police Officer

EVALUATION
FROM

10/1/17 TO 3/31/18

MERIT
INCREASE DATE

12/26/88

RETURN ORIGINAL TO
PERSONNEL DEPARTMENT BY

4/30/18

PLEASE USE #2 PENCIL

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

| TYPE OF EVALUATION | | | |
|--------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------|
| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
| INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-
RELATED, WITH:

- ☒ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-
RELATED

- ☒ ACCURACY ☒ JUDGEMENT
☒ THOROUGHNESS ☒ WRITTEN EXPRESSION
☒ NEATNESS OF WORK PRODUCT ☒ ORAL EXPRESSION

- ☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE

- ☒ ADHERENCE TO WORKING HOURS ☒ AVAILABILITY AS REFLECTED BY
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE ☒ AMOUNT OF TIME ABSENT

- ☒ DILIGENCE, EFFORT ☒ INITIATIVE
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES ☒ CARE OF EQUIPMENT, MATERIAL
☒ OBSERVANCE OF WORK RULES, SAFETY ☒ ORGANIZATION OF WORK

- ☒ CONDUCT & COOPERATION WITH SUPERVISION ☒ CONDUCT WITH PUBLIC
☒ CONDUCT & COOPERATION WITH CO-WORKERS ☒ PERSONAL APPEARANCE & CARE

- ☐ PLANNING, ORGANIZING, ASSIGNING ☐ EVALUATING PERFORMANCE
☐ TRAINING & INSTRUCTING ☐ FAIRNESS, IMPARTIALITY, LEADERSHIP
☐ DISCIPLINARY CONTROL

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2
PENCIL. DO NOT ERASE. IF A
CORRECTION IS NECESSARY OBTAIN
A NEW FORM FROM THE PERSONNEL
DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

QUALITY
OF WORKEVALUATOR 1
EVALUATOR 2

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| 60 | 70 | 80 | 90 |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

QUANTITY
OF WORKEVALUATOR 1
EVALUATOR 2

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

WORK
HABITSEVALUATOR 1
EVALUATOR 2

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

RELATIONSHIP
WITH OTHERSEVALUATOR 1
EVALUATOR 2

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

SUPERVISORY
SKILLSEVALUATOR 1
EVALUATOR 2
(LEAVE BLANK IF NOT APPLICABLE)

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

is assigned to the traffic bureau. He continues to build on his experience in crash investigations while still assisting with the patrol bureau when calls for service are backing up. With the increase in crashes during the winter months,

has become quite efficient in his work product. He is very pro-active in his duties, even more so when it comes to

enforcement. He has become quite an asset to the Traffic Bureau. was not late, nor did he call in sick during this

rating period. *A.V.*

5. SIGNATURE
OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE *[Signature]* 1877 04-16-18 R. Porter
 DATE EVALUATOR 2 SIGNATURE *[Signature]* 4/17/18
 EMPLOYEE ID # DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT
AND EQUITABILITY:

SIGNATURE OF REVIEWER

DATE

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF DEPARTMENT

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE
SHOWS THAT YOU HAVE RECEIVED A COPY
OF THE REPORT AND THAT THE EVALUATION
WAS DISCUSSED WITH YOU; IT DOES NOT
MEAN YOU AGREE.

EMPLOYEE NAME

DIVISION

CLASS TITLE

Police Uniformed

Police Officer

EVALUATION

FROM

4/1/17

TO

9/30/17

MERIT

INCREASE DATE

12/23/17

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

10/31/17

PLEASE USE #2 PENCIL

EMPLOYEE ID

0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
|---------------------|----------------------------------------|---------------------------|---------------------|
| INTERIM | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| 6-MONTH | | | |
| 0 1 2 3 4 5 6 7 8 9 | 0 1 2 3 4 5 6 7 8 9 | 0 1 2 3 4 5 6 7 8 9 | 0 1 2 3 4 5 6 7 8 9 |

EVALUATOR ID

ITEMS

MO: 0 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

- ☐ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

- ☒ ACCURACY
☒ THOROUGHNESS
☒ NEATNESS OF WORK PRODUCT
☒ JUDGEMENT
☒ WRITTEN EXPRESSION
☒ ORAL EXPRESSION

- ☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE

- ☒ ADHERENCE TO WORKING HOURS
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE
☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

- ☒ DILIGENCE, EFFORT
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
☒ OBSERVANCE OF WORK RULES, SAFETY
☒ INITIATIVE
☒ CARE OF EQUIPMENT, MATERIAL
☒ ORGANIZATION OF WORK

- ☒ CONDUCT & COOPERATION WITH SUPERVISION
☒ CONDUCT & COOPERATION WITH CO-WORKERS
☒ CONDUCT WITH PUBLIC
☒ PERSONAL APPEARANCE & CARE

- ☐ PLANNING, ORGANIZING, ASSIGNING
☐ TRAINING & INSTRUCTING
☐ DISCIPLINARY CONTROL
☐ EVALUATING PERFORMANCE
☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

QUALITY OF WORK

EVALUATOR 1
EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1
EVALUATOR 2

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

WORK HABITS

EVALUATOR 1
EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1
EVALUATOR 2

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1
EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

is assigned to the traffic bureau. He continues to build on his experience in crash investigations while still assisting with the patrol bureau when calls for service are on the increase. During the summer months, was involved in numerous special events held annually in the City of Akron, including the biggest event of the year, the Akron Marathon. He is very pro-active in his duties and is quick to assist with calls of any nature. was not late, nor did he call in sick during this rating period.

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

DATE

EVALUATOR 2 SIGNATURE

EMP

DATE

6. REVIEWER:

I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY.

SIGNATURE OF REVIEWER

EMPLOYEE

DATE

SIGNATURE OF DEPARTMENT

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DATE

EMPLOYEE PERFORMANCE EVALUATION REPORT

| | | | |
|------------------------------------|--|------------------------------|----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 10/1/16 TO 3/31/17 | | MERIT INCREASE DATE 12/28/16 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 4/30/17 |

PLEASE USE #2 PENCIL

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

| TYPE OF EVALUATION | | | |
|--------------------|------------------|-------------|---------------|
| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
| INTERIM | 45 DAY | 45 DAY | 45 DAY |
| 6-MONTH | 90 DAY | 90 DAY | 90 DAY |
| | 180 DAY | FINAL | |
| | 270 DAY | | |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|---|---|---|---|---|---|---|---|---|

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input type="checkbox"/> INITIATIVE <input type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input type="checkbox"/> ORGANIZATION OF WORK <input type="checkbox"/> CONDUCT WITH PUBLIC <input type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 | 70 |
| QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 80 | 90 |
| ATTENDANCE EVALUATOR 1 EVALUATOR 2 | | | |
| WORK HABITS EVALUATOR 1 EVALUATOR 2 | | | |
| RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | | | |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | | | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is assigned to the [REDACTED] traffic bureau. He continues to build on his experience in crash investigations while still assisting with the patrol bureau when calls for service are on the increase. He recently attended BAC Datamaster Training adding to his technical duties in the Traffic Bureau. [REDACTED] responded to a robbery call in west Akron where the suspect fled the scene. With patrol officers, he responded to the area and after a brief foot chase, the suspect was apprehended without incident. His actions, along with other officers, removed a dangerous individual off of the streets shortly after the offense was committed. [REDACTED] was not late, nor did he call in sick during this rating period.

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. EVALUATOR 1 SIGNATURE [REDACTED] DATE 04-21-17 EVALUATOR 2 SIGNATURE [REDACTED] DATE 5/1/17 | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: SIGNATURE OF REVIEWER [REDACTED] DATE 5/2/17 SIGNATURE OF DEPARTMENT HEAD OR AUTHORIZED REPRESENTATIVE [REDACTED] DATE | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE [REDACTED] DATE 5/10/17 AND DATE [REDACTED] | |

REVISED DATE - MAY 2005

DIVISION COPY

| | | | |
|-----------------------------------|--|------------------------------|-----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 4/1/16 TO 9/30/16 | | MERIT INCREASE DATE 12/28/93 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/16 |
| EVALUATOR 1 ID [REDACTED] | | EVALUATOR 2 ID [REDACTED] | |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| ITEMS MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) | | FACTORS YR: (0) (1) (2) (3) (4) (5) (6) (7) (8) (9) | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: + = STRONG ✓ = STANDARD - = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK | | EVALUATOR 1 | 60 70 80 90 |
| QUANTITY OF WORK | | EVALUATOR 2 | 60 70 80 90 |
| ATTENDANCE | | EVALUATOR 1 | 60 70 80 90 |
| WORK HABITS | | EVALUATOR 2 | 60 70 80 90 |
| RELATIONSHIP WITH OTHERS | | EVALUATOR 1 | 60 70 80 90 |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | | EVALUATOR 2 | 60 70 80 90 |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is assigned to the [REDACTED] traffic bureau. He continues to build on his experience in crash investigations while still assisting with the patrol bureau when calls for service are on the increase. Specifically, he responded to a dangerous domestic disturbance involving an armed suspect and defused the situation safely without force preventing serious injury or death to the victim as well as the offender. The day shift commander generated a letter of commendation for [REDACTED] as a result of his actions. [REDACTED] was not late, nor did he call in sick during this rating period.

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 5. SIGNATURE OF EVALUATOR EVALUATOR 1 SIGNATURE [REDACTED] DATE 10-18-16 EVALUATOR 2 SIGNATURE [REDACTED] DATE 10/18/16 | | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: SIGNATURE OF REVIEWER [REDACTED] DATE 10-19-16 EMPLOYEE [REDACTED] DATE 10-20-16 | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE [REDACTED] DATE 10-20-16 | | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | |

EMPLOYEE NAME

DIVISION

CLASS TITLE

Police Uniformed

Police Officer

EVALUATION
FROM

10/1/15 TO 3/31/16

MERIT

INCREASE DATE 12/26/98

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY 4/30/16

| | |
|----------------------------------------------------|---------------------|
| E M P L O Y E E I D | 0 1 2 3 4 5 6 7 8 9 |
| | 0 1 2 3 4 5 6 7 8 9 |
| | 0 1 2 3 4 5 6 7 8 9 |
| | 0 1 2 3 4 5 6 7 8 9 |
| | 0 1 2 3 4 5 6 7 8 9 |

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
|---------|----------------------------------------|---------------------------|------------------|
| INTERIM | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| 6-MONTH | | | |

I
D

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-
RELATED, WITH:

- ☐ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-
RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2
PENCIL. DO NOT ERASE. IF A
CORRECTION IS NECESSARY OBTAIN
A NEW FORM FROM THE PERSONNEL
DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

- | | |
|--------------------------------------------------------------|--------------------------------------------------------|
| <input checked="" type="checkbox"/> ACCURACY | <input checked="" type="checkbox"/> JUDGEMENT |
| <input checked="" type="checkbox"/> THOROUGHNESS | <input checked="" type="checkbox"/> WRITTEN EXPRESSION |
| <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | <input checked="" type="checkbox"/> ORAL EXPRESSION |

QUALITY
OF WORKEVALUATOR 1
EVALUATOR 2

- | |
|--------------------------------------------------------------------|
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED |
| <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE |

QUANTITY
OF WORKEVALUATOR 1
EVALUATOR 2

- | | |
|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT |
| <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | |

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

- | | |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------|
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT | <input checked="" type="checkbox"/> INITIATIVE |
| <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES | <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL |
| <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | <input checked="" type="checkbox"/> ORGANIZATION OF WORK |

WORK
HABITSEVALUATOR 1
EVALUATOR 2

- | | |
|-------------------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE |

RELATIONSHIP
WITH OTHERSEVALUATOR 1
EVALUATOR 2

- | | |
|----------------------------------------------------------|----------------------------------------------------------------|
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING | <input type="checkbox"/> EVALUATING PERFORMANCE |
| <input type="checkbox"/> TRAINING & INSTRUCTING | <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP |
| <input type="checkbox"/> DISCIPLINARY CONTROL | |

SUPERVISORY
SKILLS (LEAVE BLANK IF NOT APPLICABLE)EVALUATOR 1
EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

██████████ is new to the ██████████ traffic bureau. He comes to us with many years of experience in the patrol bureau. His transition to traffic has been at the perfect pace. He shows determination in learning the facets of accident investigations, as well as the desire to further his training in the traffic field. He is quick to respond to crashes to allow his peers in patrol to concentrate on their respective districts. ██████████ was not late, nor did he call off sick during this rating period.

5. SIGNATURE

OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EE ID #

DATE

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

DATE

6. REVIEWER:

APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT
AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY
SIGNATURE
AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE
SHOWS THAT YOU HAVE RECEIVED A COPY
OF THE REPORT AND THAT THE EVALUATION
WAS DISCUSSED WITH YOU; IT DOES NOT
MEAN YOU AGREE.

| | | |
|------------------------------------------|-----------------------------------|----------------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 4/1/2015 TO 9/30/2015 | MERIT INCREASE DATE 12/26/1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/2015 |

PLEASE USE #2 PENCIL

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |


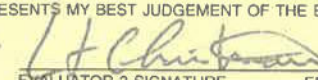
| TYPE OF EVALUATION | | | |
|--------------------|------------------|-------------|---------------|
| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
| INTERIM | 45 DAY | 45 DAY | 45 DAY |
| 6-MONTH | 90 DAY | 90 DAY | 90 DAY |
| | 180 DAY | FINAL | |
| | 270 DAY | | |


| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |

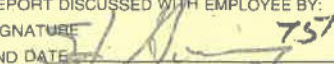
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | ATTENDANCE EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | WORK HABITS EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is a shift leader by example and always seems to gravitate to important calls. He was primary unit on 5 felony scenes, including a rape bank robbery, felony thefts and a voyeurism incident with a 16 year old victim. On 7/15 he recovered a stolen firearm and made 2 juvenile arrests. He arrested or caused the arrests in crimes against elderly victims. He documented 15 felonies and 36 other theft offences. His paperwork is always clear and concise. He is very active in his regular patrols, but also in extra duty assignment with AMHA. He was even involved in a felony drug arrest off duty on 8/1. Officer was on scene at 5 heroin overdoses and documented and forwarded useful information and follow up to investigating detectives. On 5/16 he was involved in a rare OVI arrest/investigation. 9 park&walks. 2 calls (24 hours sick time).

| | | |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| 5. SIGNATURE OF EVALUATOR | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | |
|  | DATE 10/21/15 | EVALUATOR 2 SIGNATURE  DATE 10/23/15 |

| | |
|-------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6. REVIEWER: APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY. | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION |
|  771 10-23-15 | SIGNATURE OF DEPARTMENT [REDACTED] |

| | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7. REPORT DISCUSSION | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. |
| REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE  757 10/24/15 AND DATE | |

| | | | |
|--------------------------------------|--|---------------------------------------------------------------------------------|-----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 10/01/14 TO 03/31/15 | | MERIT INCREASE DATE 12/26/1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/15 |
| [REDACTED] | | TYPE OF EVALUATION | |
| | | STD EMPLOY PROBATION SEASON TEMP PROM TRANSFER | |
| | | INTERIM 6-MONTH 45 DAY 90 DAY 180 DAY 270 DAY 45 DAY 90 DAY FINAL 45 DAY 90 DAY | |
| [REDACTED] | | [REDACTED] | |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| ITEMS MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) | | FACTORS YR: (0) (1) (2) (3) (4) (5) (6) (7) (8) (9) | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] performs at a steady outstanding level in his compassion and desire to protect and serve the citizens of Akron. Officer works the Ellet area during shift patrols and numerous extra hours in the AMHA neighborhoods. He is very active and always submits thorough and accurate paper-work. He completed 95 AOIBRS, 21 break-in preliminaries and 27 other theft related crimes, 6 of which were vacant houses. He forwarded detailed report in a December theft of large auto parts and a January theft and misuse of credit cards that assisted investigators to facilitate arrests in both crimes. He thoroughly investigated and made arrests in a November stalking incident and a felony assault in December. He also forwarded 18 electronic accident reports and 45 field interrogation cards. *Only used 1 occurrence of sick.

5. SIGNATURE OF EVALUATOR
THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.
EVALUATOR 1 SIGNATURE [Signature] 751 [REDACTED] 4-30-15 [Signature] [REDACTED] 5-1-15
EVALUATOR 2 SIGNATURE [Signature] [REDACTED] 5-1-15

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY.
[Signature] 771 5-1-15
SIGNATURE OF REVIEWER EMPLOYEE ID # DATE
TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION
SIGNATURE OF DEPARTMENT [REDACTED]

7. REPORT DISCUSSION
REPORT DISCUSSED WITH EMPLOYEE BY: 751 5/4/15
SIGNATURE AND DATE [Signature] 5/4/15
TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION
Police UniformedCLASS TITLE
Police Officer

EVALUATION FROM 04/01/14 TO 09/30/14

MERIT INCREASE DATE 12/26/1998

RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31

PLEASE USE #2 PENCIL

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
|--------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------|
| INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

- ☐ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

- ☒ ACCURACY
☒ THOROUGHNESS
☒ NEATNESS OF WORK PRODUCT

- ☒ JUDGEMENT
☒ WRITTEN EXPRESSION
☒ ORAL EXPRESSION

- ☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE

- ☒ ADHERENCE TO WORKING HOURS
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

- ☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

- ☒ DILIGENCE, EFFORT
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
☒ OBSERVANCE OF WORK RULES, SAFETY

- ☒ INITIATIVE
☒ CARE OF EQUIPMENT, MATERIAL
☒ ORGANIZATION OF WORK

- ☒ CONDUCT & COOPERATION WITH SUPERVISION
☒ CONDUCT & COOPERATION WITH CO-WORKERS

- ☒ CONDUCT WITH PUBLIC
☒ PERSONAL APPEARANCE & CARE

- ☐ PLANNING, ORGANIZING, ASSIGNING
☐ TRAINING & INSTRUCTING
☐ DISCIPLINARY CONTROL

- ☐ EVALUATING PERFORMANCE
☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY
70 = IMPROVEMENT NEEDED
80 = SATISFACTORY
90 = VERY GOOD
95 = OUTSTANDING

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

WORK HABITS

EVALUATOR 1

EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1

EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

remains one of the shift leaders in productivity and results. He stays active and persistent in his daily patrols. His proactive enforcement resulted several felony drug arrests, 4 for heroin(5/9 & 6/3/14), 2 for Meth(7/7 & 9/23) and marijuana(6/24 & 9/23). Handled scene of fatal heroin death on 7/6/14. Documented 44 burglary, B&E preliminaries and theft offenses. He was actively involved in felony calls on 7/8/14(robbery) and 9/18/14(shooting scene and apprehensions). Followed through with 5 domestic violence arrests in 9 documented incidents. Follows up on previous incidents thorough. On 5/15/14 collect info, developed suspect and obtained IVS interview with confession. Officer filed 12 electronic crash reports and 64 field interrogation cards. 7 park&walks. Only used 1 sick day this period. DMG-751

5. SIGNATURE

OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOYEE ID # 751

DATE 10/19/14

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

DATE 10-24-14

6. REVIEWER:

I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

SIGNATURE OF REVIEWER

EMPLOYEE ID # 771

DATE 11-6-14

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD. THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF DEPARTMENT

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE AND DATE

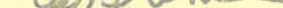

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

CS

| ITEMS | | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | | | | | | | | | | | | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------|--|--------------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| 1. MARK PERFORMANCE IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | | FACTORS | | YR: 0 1 2 3 4 5 6 7 8 9 | | | | | | | | | | | | | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | | QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | | | QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | | ATTENDANCE EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | | WORK HABITS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | | RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 | | | | | | | | | | | | | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | | SUPERVISORY SKILLS EVALUATOR 1 EVALUATOR 2 (LEAVE BLANK IF NOT APPLICABLE) | | 60 70 80 90 | | | | | | | | | | | | | |

4. **COMMENT** HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE, BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

IS A PLATOON LEADER BY EXAMPLE IN HIS DAILY WORK ETHIC. HE KNOWS HIS DISTRICT WELL AND PERFORMS ENFORCEMENT IN REPEAT CALL LOCATIONS AND OF REPEAT OFFENDERS. HE MADE 7 DRUG RELATED ARRESTS IN 5 SEPARATE INCIDENTS. ASSISTANT SHIFT COMMANDER'S SUMMARY SHOWS HE RANKS 3RD IN CALLS HANDLED AND 4TH IN CRIM DOCUMENTATION. ALSO SUBMITTED 25 CRIM REPORTS. COMPLETED 21 PRELIMINARY INVESTIGATIONS. RANKS 2ND ON SHIFT WITH 79 FI CROS ON SUSPICIOUS SUBJECTS. PERFORMED 13 PARK+WALKS.

| | | | | |
|------------------------------------------------------------------------------------------------|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY. | | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
|  771 5-1-14 | | |  | |
| SIGNATURE OF REVIEWER EMPLOYEE ID # DATE | | | SIGNATURE OF DEPARTMENT HEAD DATE | |

| | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <p>7. REPORT DISCUSSION</p> <p>REPORT DISCUSSED WITH EMPLOYEE BY:</p> <p>SIGNATURE <u>[Signature]</u> [Redacted]</p> <p>AND DATE <u>5/4/14</u></p> | <p>TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.</p> | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

EMPLOYEE PERFORMANCE EVALUATION REPORT

| | | |
|--------------------------------------|--------------------------------|--------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 04/01/13 TO 09/30/13 | MERIT INCREASE DATE 12/26/1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31 |

| | | | | | | |
|-----------------------------------------------|------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|---------------------------------------------------|------------|
| E M P L O Y E I D | [REDACTED] | TYPE OF EVALUATION | | | | [REDACTED] |
| | | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | | <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> | |

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| ITEMS | MO: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫ | FACTORS | YR: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| ATTENDANCE EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| WORK HABITS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

OFFICER RECEIVED LETTER OF PRAISE FROM ASST. PROSECUTOR REFERENCE VEHICULAR INVESTIGATION. REMAINS ONE OF THE MOST ACTIVE AND PRODUCTIVE OFFICERS ON THE SHIFT. HE SUBMITTED 133 AOIBRS, MAKING FELONY ARRESTS ON 4/12 FOR WEAPON AND DRUGS, 5/9/13 CORRUPTION WITH DRUGS, 6/26/13 BURGLARY + MISUSE OF CREDIT CARDS AND 6/29/13 FOR FELONY THEFT FROM CABLE COMPANY (BATTERIES). ALSO FILED 15 ELECTRONIC ACCIDENT AND 4 EFP REPORTS THIS PERIOD. MADE 4 JUVENILE ARRESTS FOR THEFT, DAMAGE AND OBSTRUCTION. OFFICER HAD 5 SCHOOL MARKSMANSHIPS. OFFICER HAD ONLY ONE OCCURRENCE OF SICK TIME. 046 751

5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND QUALITY.

SIGNATURE OF REVIEWER: [REDACTED] 771 10-14-13
 EMPLOYEE ID # DATE

SIGNATURE OF DEPARTMENT: [REDACTED] 920 10-12-13
 DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY: [REDACTED] 751 10/17/13
 SIGNATURE AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

EMPLOYEE PERFORMANCE EVALUATION REPORT

| | | | |
|--------------------------------------|--|---------------------------------|-----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 10/01/12 TO 03/31/13 | | MERIT INCREASE DATE 12/26/12 98 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/13 |

PLEASE USE #2 PENCIL

| | | | | | |
|---------------------------|--------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------|------------------------------|
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> | |

| | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| ITEMS | MO: (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) | FACTORS | YR: (0) (1) (2) (3) (4) (5) (6) (7) (8) (9) |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT <input type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input type="checkbox"/> ORGANIZATION OF WORK <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY: BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| ATTENDANCE EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| WORK HABITS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is persistent in his devotion to provide a high standard of police service to the citizens of Akron. He works from a common sense base of thought and strives to find ways to improve the department as a whole. [REDACTED] has been active in creating a new design logo for departmental cruisers. He has completed several of his investigations with arrests for Voyeurism(10/15), multiple thefts from one business(10/27), theft of a business A/C unit(2/26) and church donation deposits(3/19). Other felony arrest made 11/21(4 juveniles for Aggravated Burglary/weapons) and 1/15(Burglary of an abandon house by a neighbor). Completed 49 electronic Crash reports, with an OVI arrest on 2/24, and another on 10/22 while working AMMA, Several Domestic Violence arrests(10/5 elderly victim). Only one sick day used. Day 7/13

5. SIGNATURE OF EVALUATOR
 THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.
 EVALUATOR 1 SIGNATURE [REDACTED] 751
 DATE 4/10/13
 EVALUATOR 2 SIGNATURE [REDACTED] 920
 EMPLOYEE ID # 4-24-13
 DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:
 SIGNATURE OF REVIEWER [REDACTED] T71
 EMPLOYEE ID # 5-2-13
 DATE

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
 THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON:
☐ ORIGINAL APPOINTMENT

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE [REDACTED]

AND DATE 5/6/13

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE

| | | | |
|--------------------------------------|--|--------------------------------|-----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 04/01/12 TO 09/30/12 | | MERIT INCREASE DATE 12/26/1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/12 |

PLEASE USE #2 PENCIL

| | | | | | |
|---------------------------|--------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------|------------------------------|
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> | |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| ATTENDANCE EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| WORK HABITS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | | 60 70 80 90 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is an [REDACTED] veteran with the work ethic of a recruit fresh out of the academy. There is not another officer on this shift that is as motivated and productive. His daily activity resulted in numerous adult/juvenile arrests from start to end of this period. 4/23 for arrests, burglary in progress/drugs, 4/24 (response canvas/arrest burglary in progress), 5/5/12 (industrial panic/facsimile firearm), 6/7 (theft/recovery jewelry), 7/31 (intimidation/drug case), 8/22 (I/P B&E), 8/27 (I/P-2 arrests theft of siding) and 8/28 investigation into employee theft/credit cards. Many others resulting in extensive documentation of electronic and supplemental reports. Officer is the most proficient AOIBRS writer I have encountered. **He ~~likes~~ his job***NO SICK TIME***
 Officer must do school papers & write weekly during slower calls for service periods. *efc*
 DMG TS

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 5. SIGNATURE OF EVALUATOR EVALUATOR 1 SIGNATURE [REDACTED] EMPLOYEE ID # 751 DATE 12/29/12 EVALUATOR 2 SIGNATURE [REDACTED] EMPLOYEE ID # 920 DATE 11-8-12 | | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY. SIGNATURE OF REVIEWER [REDACTED] EMPLOYEE ID # 771 DATE 11-9-12 | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: [REDACTED] SIGNATURE [REDACTED] AND DATE 11/14/12 | | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | |

REVISED DATE - MAY 2005

DIVISION COPY

EMPLOYEE PERFORMANCE EVALUATION REPORT

| | | |
|--------------------------------------|--------------------------------|-----------------------------------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 10/01/11 TO 03/31/12 | MERIT INCREASE DATE 12/26/1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/12 PLEASE USE #2 PENCIL |

| | | | | | |
|---------------------------|--------------------------|----------------------------------------|---------------------------|--------------------------|------------------------------|
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | QUALITY OF WORK EVALUATOR 1: EVALUATOR 2: | 60 70 80 90 |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | QUANTITY OF WORK EVALUATOR 1: EVALUATOR 2: | 60 70 80 90 |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | ATTENDANCE EVALUATOR 1: EVALUATOR 2: | 60 70 80 90 |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | WORK HABITS EVALUATOR 1: EVALUATOR 2: | 60 70 80 90 |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | RELATIONSHIP WITH OTHERS EVALUATOR 1: EVALUATOR 2: | 60 70 80 90 |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1: EVALUATOR 2: | 60 70 80 90 |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] maintained a high level of integrity in his work ethic. He professionally handled and thoroughly documented 45 felony incidents. 32 involved break-ins and investigative arrests were completed from 2 of his pre-liminary investigations. Officer followed-up on robberies and suspicious activity that resulted in the recovery of 2 stolen autos, 2 fires (off the street) and 10 total arrested subjects. He had 8 arrests from domestic violence and assault incidents. Also 4 arrests for drug violations through his proactive enforcement. Officer was involved in an off duty accident that resulted in a temporary administrative assignment, where he handled a large volume of electronic reports. [REDACTED] had only 1 sick occurrence.

| | | | | |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------|---------|-----------------------|---------------|
| 5. SIGNATURE OF EVALUATOR | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | | | |
| <i>[Signature]</i> | 751 | 4/20/12 | <i>[Signature]</i> | 5-3-12 |
| EVALUATOR 1 SIGNATURE | EMPLOYEE ID # | DATE | EVALUATOR 2 SIGNATURE | EMPLOYEE ID # |

| | | |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY. | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
| <i>[Signature]</i> | 771 | 5/18/12 |
| SIGNATURE OF REVIEWER | EMPLOYEE ID # | DATE |

| | |
|-------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7. REPORT DISCUSSION | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU. IT DOES NOT MEAN YOU AGREE. |
| REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE AND DATE | |
| <i>[Signature]</i> | 751 5/14/12 |

| | | | | | | | |
|--------------------------------------|----------------------|--------------------------------|----------------------------------------|-----------------------------------------------------|------------------------------|--|--|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | | CLASS TITLE Police Officer | | | |
| EVALUATION FROM 04/01/11 TO 09/30/11 | | MERIT INCREASE DATE 12/26/1998 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/11 | | | |
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] | | |
| | PLEASE USE #2 PENCIL | | | | | | |
| | ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ | | | | | | |
| | ⑨ ⑩ ⑪ ⑫ ⑬ ⑭ ⑮ ⑯ | | | | | | |
| | | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | | |
| | | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | | |
| | | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | |

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| ITEMS | MO: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫ | FACTORS | YR: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED: <input type="checkbox"/> JUDGEMENT <input type="checkbox"/> WRITTEN EXPRESSION <input type="checkbox"/> ORAL EXPRESSION | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK | | EVALUATOR 1 EVALUATOR 2 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| QUANTITY OF WORK | | EVALUATOR 1 EVALUATOR 2 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| ATTENDANCE | | EVALUATOR 1 EVALUATOR 2 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| WORK HABITS | | EVALUATOR 1 EVALUATOR 2 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| RELATIONSHIP WITH OTHERS | | EVALUATOR 1 EVALUATOR 2 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | | EVALUATOR 1 EVALUATOR 2 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| 4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS. [REDACTED] is a shift leader through his work ethic and production. He submitted 154 AOIBRS reports that resulted in arrests or immediate suspect development. He received a Chiefs commendation for his alert observations, swift pursuit and subsequent apprehension of an armed bank robber on 6/30/11. Officer has completed follow-up in reported break-ins and recovered stolen property (guns, vehicles, credit cards & electronics). Officer tactically work his assigned district by prioritizing calls for service and steady patrols on known problem areas. He consistently submits thorough, well detailed reports of investigations. He is similarly active during extra duty employment with AMHA & RBS after school patrols. He received a second Chiefs commendation for volunteering for a youth funeral detail in Canal Fulton on July 8th. 0M55 Officer had only one 1-day sick occurrence this period. | | | |
| 5. SIGNATURE OF EVALUATOR [Signature] EVALUATOR 1 SIGNATURE | | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. [Signature] EVALUATOR 2 SIGNATURE | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: [Signature] SIGNATURE OF REVIEWER | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION [Signature] SIGNATURE OF DEPARTMENT | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: [Signature] SIGNATURE AND DATE | | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. [Signature] SIGNATURE AND DATE | |

CITY OF AKRON

DEPARTMENT

10-26-11

TO: Chief Nice and Capt. Calvaruso

FROM: Lt. Christman

RE: Employee Performance Evaluation for [REDACTED]
for the period 4-1-11 through 9-30-11

Sirs:

This is in addition to the Performance Evaluation for [REDACTED]

During this period, I discussed with [REDACTED] his radio intonation and conversation with Dispatch and a Dispatch Supervisor. He indicated his voice occasionally reflects frustration when he feels dispatched calls should be handled differently. He said it does so because he cares about what he is doing.

He was advised on how to better handle such incidents with the use of his supervisor. We appreciate [REDACTED] sincerity and desire to make the police department function well.

Also during this period, [REDACTED] furthered an investigation on a B&E call at Heritage Industrial Finishing in District 4 that led to an arrest in Springfield Township and the recovery of stolen property on Akron's west side.

Respectfully Submitted,



Lt. Christman

| | | |
|--------------------------------------|--------------------------------|--------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 10/01/10 TO 03/31/11 | MERIT INCREASE DATE 12/26/1995 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30 |

PLEASE USE #2 PENCIL

| | | | | | |
|---------------------------|-----------------------|----------------------------------------|---------------------------|-----------------------|------------------------------|
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | |

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ITEMS MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS YR: 0 1 2 3 4 5 6 7 8 9 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING |
| QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| ATTENDANCE EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| WORK HABITS EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] REMAINS A DEPARTMENT LEADER IN HIS METICULOUS, PERSISTENT DAILY EFFORT. HE IS DILIGENT IN RESPONSE TO CRIMES IN PROGRESS. HIS PAST EFFORT HAVE REDUCED DAY TIME BURGLARIES IN HIS ASSIGNED DISTRICT. FOLLOWS UP INVESTIGATION THOROUGHLY, EXAMPLE CITED BY SER. YOUNG ON 10/3/10. ON 10/25/10, INVOLVED IN MULTI-BREAK-IN INVESTIGATIONS AT ONCE, CONCLUDING IN 2 JUVENILE ARRESTS. CITED FOR HIS ASSISTANCE IN FELONY ASSAULT/FLEEING BY STOW PD CHIEF ON 12/11/10. TWO CALL OFFS FOR SICK TIME.

5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY.

SIGNATURE OF REVIEWER: [Signature] 771 4-21-11
 EMPLOYEE ID # DATE

SIGNATURE OF DEPARTMENT: [Signature] 4-15-11
 EMPLOYEE ID # DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY: [Signature] 751 4/16/11
 SIGNATURE AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

| | | | | | |
|--------------------------------------|--------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------|------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | | CLASS TITLE Police Officer | |
| EVALUATION FROM 04/01/10 TO 09/30/10 | | MERIT INCREASE DATE 12/26/1998 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31 | |
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> | |

PLEASE USE #2 PENCIL

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

- ☒ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

- ☒ ACCURACY
☒ THOROUGHNESS
☒ NEATNESS OF WORK PRODUCT

- ☒ JUDGEMENT
☒ WRITTEN EXPRESSION
☒ ORAL EXPRESSION

- ☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE

- ☒ ADHERENCE TO WORKING HOURS
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

- ☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

- ☒ DILIGENCE, EFFORT
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
☒ OBSERVANCE OF WORK RULES, SAFETY

- ☒ INITIATIVE
☒ CARE OF EQUIPMENT, MATERIAL
☒ ORGANIZATION OF WORK

- ☒ CONDUCT & COOPERATION WITH SUPERVISION
☒ CONDUCT & COOPERATION WITH CO-WORKERS

- ☒ CONDUCT WITH PUBLIC
☒ PERSONAL APPEARANCE & CARE

- ☐ PLANNING, ORGANIZING, ASSIGNING
☐ TRAINING & INSTRUCTING
☐ DISCIPLINARY CONTROL

- ☐ EVALUATING PERFORMANCE
☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

3. EVALUATE PERFORMANCE BY
 BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY
 70 = IMPROVEMENT NEEDED
 80 = SATISFACTORY
 90 = VERY GOOD
 95 = OUTSTANDING

QUALITY OF WORK

EVALUATOR 1
EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1
EVALUATOR 2

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

WORK HABITS

EVALUATOR 1
EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1
EVALUATOR 2

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1
EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is one of the most active and the most productive officer on the [REDACTED] patrol. His persistent and tenacious patrol efforts have prevented and solved both in progress crimes and some under investigation. Responding to burglaries in progress resulted in adult arrests on 5/12 and 9/2. On 7/13 he followed up on a night time problem in his neighborhood by recovering stolen property from car break-ins and arresting 2 juveniles. He followed up a preliminary report of stolen checks and made 2 adult arrests on a forgery on 5/12. His paperwork is always of fact certainty and detailed in simplicity. Officer received a Chief's Accommodation for his perseverance and deportment in follow up, apprehension of a burglary suspect and recovery of a firearm on 7/27/10. The Chief's Office also received letters of appreciation from a citizen (8/4) and the Barberton Law Department (9/3) for his professionalism. [REDACTED] was a 2010 finalist for the Russ Long Award this year. Officer had 2 call offs for sick time (16 hours), improving his prior rating by 2 levels.

5. SIGNATURE

OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE [REDACTED] 751

DATE 10/25/10

EVALUATOR 2 SIGNATURE [REDACTED]

EMPLOYEE ID # 921

DATE 10-30-10

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
 THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

EMP [REDACTED]

DATE 11/4/10

SIGNATURE OF DEPARTMENT [REDACTED]

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE [REDACTED]

AND DATE 11/10/10

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

| | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------------------------------------------------|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | | CLASS TITLE Police Officer | |
| EVALUATION FROM 10/01/09 TO 03/31/10 | | MERIT INCREASE DATE 12/26/1998 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/10 | |
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] |
| | PLEASE USE #2 PENCIL | | | | |
| | 0 1 2 3 4 5 6 7 8 | | | | |
| | 0 1 2 3 4 5 6 7 8 | | | | |
| | | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
| | | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| | | | | | |
| | | | | | |
| ITEMS MO: 1 2 3 4 5 6 7 8 9 10 11 12 | | FACTORS YR: 1 2 3 4 5 6 7 8 9 | | | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: + = STRONG ✓ = STANDARD - = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | | 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | |
| + ACCURACY + THOROUGHNESS + NEATNESS OF WORK PRODUCT | | + JUDGEMENT + WRITTEN EXPRESSION + ORAL EXPRESSION | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| + AMOUNT OF WORK ACCOMPLISHED + COMPLETION OF WORK ON SCHEDULE | | + INITIATIVE + CARE OF EQUIPMENT, MATERIAL + ORGANIZATION OF WORK | | 60 70 80 90 95 | |
| + ADHERENCE TO WORKING HOURS + DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | + AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | | EVALUATOR 1 EVALUATOR 2 | |
| + DILIGENCE, EFFORT + COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES + OBSERVANCE OF WORK RULES, SAFETY | | + CONDUCT WITH PUBLIC + PERSONAL APPEARANCE & CARE | | EVALUATOR 1 EVALUATOR 2 | |
| + CONDUCT & COOPERATION WITH SUPERVISION + CONDUCT & COOPERATION WITH CO-WORKERS | | + EVALUATING PERFORMANCE + FAIRNESS, IMPARTIALITY, LEADERSHIP | | EVALUATOR 1 EVALUATOR 2 | |
| + PLANNING, ORGANIZING, ASSIGNING + TRAINING & INSTRUCTING + DISCIPLINARY CONTROL | | + SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | | EVALUATOR 1 EVALUATOR 2 | |
| 4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS. [REDACTED] continues to excel as one of the most active and involved officers on the [REDACTED]. He is extremely diligent in his patrols and response to crimes in progress. He received a commendation for tracking down and arresting 2 juveniles who had just committed a house burglary. During the period, responded to similar incidents on 10/10, 10/26, 11/12, 11/15, 11/29, 1/4, 1/12 and 2/8/10 resulting in arrests of 16 different juveniles linked to district ring of youth offenders. His response, investigations, follow-up and documentation has lead to recovery of property and development of information for burglary detectives. Officer often assists in other districts and raises the level of other officers' performance by his presence. The Nov. 12th incident was a stop for daytime curfew, the 4 juveniles put together at that time, were later identified as burglary suspects in a pat reported break in. On 1/28/10 Officer participated in Read to Lead at Barber CLC. Officer was counselled twice this period (12/15 and 3/23) for sick time use. Four separate call offs this last 6 months. | | | | | |
| 5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. [REDACTED] 751 [REDACTED] 4/20/10 [REDACTED] 4-27-10 EVALUATOR 1 SIGNATURE EMPLOYEE ID # DATE EVALUATOR 2 SIGNATURE EMPLOYEE ID # DATE | | | | | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: [REDACTED] SIGNATURE OF REVIEWER EMPLOYEE ID # DATE TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | | | | | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: [REDACTED] 751 5/19/10 SIGNATURE [REDACTED] AND DATE [REDACTED] TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | | | | | |

EMPLOYEE PERFORMANCE EVALUATION REPORT

EMPLOYEE NAME

DIVISION

CLASS TITLE

Police Uniformed

Police Officer

EVALUATION

FROM 04/01/09 TO 09/30/09

MERIT

INCREASE DATE

12/26/1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY 10/31

PLEASE USE #2 PENCIL

EMPLOYEE ID

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
|---------|------------------|-------------|---------------|
| INTERIM | 45 DAY | 45 DAY | 45 DAY |
| 6-MONTH | 90 DAY | 90 DAY | 90 DAY |
| | 180 DAY | FINAL | |
| | 270 DAY | | |

EVALUATOR 1 ID

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

+ = STRONG

✓ = STANDARD

□ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

| | |
|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> ACCURACY | <input checked="" type="checkbox"/> JUDGEMENT |
| <input checked="" type="checkbox"/> THOROUGHNESS | <input checked="" type="checkbox"/> WRITTEN EXPRESSION |
| <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | <input checked="" type="checkbox"/> ORAL EXPRESSION |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED | |
| <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT |
| <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT | <input checked="" type="checkbox"/> INITIATIVE |
| <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES | <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL |
| <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | <input checked="" type="checkbox"/> ORGANIZATION OF WORK |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING | <input type="checkbox"/> EVALUATING PERFORMANCE |
| <input type="checkbox"/> TRAINING & INSTRUCTING | <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP |
| <input type="checkbox"/> DISCIPLINARY CONTROL | |

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

WORK HABITS

EVALUATOR 1

EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1

EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

continues to be one of the leaders in productivity with his outstanding work ethic. He thoroughly handles all assignments, uses exceptional judgement and decision making and then accurately follows up and documents his arrests. On 5/4/09 he made 1 arrest for possess of a stolen auto, then 2 more on items removed from vehicle. 5/13/09 he follow through on a stolen check, charging a mother and daughter duo with the theft and forgery. He makes an outstanding amount of daytime burglary arrests, 6/4/09, 6/9/09, 6/12/09, 6/16/09 and 6/18/09, some in progress/on scene, recovering property and drugs and one involving an elderly victim who had been victimized by suspect over a period of time. Officer is so acti that at times he has to catch up on the paperwork. His documentation is always concise and detailed in entirety. knows his district very well and can handle repeat call location quickly and efficiently because he is already familiar with subjects and circumstances. Served with an interim for 3rd call off/sick time just prior to end of peri

5. SIGNATURE

OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

DATE

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

DATE

6. REVIEWER:

I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

EMPLOYEE NAME

DIVISION

CLASS TITLE

POLICE UNIFORMED

POLICE OFFICER

EVALUATION

FROM

4.1.09

TO 9.30.09

MERIT
INCREASE DATERETURN ORIGINAL TO
PERSONNEL DEPARTMENT BY

PLEASE USE #2 PENCIL

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TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
|-----------------------|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------|---------------------------------------------|
| INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| <input type="radio"/> | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> <input type="radio"/> |

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| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN
ITEMS WHICH ARE JOB-
RELATED, WITH:

- ☐ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS
WHICH ARE NOT JOB-
RELATED3. EVALUATE PERFORMANCE BY
BLACKENING IN BOX WITH A #2
PENCIL. DO NOT ERASE. IF A
CORRECTION IS NECESSARY OBTAIN
A NEW FORM FROM THE PERSONNEL
DEPARTMENT.

60 = UNSATISFACTORY
 70 = IMPROVEMENT NEEDED
 80 = SATISFACTORY
 90 = VERY GOOD
 95 = OUTSTANDING

- ☐ ACCURACY ☐ JUDGEMENT
☐ THOROUGHNESS ☐ WRITTEN EXPRESSION
☐ NEATNESS OF WORK PRODUCT ☐ ORAL EXPRESSION

QUALITY
OF WORKEVALUATOR 1
EVALUATOR 2

- ☐ AMOUNT OF WORK ACCOMPLISHED
☐ COMPLETION OF WORK ON SCHEDULE

QUANTITY
OF WORKEVALUATOR 1
EVALUATOR 2

- ☒ ADHERENCE TO WORKING HOURS
☒ DEPENDABILITY AS REFLECTED BY
FREQUENCY OF ABSENCE

- ☐ AVAILABILITY AS REFLECTED BY
AMOUNT OF TIME ABSENT

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

- ☐ DILIGENCE, EFFORT
☐ COMPLIANCE WITH INSTRUCTIONS
OR OBJECTIVES
☐ OBSERVANCE OF WORK
RULES, SAFETY

- ☐ INITIATIVE
☐ CARE OF EQUIPMENT, MATERIAL
☐ ORGANIZATION OF WORK

WORK
HABITSEVALUATOR 1
EVALUATOR 2

- ☐ CONDUCT & COOPERATION
WITH SUPERVISION
☐ CONDUCT & COOPERATION
WITH CO-WORKERS

- ☐ CONDUCT WITH PUBLIC
☐ PERSONAL APPEARANCE & CARE

RELATIONSHIP
WITH OTHERSEVALUATOR 1
EVALUATOR 2

- ☐ PLANNING, ORGANIZING, ASSIGNING
☐ TRAINING & INSTRUCTING
☐ DISCIPLINARY CONTROL

- ☐ EVALUATING PERFORMANCE
☐ FAIRNESS, IMPARTIALITY,
LEADERSHIP

SUPERVISORY
SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1
EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT
LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

HAD OCCURENCES OF SICK TIME ON 5/23/09, 8/11/09
AND 9/22/09. HE WILL RECEIVE A RATING OF SATISFACTORY THIS PERIOD.
PERIOD ENDED BEFORE INTERM WAS REQUESTED. DMG-751

5. SIGNATURE
OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOY

DATE

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT
AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT

DATE

7. REPORT DISCUSSION:

REPORT DISCUSSED WITH EMPLOYEE BY:
SIGNATURE
AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE
SHOWS THAT YOU HAVE RECEIVED A COPY
OF THE REPORT AND THAT THE EVALUATION
WAS DISCUSSED WITH YOU; IT DOES NOT
MEAN YOU AGREE.

| | | | | | |
|--------------------------------------|--------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------------------------------------|------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | | CLASS TITLE Police Officer | |
| EVALUATION FROM 10/01/08 TO 03/31/09 | | MERIT INCREASE DATE 12-26-1998 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/09 | |
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | | | EVALUATOR 1 ID [REDACTED] |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> | <input type="checkbox"/> <input type="checkbox"/> | |

PLEASE USE #2 PENCIL

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|---|---|---|---|---|---|---|---|---|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----|----|----|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 | | | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | | | | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | | | | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | | | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | | | | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | | | | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | | | | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | | | | |
| | | QUALITY OF WORK QUANTITY OF WORK ATTENDANCE WORK HABITS RELATIONSHIP WITH OTHERS SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2 EVALUATOR 1 EVALUATOR 2 | | | |
| | | 60 | 70 | 80 | 90 | 95 |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] QUALITY OF WORK continues to be at an OUTSTANDING level. His tenacious investigation of a reported suspicious person with a firearm on 10/5/08 not only involved the recovery of the gun, but also drugs from a vehicle which also contained a young child. On 12/2/08 he lead a collaborative examination of unsimilar crimes and connected a mother/s domestic call with a series of vehicle break-ins on the prior night. [REDACTED] has shown a steady and noticeable improvement in his WORK HABITS. He is extremely active not only in his assigned district, but often extends in patrols to assist other units on dispatched calls. [REDACTED] received a Shift Command accommodation for his finely perceptive and skilled work ethic in the apprehension of a fleeing felon from an adjoining jurisdiction. On 3/22/09 he observed a vehicle that eluded Cuyahoga Falls PD after it passed from the north side of Akron to the southwest side. His actions resulted in an expediently safe conclusion. Officer has shown improvement also in ATTENDANCE subsequent to improved habits.

5. SIGNATURE *Only this report is based on my observation and knowledge. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

OF EVALUATOR

| | | | | | |
|--------------------------------------|----------------------|-----------------|--------------------------------------|----------------------|-----------------|
| EVALUATOR 1 SIGNATURE [Signature] | EMPLOYEE ID # 751 | DATE 4-25-09 | EVALUATOR 2 SIGNATURE [Signature] | EMPLOYEE ID # 920 | DATE 4-29-09 |
|--------------------------------------|----------------------|-----------------|--------------------------------------|----------------------|-----------------|

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
 THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

| | | |
|--------------------------------------|-----------------------------|-----------------|
| SIGNATURE OF REVIEWER [Signature] | EMPLOYEE ID # [REDACTED] | DATE 5-26-09 |
|--------------------------------------|-----------------------------|-----------------|

SIGNATURE OF DEPARTMENT [REDACTED]

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

| | |
|--------------------------|-----------------|
| SIGNATURE [Signature] | DATE 5/17/09 |
|--------------------------|-----------------|

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

| | | | | | | | |
|--------------------------------------|--|--------------------------------|--|-----------------------------------------------------|--|------------------------------|--|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | | CLASS TITLE Police Officer | | | |
| EVALUATION FROM 10/01/07 TO 03/31/08 | | MERIT INCREASE DATE 12-26-1998 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/08 | | | |
| EMPLOYEE ID [REDACTED] | | TYPE OF EVALUATION | | | | PLEASE USE #2 PENCIL | |
| | | STD | | EMPLOY PROBATION | | SEASON TEMP | |
| | | PROM TRANSFER | | PROM TRANSFER | | PROM TRANSFER | |
| | | INTERIM 6-MONTH | | 45 DAY 90 DAY 180 DAY 270 DAY | | 45 DAY 90 DAY FINAL | |
| EVALUATOR 1 ID [REDACTED] | | EVALUATOR 2 ID [REDACTED] | | EVALUATOR 3 ID [REDACTED] | | EVALUATOR 4 ID [REDACTED] | |

| | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED: <input type="checkbox"/> JUDGEMENT <input type="checkbox"/> WRITTEN EXPRESSION <input type="checkbox"/> ORAL EXPRESSION | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input type="checkbox"/> WRITTEN EXPRESSION <input type="checkbox"/> ORAL EXPRESSION | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS. | | 60 70 80 90 95 | |

consistently performs at an outstanding level in QUALITY OF WORK. His response to calls, fact gathering and follow up are always thorough and complete. On 10/22, his follow up and documentation on a armed robbery call lead to an arrest and recovery of the handgun. On 11/6/08, his quick response and communications resulted in 2 arrests on an in progress break-in of a vacant house. [REDACTED] stays very active during the shift and handles a high volume of calls for service. On 12/4/07 his initiative contributed to the arrests of 2 out-of-town suspects attempting to fraudulently obtain over \$150,000 worth of vehicles from a local dealership. He verbally expresses his opinion and rightfully demands accurate information when assigned a dispatched call. Officer handles himself in a very professional and authoritative manner. He is respected by most he has contact with, including other officers and supervisors. Officer's dependability in attendance is only at the satisfactory level due to 3 occurrences of sick time for a total of 40 hours. *MLC-751*

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | | EVALUATOR 1 SIGNATURE <i>[Signature]</i> 751 EMPLOYEE ID # [REDACTED] DATE 4/30/08 EVALUATOR 2 SIGNATURE <i>[Signature]</i> 920 EMPLOYEE ID # 5-1-08 DATE | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: SIGNATURE OF REVIEWER <i>[Signature]</i> 5-7-08 EMPLOYEE ID # [REDACTED] DATE | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE <i>[Signature]</i> 751 AND DATE 5/21/08 | | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | |

EMPLOYEE PERFORMANCE EVALUATION REPORT

| | | | | | |
|-----------------------------------------|----------------------|-----------------------------------|--------------------------------------------------------|---------------------------|------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | CLASS TITLE Police Officer | | |
| EVALUATION FROM 04/01/07 TO 09/30/07 | | MERIT INCREASE DATE 12-24-1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/07 | | |
| EMPLOYEE ID [REDACTED] | TYPE OF EVALUATION | | EVALUATOR 1 ID [REDACTED] | | |
| | PLEASE USE #2 PENCIL | | | | |
| | | STD | 6-MONTH | SEASON TEMP | PROM TRANSFER |
| | | INTERIM | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| | | | | | |

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 0 1 2 3 4 5 6 7 8 9 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK | | EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| QUANTITY OF WORK | | EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| ATTENDANCE | | EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| WORK HABITS | | EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| RELATIONSHIP WITH OTHERS | | EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | | EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 95 |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

SEE ATTACHED CONFIDENTIAL FOR COMMENTS BY EVALUATOR #1. DJC

| | | | |
|----------------------------------------------------------------------------------------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 5. SIGNATURE OF EVALUATOR [Signature] 832 [REDACTED] 10/29/07 Lt Christopher 920 11-3-07 | | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITY: [Signature] 11-5-07 | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | |
| SIGNATURE OF REVIEWER [Signature] 11-5-07 | | SIGNATURE OF DEPARTMENT HEAD [REDACTED] | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE [Signature] 10/1/07 AND DATE | | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | |

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
October 29, 2007

To: Major C. Gilbride, Capt. L. Callahan, Lt. Christman
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (04/01/07 to 09/30/07)

Sirs and Ma'am,

Quality of Work: [REDACTED] was rated "outstanding" in this section for the reasons that follow. [REDACTED] has, again during this past rating period, submitted superior investigations and written work products. Examples can be found on 5/8/07 at 10 E. Tallmadge (investigatory stop which yielded several felony arrests and the seizure of two loaded handguns), on 6/20/07 at 364 Zeller Ave. (a stabbing incident which resulted in a felonious assault arrest), 1049 Avon St. (a domestic incident which resulted in several charges against a violent felon), on 7/29/07 at 1216 Onandago (an incident at this address that led to a foot pursuit on the near west side and the apprehension of a homicide suspect from Barberton, Ohio) and on 8/15/07 at 677 Thayer St. (a suspicious person stop and apprehension of a suspect with a loaded handgun).

[REDACTED] has also exercised sound judgment while handling his calls for service. He has been extremely thorough. This officer's reports of investigation have continued to be the very best I have ever seen. [REDACTED] has also done a very good job at transitioning to the computer reporting system. He has not completely mastered these reports yet, but his progress is very good.

Quantity of Work: [REDACTED] was rated "outstanding" in this section for a number of reasons. This officer has done an excellent job handling his calls for service. He has completed his work quickly and efficiently. He should also be commended for the excellent job he has done pulling himself off calls to handle anything that may come up on his side of this city. [REDACTED] has again shown a work ethic second to none this past rating period.

Attendance: [REDACTED] was rated "satisfactory" in this section because he was not late for duty and called off sick three (3) times this past rating period.

Work Habits: [REDACTED] was rated "outstanding" in this section because of the very high level of diligence and effort he has shown again this rating period. As stated above, he has submitted numerous felony investigations, most likely more than any other officer on the shift. His diligence and effort was showcased in the drug interdiction

CITY OF AKRON, OHIO

DEPARTMENT

Uniform Sub-Division

stop at 10 E. Tallmadge Ave. [REDACTED] interrupted a narcotics deal in progress. His efforts resulted in the removal of two loaded pistols from the street and the seizure of a small quantity of marijuana. He is one of few officers on our shift who perform drug interdiction and he is very effective.

Another reason [REDACTED] deserved the rating given is because he has continued to perform his duties this past rating period in strict adherence to all applicable laws, rules, regulations, procedures and policies. Along with this, he has performed these duties with safety as a top priority. [REDACTED] has done his duty without compromising his safety or the safety of other officers. He has also made sure that other officers have been safe by backing others up time and time again.

Relationship with Others: [REDACTED] was rated "very good" in this section because he has been very polite, courteous and respectful with his supervisors, his coworkers and his citizen contacts this past rating period. He has again kept himself in very good physical condition this past rating period. [REDACTED] has been very easy to supervise and I believe that he would make an excellent supervisor. He is a natural leader and a take charge person.

Respectfully submitted,

Sgt. Daniel J. Caprez #832
Sgt. Daniel J. Caprez #832

*KEEP UP THE GOOD WORK!
Lt. Chris [unclear] 11-3-07*

| |
|-------------|
| CLASS TITLE |
|-------------|

Police Officer

RETURN ORIGINAL TO
PERSONNEL DEPARTMENT BY

04/30

EVALUATOR 1 ID

PLEASE USE #2 PENCIL

[illegible]

YR: 0 1 2 3 4 5 6 7 8 9

60 = UNSATISFACTORY
70 = IMPROVEMENT NEEDED
80 = SATISFACTORY
90 = VERY GOOD
95 = OUTSTANDING

| | | | | |
|----|----|----|----|---|
| 60 | 70 | 80 | 90 | 9 |
|----|----|----|----|---|

| 60 | 70 | 80 | 90 | 95 |
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See attached confidential for comments by evaluator #1. DTZ

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 2 SIGNATURE _____ EMPLOYEE ID # _____ DATE 5-2-14

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF DEPARTMENT _____

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
April 28, 2007

To: Major C. Gilbride, Capt. L. Callahan, Lt. Christman
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (10/01/06 to 03/31/07)

Sirs and Ma'am,

Quality of Work: [REDACTED] was rated "outstanding" in this section because he has continued to perform at a superior level this past rating period. This officer has continued to submit accurate, thorough and error-free reports and comprehensive investigations. His work products have continued to be some of the best I have ever seen. This officer has submitted more, top quality, felony paperwork than any other officer in my sector and, most likely, more than any other officer on the shift this past rating period. Examples of excellent investigations and related reports can be found on 11/08/06 (drug arrest at 202 N. Arlington St.), 11/28/06 (stolen auto in area of Newton and Leeds), 12/14/06 (burglary at 1136 N. Howard St.), 1/19/07 (burglary at 1457 Riverside Drive), 2/24/07 (felony theft at 1948 Buchholzer Blvd.), and 3/08/07 (stolen auto and pursuit which ended at 683 Edgewood Ave.).

Quantity of Work: [REDACTED] was rated "outstanding" in this section because he has completed a great amount of work quickly during this past rating period. Although totals are no longer tracked on this shift, it is apparent from the volume of paperwork this officer has generated and my personal observations of his work that he most likely has submitted the highest total arrests, citations, calls answered and reports taken this past rating period. This officer has handled his call load, backed others up, volunteered for calls outside his district and sector and has generated a great deal of self-initiated activity.

Attendance: [REDACTED] was rated "very good" in this section because he was not late for duty and called off sick only two (2) times this past rating period.

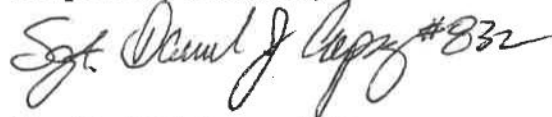
Work Habits: [REDACTED] was rated "outstanding" in this section for much the same reasons as outlined in the "quality of work" and "quantity of work" sections. [REDACTED] has continued the same high level of diligence and effort this past rating period. This officer has also shown that he is a natural leader and has taken charge of calls involving multiple units. This officer has shown again this rating period that he would be an excellent field training officer. This department could use a couple hundred more officers like [REDACTED]

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Relationship with Others: [REDACTED] was rated "satisfactory" in this section. He should have rated higher. He has been respectful of his supervisors and the public that he has served. He has been polite and cooperative with other officers. However, he was given this rating because I had to counsel him on an improper MDT message criticizing the safety communications personnel on 12/02/06. I had also observed him to be very critical of safety communications during the first half of this rating period. After the counseling, [REDACTED] conduct in regards to this matter improved 100 percent. I have observed no other incidents since and I believe that his criticism was due to his intensity level. This officer has also kept himself in very good physical condition this rating period and has maintained a professional appearance.

Respectfully submitted,

A handwritten signature in black ink, reading "Sgt. Daniel J. Caprez #832". The signature is stylized and cursive.

Sgt. Daniel J. Caprez #832

EMPLOYEE NAME

DIVISION

Police Uniformed

CLASS TITLE

Police Officer

EVALUATION
FROM

04/01/06

TO 07/30/06

MERIT

INCREASE DATE

12-2P-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY 10/30/06

PLEASE USE #2 PENCIL

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|---------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| INTERIM | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY |
| 6-MONTH | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

EVALUATOR 1

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| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

☐ = STRONG☒ = STANDARD☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

60 70 80 90 95

- ☒ ACCURACY ☐ JUDGEMENT
☒ THOROUGHNESS ☐ WRITTEN EXPRESSION
☒ NEATNESS OF WORK PRODUCT ☐ ORAL EXPRESSION

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

- ☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

- ☒ ADHERENCE TO WORKING HOURS ☐ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

- ☒ DILIGENCE, EFFORT ☐ INITIATIVE
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES ☐ CARE OF EQUIPMENT, MATERIAL
☒ OBSERVANCE OF WORK RULES, SAFETY ☐ ORGANIZATION OF WORK

WORK HABITS

EVALUATOR 1

EVALUATOR 2

- ☐ CONDUCT & COOPERATION WITH SUPERVISION ☐ CONDUCT WITH PUBLIC
☒ CONDUCT & COOPERATION WITH CO-WORKERS ☐ PERSONAL APPEARANCE & CARE

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

- ☐ PLANNING, ORGANIZING, ASSIGNING ☐ EVALUATING PERFORMANCE
☐ TRAINING & INSTRUCTING ☐ FAIRNESS, IMPARTIALITY, LEADERSHIP
☐ DISCIPLINARY CONTROL

SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1

EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See attached confidential for comments by evaluator #1. DC

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE

EMPLOYEE ID #

DATE

EVALUATOR 2 SIGNATURE

EMPLOYEE ID #

DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

EMPLOYEE ID #

DATE

SIGNATURE OF DEPARTMENT

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY

SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

[illegible]

4. **COMMENT** HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See attached confidential for comments by evaluator #1

DIVISION COPY

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
April 27, 2006

To: Major C. Gilbride, Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (10/01/05 to 03/31/06)

Sirs,

Quality of Work: [REDACTED] was rated "outstanding" in this section for the reasons that follow. First, his investigations and related written work products have been flawless. On 10/11/05, [REDACTED] responded to 568 Stetler Ave. reference a domestic fight. [REDACTED] performed a thorough and comprehensive investigation on a domestic assault where the female victim sustained a fractured cheekbone. [REDACTED] arranged for photos to be taken, notified other officers of the suspect's description and direction of travel and assisted in apprehending the suspect. He then documented everything in an excellent report of investigation.

Another example of [REDACTED] extremely thorough investigations can be found on 10/13/05 at 1213 Laffer Ave. [REDACTED] was sent to another domestic violence call where the ex-boyfriend was trying to break the caller's door down. [REDACTED] secured a witness statement form from the victim (who was also the protected person on a protection order issued against the suspect) and obtained detailed witness statements during a thorough neighborhood canvas. He contacted the PLA for authorization to sign charges on the current incident and incidents that occurred prior and had CSU respond to photograph damage done by the suspect. [REDACTED] also obtained work orders for repairs done on the victim's apartment due to the suspect's past actions from the apartment complex manager. He did not leave a stone unturned on this one.

Other examples of superior written reports can be found on 10/24/05 at 84 Charles St. (Suicide), 10/29/05 at 1162 Johnland Ave. (baby death) (this one was extremely detailed), 11/2/05 at 74 W. Tallmadge Ave. (DOA), 11/12/05 originating from Wellington and Kinzie (RSP Auto/Felony Fleeing) and 12/6/05 at 359 Highgrove Blvd. (suicide). There were other examples on 1/27/06 at 525 E. Market St. (reference a shooting on Baird St.), 2/10/06 at 745 E. Archwood Ave. (robbery), 2/10/06 at 1116 Evans Ave. (Narcotics violation), 2/16/06 at 2367 E. Market St. (suicide), 2/21/06 at 900 Avon St. (shooting) and 3/2/06 at 873 N. Howard St. (baby death).

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

pulled up to the area and heard a shot fired. He spoke to several citizens who told him the suspects were walking northbound on Montrose Ave. [REDACTED] spotted the suspects and tactically approached them. One suspect ran and [REDACTED] ordered the other to the ground. The other suspect then reemerged from the backyards and [REDACTED] ordered him to the ground as well. After checking the area where the suspects were, other officers were able to find the loaded revolver. [REDACTED] charged both juvenile offenders with numerous offenses and removed the gun from the street.

Another example of this officer's tenacity in carrying out an investigation can be found on 10/28/05 when he investigated a break in at the First American Cash Exchange at 1658 Brittain Rd. [REDACTED] did an extremely thorough job of checking out leads and documenting them on a very thorough "action taken". Because it appeared to be an inside job, he checked with the alarm company for the alarm drop history and who had armed the system during the time the incident occurred. He also did an extensive neighborhood canvas and was able to obtain valuable witness information from the owner of a nearby business.

Another notable apprehension can be found on 1/19/06 when he and Sgt. Fite and Officer Sanzone boxed in a stolen vehicle northbound on Route 8 after Officer Meier called out that he was following the auto eastbound on Interstate 76 and lost it in the area of the central interchange.

Finally, this officer did an excellent job when he responded to a suspicious person with a gun on a Metro bus on 1/20/06. [REDACTED] spotted a possible suspect near Home and Tallmadge, but dispatch was unable to confirm if the suspect had exited the bus. [REDACTED] and Sanzone continued to Chapel Hill, found the empty bus, spoke to the bus driver and determined that the suspect that was on the bus was the same one that they spotted while responding to the call. The officers returned to the Home Ave. area and arrested the suspect without incident after a pat down yielded a 9mm semi-automatic pistol.

Relationship with Others: [REDACTED] was rated "very good" in this section. He has been very polite, cooperative, courteous and respectful with his supervisors and his co-workers. He has been very professional with his citizen contacts. He has kept himself in very good physical condition and has maintained a neat and orderly appearance. He is easy to supervise and an extremely valuable asset to this police department.

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Respectfully submitted,

Sgt. Daniel J. Caprez #832

Sgt. Daniel J. Caprez #832

CLASS TITLE
Police Officer

RETURN ORIGINAL TO
PERSONNEL DEPARTMENT BY 10/31/

PLEASE USE #2 PENCIL





























































[illegible]

FACTORS YR: 0 1 2 3 4 5 6 7 8 9

FACTORS YR: (0) (1) (2) (3) (4)

3. **EVALUATE** PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY
70 = IMPROVEMENT NEEDED
80 = SATISFACTORY
90 = VERY GOOD
95 = OUTSTANDING

| 60 | 70 | 80 | 90 | 9 |
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See attached confidential for comments by evaluator #1. [REDACTED] performer regularly exceeds the rest of our patrol shift. He is extremely resourceful and enthusiastic. His only weakness is the dependability of his attendance. If he corrects this area of his character, he will be one of the best patrol officers in our department. *W/45*

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF DEPARTMENT _____ DATE _____

TO THE EMPLOYEE: YOUR SIGNATURE
SHOWS THAT YOU HAVE RECEIVED A COPY
OF THE REPORT AND THAT THE EVALUATION
WAS DISCUSSED WITH YOU; IT DOES NOT
MEAN YOU AGREE

CITY OF AKRON, OHIO

Uniform Sub-Division

Interim report for the grading period 04-01-05 through 09-30-05

Date: July 28, 2005

To: [REDACTED]

Since April 1, 2005, the beginning of the present grading period, you have combined called off sick or being late four times: 5/5 sick and 4/19 & 6/9 late. After your third call off, you were issued an interim grading report advising you that any further use of sick time would result in a less than satisfactory grade in attendance. Since that report was issued, you called off sick on, 6/26 & 27.

The standard for grading an Officer's attendance is:

- 0 call offs = Outstanding
- 1 or 2 call offs = Very Good
- 3 Call offs = Satisfactory
- 4 call offs = Improvement Needed
- 5 or more call offs = Unsatisfactory.

[REDACTED] **Improvement Needed** grade and any further use of sick time during the grading period will result in your receiving a grade of Unsatisfactory.

[REDACTED] Date

[REDACTED] Date

Copy #832 8/1/05

CITY OF AKRON, OHIO

Uniform Sub-Division

Interim report for the grading period 04-01-05 through 09-30-05

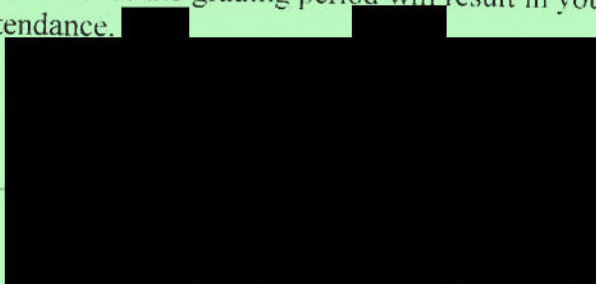
Date: July 28, 2005

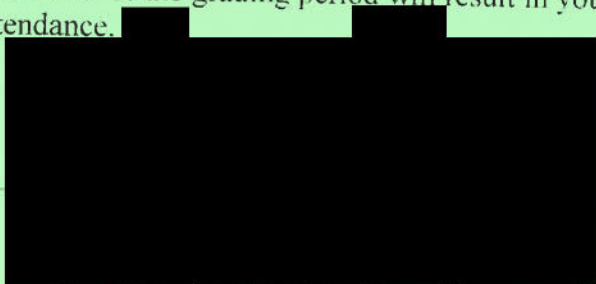
To: 

Since April 1, 2005, the beginning of the present grading period, you have combine called off sick and late three times: 4/19 & 6/9 late and 5/5 sick.

The standard for grading an Officer's attendance is:

- 0 call offs = Outstanding
- 1 or 2 call offs = Very Good
- 3 Call offs = Satisfactory
- 4 call offs = Improvement Needed
- 5 or more call offs = Unsatisfactory.

With your third call off you still rate a "Satisfactory" grade, but any further use of sick time the remainder of the grading period will result in your receiving a less than Satisfactory grade for attendance. 


Supervisor's signature and date

Supervisor's signature and date

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
October 25, 2005

To: Major C. Gilbride, Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (04/01/05 to 09/30/05)

Sirs,

Quality of Work: [REDACTED] was rated "very good" in this section because of the countless number of excellent felony investigations he has submitted this past rating period. [REDACTED] written work products have been accurate, thorough, clear, concise and neat. There have been no grammar or spelling errors. His reports have summarized the pattern of events reported on in a logical order. The reports have been informative and easy to read.

Examples of these superb investigations can be found 4/28/05 (Felonious Assault and Domestic Violence, report # [REDACTED]), 5/28/05 (Trafficking in Cocaine, report # [REDACTED]), 6/9/05 (Possession of Methamphetamine, report # [REDACTED]), 6/11/05 (Domestic Violence, Disrupting Public Service, report # [REDACTED]), 6/21/05 (RSP, report # [REDACTED]), 8/17/05 (Trafficking in Cocaine, report # [REDACTED]), 8/29/05 (Burglary, report # [REDACTED]), 9/5/05 (Domestic Violence, report # [REDACTED]) and 9/25/05 (Felonious Assault, report # [REDACTED]).

Quantity of Work: [REDACTED] was rated "outstanding" in this section because he led my sector in daily average number of arrests and number of reports taken. He also answered the second highest number of calls. This officer has submitted more felony investigations than the rest of my sector combined. He has been able to complete a great deal of work quickly and efficiently.

Attendance: This section has been [REDACTED] weak spot. [REDACTED] was rated "improvement needed" because he called off sick twice (5/5 and 6/26, 27) and was late twice (4/19, 6/9) this rating period.

Work Habits: [REDACTED] was rated "outstanding" in this section because he has again shown a high level of diligence, effort and initiative this rating period. Officer [REDACTED] has, in addition to his normal call load, done an excellent job in drug interdiction in the North Hill area. He has made numerous investigatory stops on suspected drug dealers and his efforts have produced solid trafficking arrests. He has continued to generate a great deal of self-initiated activity this rating period. He has taken

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

control of calls and coordinated the tasks of other officers, even when he has responded as backup.

Relationship with Others: [REDACTED] was rated "very good" in this section because he has been very courteous and respectful towards his supervisors and other police officers this rating period. He has also been very courteous and respectful of the public he serves. An example can be found in an e-mail sent from Sgt. Gorrington in Safety Communications dated 6/19/05. Sgt. Gorrington wrote that a citizen called in after [REDACTED] took an auto theft report from him. The citizen was "very pleased" with the police service and stated that Officer Cunningham was "very professional and informative". [REDACTED] also keeps himself in very good physical condition and his uniform is always neat and clean.

Respectfully submitted,

Sgt. Daniel J. Caprez #832
Sgt. Daniel J. Caprez #832

EMPLOYEE NAME

DIVISION

CLASS TITLE

Police Uniformed

Police Officer

EVALUATION FROM

12/01/04

TO

03/31/05

PAY STEP

INCREASE DATE

12-26-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

04/30/05

PLEASE USE #2 PENCIL

EMPLOYEE SSN

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| INTERIM | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

EVALUATOR 1 SSN

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ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

+ = STRONG

= STANDARD

- = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

☐ ACCURACY
☐ THOROUGHNESS
☐ NEATNESS OF WORK PRODUCT

☐ JUDGEMENT
☐ WRITTEN EXPRESSION
☐ ORAL EXPRESSION

QUALITY OF WORK

EVALUATOR 1
EVALUATOR 2

☐ AMOUNT OF WORK ACCOMPLISHED
☐ COMPLETION OF WORK ON SCHEDULE

QUANTITY OF WORK

EVALUATOR 1
EVALUATOR 2

☒ ADHERENCE TO WORKING HOURS
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

☐ DILIGENCE, EFFORT
☐ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
☐ OBSERVANCE OF WORK RULES, SAFETY

☐ INITIATIVE
☐ CARE OF EQUIPMENT, MATERIAL
☐ ORGANIZATION OF WORK

WORK HABITS

EVALUATOR 1
EVALUATOR 2

☐ CONDUCT & COOPERATION WITH SUPERVISION
☐ CONDUCT & COOPERATION WITH CO-WORKERS

☐ CONDUCT WITH PUBLIC
☐ PERSONAL APPEARANCE & CARE

RELATIONSHIP WITH OTHERS

EVALUATOR 1
EVALUATOR 2

☐ PLANNING, ORGANIZING, ASSIGNING
☐ TRAINING & INSTRUCTING
☐ DISCIPLINARY CONTROL

☐ EVALUATING PERFORMANCE
☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1
EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See attached confidentialia for comments by evaluator #1. *DS*

shows a professional concern for quality work. He makes wise and fair judgments based on solid facts.

takes the initiative in solving problems. *CDH/MS*

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

Sgt. Daniel J. Capozzi #832 4/19/05
 EVALUATOR 1 SIGNATURE AND DATE

4/19/05
 EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
 THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEPARTMENT

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

Sgt. Daniel J. Capozzi #832 4/23/05
 SIGNATURE AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

4-24-05
 DATE

DIVISION COPY

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
April 15, 2005

To: Major C. Gilbride, Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (10/01/04 to 03/31/05)

Sirs,

Quality of Work: [REDACTED] was rated "outstanding" in this section for several reasons. First, his written work products have continued to be flawless this rating period. His reports have been neat, accurate, clear and concise. Events reported on have been arranged so that the reports are easy to read and understand. Secondly, this officer has again exercised excellent judgement this rating period. He has shown that he has an excellent knowledge of his job and has been able to apply this knowledge properly. Thirdly, this officer has submitted extremely thorough investigations. [REDACTED] investigations are some of the most comprehensive that I have seen and his documentation has reflected that.

Specific examples of his superior work can be found on 10/10/04 (Ottawa and Mohican-stolen van), 11/11/05 (43 W. Burns Ave.- elderly female victim of scam), 11/19/04 (637 Davis St.- unauthorized use of a motor vehicle and receiving stolen property), 12/04/04 (N. Howard St. and W. Tallmadge Ave.- possession of drugs), 12/07/04 (100 Alfaretta-robbery and domestic violence), 02/26/05 (115 W. Cuyahoga Falls Ave.- felonious assault) and 03/18/05 (433 Selzer St.- felonious assault, domestic violence and disrupting public service).

Quantity of Work: [REDACTED] was rated "outstanding" in this section because he led my sector in daily average arrests and citations issued this rating period. He also had the second highest daily average reports taken. In addition to the superior totals, he has also done a superb job of backing others up and volunteering to handle the lion's share of the paperwork on calls where several officers are on scene. [REDACTED] has again proven that he can complete a great deal of work in minimal time.

Attendance: [REDACTED] was rated "satisfactory" in this section because he called off sick three (3) times this rating period for a total of six (6) days. This section proved to be this officer's only area of concern this rating period. [REDACTED] received discipline (forfeit of 8 hours of accumulated time) for an absence without leave on 10/20/04 in violation of Rule 1100.08.

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Work Habits: [REDACTED] was rated "outstanding" in this section for the reasons that follow. First, he has shown, by far, a superior level of diligence and effort this rating period. In addition to the calls he was dispatched to and the calls he volunteered to handle or assist other officers, this officer has performed a great deal of proactive police work. [REDACTED] proactive drug interdiction resulted in narcotics arrests at Howard St. and Tallmadge Ave. on 12/04/04 and at 10 E. Tallmadge Ave. on 3/18/05. He also assisted in apprehending two juvenile burglary suspects with Officer Sanzone on 11/30/04 while patrolling the area of Linden Ave. and Riverside Drive for such suspects. The officers' efforts resulted in a Shift Commander's Commendation and the clearance of at least five burglaries, one of which occurred moments before the apprehensions.

Other examples of this officer's proactive police work can be found on 1/25/05 when he arrested a subject in a stolen auto at N. Howard St. and E. Tallmadge Ave. and on 2/05/05 when he spotted a vehicle used in an attempted aggravated murder while patrolling in the area of Uhler Ave. and Springdale St. In the latter incident, [REDACTED] observed several teens standing near a red Pontiac Grand Am at Uhler and Aberdeen Avenues. [REDACTED] checked the registration on the vehicle. A short while later, a shots fired call went out at 823 Chalker St. and the Pontiac was the suspect vehicle. [REDACTED] checked his computer screen, found an additional address for the suspects and other officers apprehended the two suspects, recovered the firearm and the auto at 1141 Linden Ave.

[REDACTED] has again carried out his duties with strict compliance to laws, rules, regulations and procedures. He has been very safety conscious this rating period. He has also taken good care of his issued gear and his cruiser.

Relationship with Others: [REDACTED] was "very good" in this section for the reasons that follow. First, his conduct and cooperation with supervision has again been exemplary. [REDACTED] has continued to be very respectful and courteous with his supervisors. In fact, when he was disciplined over an attendance problem, he humbly and respectfully accepted responsibility for his actions and viewed the incident as a learning situation.

[REDACTED] has also shown exemplary conduct and cooperation with his fellow officers. As mentioned above, this officer has readily volunteered for the lion's share of the paperwork on calls that he handles with other officers. He has a strong leadership ability and has often directed the division of labor with other officers in a very tactful manner. [REDACTED] received a Shift Commander's Commendation for his efforts at 1679 Battery B on 12/04/04. [REDACTED] volunteered to assist Officers

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Sanzone and Hornsby and Detectives Vanek and Hanzel in checking this location for juvenile burglary suspects. The officers' combined efforts resulted in the arrests of four suspects, the subsequent arrests of four others and the clearance of approximately ten burglaries.

Another reason for the rating given is this officer's exemplary conduct with the public. [REDACTED] has been professional, polite and respectful with his citizen contacts. On 2/25/05, Marlene in the Chief's Office forwarded an e-mail to our shift reference a telephone call from a citizen. The citizen praised [REDACTED] for staying with her and her husband during a traffic incident and for driving them home. The citizen stated that [REDACTED] was a wonderful person and officer and was "fantastic" to them. Furthermore, the citizen wanted to make sure [REDACTED] supervisors knew what a good job he was doing. Another example of this officer's exemplary conduct with the public can be found on 11/11/04 when he took a report from an elderly female victim who had jewelry stolen from her house by a suspect who posed as a detective. This elderly female had been a victim of a theft of her wallet from her shopping cart at a local grocery store one week before. The suspect, another shopper, bent down near her shopping cart pretending to fix a problem with a wheel when he committed the theft. [REDACTED] showed a great deal of empathy to the victim and did an excellent job of calming and reassuring her. In addition to the comprehensive neighborhood canvas that he conducted with Officer Sanzone, [REDACTED] enlisted the assistance of her neighbors in checking up on her from time to time. Also, this officer followed up at the grocery store where the original theft occurred in an attempt to develop any leads on the suspect.

Respectfully submitted,



Sgt. Daniel J. Caprez #832

ITEMS MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS YR: 0 1 2 3 4 5 6 7 8 9

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE

| | | | | | |
|----------------------------------------|--|---------|----------------------------------|-------------|------|
| 7. REPORT DISCUSSION | | DATE | SIGNATURE OF DEPT | ACTIVE | DATE |
| REPORT DISCUSSED WITH EMPLOYEE BY: | | 11-3-04 | TO THE EMPLOYEE: YOUR SIGNA | | |
| SIGNATURE <i>Sgt. Daniel J. Caputo</i> | | | SHOWS THAT YOU HAVE RECEIVED A | | |
| AND DATE | | | OF THE REPORT AND THAT THE EVALU | | |
| | | | WAS DISCUSSED WITH YOU; IT DOES | 11-3-04 | |
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DIVISION COPY

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
October 28, 2004

To: Major C. Gilbride, Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (04/01/04 to 09/30/04)

Sirs,

Quality of Work: [REDACTED] was rated "outstanding" in this section because he has consistently performed superb preliminary investigations and submitted superior written reports this rating period. This officer's file from this rating period contains numerous reports of investigations that are examples of accurate, thorough, neat and organized work products.

An example can be found on 5/5/04 when Officer Cunningham responded with other units to 1589 Moore St. on a burglary in progress. Officer Cunningham apprehended one of the suspects after a brief foot chase, recovered stolen property, interviewed the suspect and developed suspect information after contacting Garfield High School.

Another example of this superior written work can be found on 6/19/04 in a very comprehensive report of investigation that [REDACTED] [REDACTED] was dispatched to 191 Shawnee Path reference reckless operators. The incident was actually Michael Mills intentionally ramming the vehicle driven by his child's mother. [REDACTED] did a thorough preliminary investigation which led to a SWAT operation to extract the suspect from the house he had barricaded himself in (381 Weeks St.).

Other examples of excellent preliminary investigations can be found on 8/13/04 on an incident with a check taken from Nickles Bakery in a breaking and entering and passed at Felicia's Market, 357 N. Howard St. After taking the report, [REDACTED] did follow up, developed suspect information, interviewed one of the suspects and thoroughly documented all of his actions. [REDACTED] also documented a superb preliminary investigation on 8/17/04 when he investigated an aggravated burglary/domestic violence at 78 W. Tallmadge Ave. [REDACTED] did a very thorough job of documenting the incident and attempted to locate the suspect.

[REDACTED] has continued to exercise excellent judgement and is able to execute his duties with little or no supervision.

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Quantity of Work: [REDACTED] was rated "outstanding" in this section because he led my sector in daily average number of arrests, citations and reports. He also had the second highest daily average reports taken.

Attendance: [REDACTED] was rated "improvement needed" in this section because he called off sick four (4) times this rating period for a total of ten (10) days.

Work Habits: [REDACTED] was rated "outstanding" in this section because of the high level of diligence, effort and initiative that he has continued to show this past rating period. [REDACTED] has a superior work ethic and his actions bear witness to this. [REDACTED] has handled his call load quickly and efficiently and has shown the initiative to pull himself off of lower priority calls to answer more important calls or to back others up.

His high level of diligence and effort is evident in the thorough investigations that have been discussed above as well as some examples that follow. On 7/14/04, Officer [REDACTED] responded to Chapel Hill Mall reference a shoplifter at the Kaufmann's store. [REDACTED] diligent investigation led to charging four suspects with a host of charges (including receiving stolen property, forgery and burglary) in three jurisdictions (Akron, Cuyahoga Falls and Medina County). Another example can be found on 7/29/04 when [REDACTED] was again dispatched to Chapel Hill Mall. This time it was reference a stolen credit card at the Finishline store. Due to the combined (diligent) efforts of several Cuyahoga Falls P.D. officers and [REDACTED] three suspects were charged with numerous charges (including felony theft, forgery and possession of cocaine) in two jurisdictions (Akron and Cuyahoga Falls). Also, the suspects were turned over to the property unit detectives for interviews reference burglaries in the area where the credit card was stolen from a parked automobile. A third example of this officer's initiative can be found on 9/6/04 in the superior work he did on a robbery in the parking lot of the Acme store at 2420 Wedgewood Drive. [REDACTED] assisted Officer Hornsby with this investigation. After speaking with the victim and witnesses, Officer Hornsby developed a suspect. [REDACTED] requested a photo array from the CSU and registration on the suspect's vehicle from the LEADS operator. [REDACTED] brought the photo array to the scene and the suspect was picked by a witness. Warrants were signed and the same officers went to assist detective bureau units in looking for the suspect the next morning. The officers arrested Hilary Patterson for the robbery in a house on High Grove Blvd. They also recovered all of the elderly victim's credit cards and identification cards, \$540.00 in cash and \$800.00 in travelers' checks.

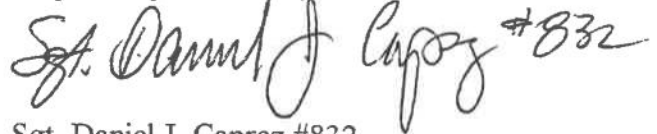
CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Relationship with Others: [REDACTED] was rated "very good" in this section because of his continued exemplary conduct with the public he serves, his supervisors and his coworkers. He has continued to be very respectful and courteous- he is the "quiet professional". [REDACTED] has also continued to keep himself in good physical condition and has maintained a positive attitude.

Perhaps one of this officer's biggest assets is his ability to work well with other officers. He has shown, time and again, during this past rating period that he is a "team player". He has done outstanding work with Officers Sanzone, Garrett and Hornsby as well as other officers on the shift. He has also done excellent work with other officers and detectives from our department as well as from other jurisdictions.

Respectfully submitted,



Sgt. Daniel J. Caprez #832

EMPLOYEE NAME

DIVISION

Police Uniformed

CLASS TITLE

Police Officer

EVALUATION
FROM

10/01/03

TO

03/31/04

PAY STEP

INCREASE DATE

12-26-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

04/30

PLEASE USE #2 PENCIL

EMPLOYEE
SSN

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
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| INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
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EVALUATOR
SSN

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ITEMS

MO: ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12

FACTORS

YR: ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

- ☐ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY
 70 = IMPROVEMENT NEEDED
 80 = SATISFACTORY
 90 = VERY GOOD
 95 = OUTSTANDING

60 70 80 90 95

- ☒ ACCURACY ☒ JUDGEMENT
☒ THOROUGHNESS ☒ WRITTEN EXPRESSION
☒ NEATNESS OF WORK PRODUCT ☒ ORAL EXPRESSION
☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE
☒ ADHERENCE TO WORKING HOURS ☒ AVAILABILITY AS REFLECTED BY FREQUENCY OF ABSENCE
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE
☒ DILIGENCE, EFFORT ☒ INITIATIVE
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES ☒ CARE OF EQUIPMENT, MATERIAL
☒ OBSERVANCE OF WORK RULES, SAFETY ☒ ORGANIZATION OF WORK
☒ CONDUCT & COOPERATION WITH SUPERVISION ☒ CONDUCT WITH PUBLIC
☒ CONDUCT & COOPERATION WITH CO-WORKERS ☒ PERSONAL APPEARANCE & CARE
☐ PLANNING, ORGANIZING, ASSIGNING ☐ EVALUATING PERFORMANCE
☐ TRAINING & INSTRUCTING ☐ FAIRNESS, IMPARTIALITY, LEADERSHIP
☐ DISCIPLINARY CONTROL

QUALITY OF WORK

EVALUATOR 1
EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1
EVALUATOR 2

ATTENDANCE

EVALUATOR 1
EVALUATOR 2

WORK HABITS

EVALUATOR 1
EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1
EVALUATOR 2

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1
EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 80, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See attached confidential for comments by evaluator #1. *DOE* [redacted] makes

decisions with confidence. He displays a high standard of professional behavior. [redacted]

[redacted] demonstrates accuracy, thoroughness and orderliness in performing work assign-

ments. *CDW/445*

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

Sgt. Daniel J. Cope #832 5/3/04
 EVALUATOR 1 SIGNATURE AND DATE

[Signature] 5-4-04
 EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
☐ THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEPART

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY

SIGNATURE *Sgt. Daniel J. Cope #832*
 AND DATE *5-5-04*

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES MEAN YOU AGREE.

DIVISION COPY

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
May 1, 2004

To: Major C. Gilbride, Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (10-01-03 to 03-31-04)

Sirs,

Quality of Work: [REDACTED] was rated "outstanding" in this section for several reasons. First and foremost, [REDACTED] has consistently submitted superior written work products this rating period. These reports are accurate, clear and concise documentation of superior investigations. An example can be found in the preliminary investigation of a burglary at 161 Lake St. on 10-03-03. [REDACTED] tagged evidence recovered at the scene, conducted an extremely thorough neighborhood canvas, followed up on leads and documented all of his actions on a clear and concise "action taken". Another example can be found on 02-28-04 when [REDACTED] investigated drug activity in the area of 10 E. Tallmadge Ave. [REDACTED] stopped individuals suspected of drug trafficking early in the shift and returned later to monitor their activity. He made a "Terry Stop" on the individuals and recovered evidence of narcotics trafficking on one subject. He then secured witness statements from store employees at 10 E. Tallmadge Ave. and contacted the PLA. The PLA authorized trafficking charges on both subjects based on [REDACTED] flawless investigative work.

Another reason for the rating given is this officer's ability to make sound decisions based on a thorough knowledge of the job. [REDACTED] has an extensive knowledge of laws, ordinances and case law. He also is well versed in procedures and rules and regulations. This is apparent in the decisions that he makes. His judgements are always consistent with acceptable practices, legal and tactical.

[REDACTED] is also an excellent communicator. He has a very strong command presence and a professional demeanor.

Quantity of Work: [REDACTED] was rated "outstanding in this section because he has submitted the highest daily average calls taken, arrests and reports taken this rating period in my sector. In addition, he had the second highest daily average citations in my sector. [REDACTED] has consistently handled a huge call load quickly and efficiently and has continuously backed others up.

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Attendance: [REDACTED] was rated "very good" in this section because he called off sick two (2) times this rating period for a total of three (3) days.

Work Habits: [REDACTED] was rated "outstanding" in this section for the reasons that follow. First, he has shown a superior level of initiative again this rating period. An example can be found on 11-15-03 when he attempted to stop a suspicious vehicle at E. Market and Fulton Sts. After the subject attempted to elude [REDACTED] and ran his vehicle into a wall, [REDACTED] chased him on foot and apprehended him. [REDACTED] charged the subject with traffic charges (including OMVI) and narcotics violations. Another example can be found on 02-15-04 when [REDACTED] assisted other officers checking for a subject with felony warrants at 1261 Everton Drive. After the officers were unable to find this subject, [REDACTED] and others went to 1241 Everton Drive to check on a subject with felony warrants who ran from the officers the preceding week. [REDACTED] and the other officers found Darshon Coppinger inside the residence and in addition to the warrants, charged him and his girlfriend with possession of cocaine and child endangering.

Another reason for the rating given is [REDACTED] diligence and effort. Examples can be found on 03-30-04 at 303 Cuyahoga St., 03-15-04 at 725 E. Market St. and 12-19-03 at 1544 Hampton Rd. On the Cuyahoga St. call, Officer Cunningham responded to a shooting. After speaking to the caller, he observed a bullet hole in the back door to the apartment and forced entry. He did a protective sweep of the apartment and found a deceased subject. [REDACTED] then secured the scene and maintained a crime scene log. He also assisted the CSU detectives and detectives from the Crimes Against Persons Unit. At 725 E. Market St., [REDACTED] investigated a call of a man in the parking lot with a warrant. As he approached the subject, he observed him place objects in the console of the vehicle. [REDACTED] secured the subject, retrieved the objects (heroin) and field-tested it. He charged the subject with the narcotics violation in addition to the warrants. At 1544 Hampton Rd., [REDACTED] followed footprints in the snow leading from the scene of a burglary. He followed the prints, anticipated the suspect's probable flight path and apprehended him on Cutler Parkway.

This officer is also very safety conscious and consistently exercises sound tactics. He never compromises the safety of others or his personal safety while executing his duties.

CITY OF AKRON, OHIO

DEPARTMENT

Uniform Sub-Division

Relationship with Others: [REDACTED] was rated "very good" in this section because he works well with others. He is a team player and this was evident as he directed other officers to the scene of a burglary at 941 Chinook on 11-13-03. [REDACTED] responded to the caller's home one street to the east of this location and directed the responding units to this location because the caller did not know the address of the neighbor behind her home. [REDACTED] was also commended on his actions with other officers in apprehending a rape suspect after forcing entry on an apartment in the area of 1165 Keyes place on 11-11-03.

[REDACTED] is also respectful and courteous to his supervisors and fellow officers. [REDACTED] has consistently been highly professional with the public he serves this past rating period. An example can be found in his actions at the scene of a non-breathing infant at 12 Uhler St. on 03-14-04. After this officer performed CPR on the infant (until relieved by paramedics), he quietly and professionally obtained statements from others in the house while he protected the scene. He brought calm to a chaotic scene and showed sympathy to the grieving family.

Respectfully submitted,

Sgt. Daniel J. Caprez #832
Sgt. Daniel J. Caprez #832

EMPLOYEE PERFORMANCE EVALUATION REPORT

| | | |
|-----------------------------------------|--------------------------------------|--------------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION Police Uniformed | CLASS TITLE Police Officer |
| EVALUATION FROM 04/01/03 TO 09/30/03 | PAY STEP INCREASE DATE 12-26-1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/03 |

PLEASE USE #2 PENCIL

| | | | | |
|-------------------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------|---------------------------------------------|
| EMPLOYEE SSN [REDACTED] | TYPE OF EVALUATION | | | |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY |
| | <input type="radio"/> <input checked="" type="radio"/> | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> <input type="radio"/> |

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 1 2 3 4 5 6 7 8 9 10 |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT <input type="checkbox"/> INITIATIVE <input type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input type="checkbox"/> ORGANIZATION OF WORK <input type="checkbox"/> CONDUCT WITH PUBLIC <input type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | |
| QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | |
| ATTENDANCE EVALUATOR 1 EVALUATOR 2 | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | |
| WORK HABITS EVALUATOR 1 EVALUATOR 2 | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | |
| RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See attached confidential for comments by evaluator 1. [REDACTED] is totally

committed to achieving excellence. He is extremely resourceful and enthusiastic about police work. [REDACTED]

[REDACTED] a seasoned professional. [REDACTED]

5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE AND DATE

EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD. THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON ☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEPARTMENT

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE
AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
October 26, 2003

To: Major C. Gilbride, Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (04-01-03 to 09-30-03)

Sirs,

Quality of Work: [REDACTED] was rated "outstanding" in this section for the reasons that follow. In the first place, this officer has consistently submitted flawless written reports which are representations of outstanding police work during this past rating period. [REDACTED] reports have been neat, clear, concise and thorough. They have been complete and accurate accountings of the series of events from beginning to end, written and organized so that any reader could understand exactly what had occurred. Examples can be cited on the felony paperwork submitted on 04-18-03 (marijuana grow operation on Robinette Court), 04-17-03 (RSP auto at Vernon Odom Blvd. And Superior Ave.), 06-24-03 (RSP auto at the rear of the Haven of Rest), 07-14-03 (recovery of gun used in domestic fight at 65 Coach Lane in Springfield Twp.), 07-16-03 (robbery which began at Cheryl's Diner, 1768 Goodyear Blvd.), 08-03-03 (domestic violence/vandalism which occurred at 700 Shadybrook) and 09-21-03 (narcotics violations at Clark and S. Arlington St.). In all of the examples cited above, there are several other common characteristics. They are all good examples of excellent preliminary investigations, development of leads and superb follow-up on those leads.

Secondly, [REDACTED] has exercised excellent judgement during this rating period. He has consistently shown the ability to read situations correctly, develop plans to address the situation and execute those plans efficiently. This officer has continually made the correct diagnosis of the problem and developed a solution that was consistent with the laws, rules, regulations and procedures.

A third reason for the rating given is the fact that [REDACTED] has done an outstanding job in communicating. He has shown the ability to take instant control of situations by his professional tone, knowledge of the job and calm and collected demeanor. I have observed this officer on calls and his ability to articulate and his intelligence have been readily apparent. He has done an outstanding job using effective communication skills to diffuse volatile situations.

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Quantity of Work: [REDACTED] was rated "outstanding" in this section because he has submitted the second highest daily average arrests and calls answered. He also took more daily average reports than anyone in my sector. Just as important, [REDACTED] has done a superior job in volunteering for calls and backing other officers up. Upon inspecting some of his reports of investigation, it is quite apparent that this officer has "gone the extra mile" to ensure that he has uncovered any lead and followed up as far as humanly possible. His work ethic is second to none.

Attendance: [REDACTED] was rated "very good" in this section because he was not late for duty and called off two (2) times for a total of three (3) days this rating period.

Work Habits: [REDACTED] was rated "outstanding" in this section for a myriad of reasons. First, he has shown an extremely high level of diligence and effort. This officer has been tenacious in carrying out his duties as a patrol officer. It is easy to see that he is proud of his profession and the effort he puts forth is a testimony to his passion for catching criminals. In the "Quality of Work" section above, I cited numerous examples where [REDACTED] developed leads, followed them up and made excellent arrests. These cases are also examples of the initiative that he has shown time and again this past rating period. The call on Robinette Court on 04-18-03 began as a check the welfare on an abused child and ended with the execution of a search warrant and the arrests of the occupants of the home for a marijuana grow operation.

[REDACTED] actions at the scene of a homicide on 05-09-03 earned him praise from the Commander of the Crimes Against Persons Unit, Lt. Whiddon. Lt. Whiddon commented on the great job that [REDACTED] and several other officers did at the scene and on the paperwork that was submitted. Lt. Whiddon added that the work the officers did "definitely adds to the professionalism of our (the CAP Unit's) investigations."

Another example of [REDACTED] superior work habits can be found on 04-17-03 when he spotted a stolen auto in the parking lot of the Citgo at Vernon Odom Blvd. and Superior Ave. [REDACTED] arrested the passenger immediately on outstanding warrants. Next, he developed suspect information on the driver and secured the store's security videotape. He then went to the station, pulled a booking photo on the suspect (and positively identified him) and signed charges after obtaining authorization by the PLA.

There are many other examples which support the rating given. They include: his comprehensive search for a missing child on 04-18-03, his assistance in the apprehension

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

of suspects in the theft of an RV on 07-10-03, the (previously mentioned) apprehension of an auto theft suspect at the rear of 207 E. Market St. on 06-24-03 and the arrest of a domestic violence suspect and recovery of the firearm used at 65 Coach Lane on 07-14-03. Other examples include the apprehension of a robbery suspect after a brief foot chase in the area of Newton and Sobul on 07-16-03 (the robbery began at 1768 Goodyear, Cheryl's Diner) and the narcotics arrest at Clark and S. Arlington St. on 09-21-03.

In addition to all of this, [REDACTED] has taken good care of his cruiser and issued equipment and carried out his duties in strict adherence to applicable laws, procedures, rules and regulations. He has also operated in a very safe manner. This officer is the complete package. He is an excellent role model for younger officers and should be utilized as a field-training officer on our shift in the future.

Relationship with Others: [REDACTED] was rated "very good" in this section because of his superior conduct with the public he serves, his co-workers and his supervisors. [REDACTED] has been respectful, courteous and professional with the public. An example of this exemplary conduct can be found in an e-mail received from a citizen dated 05-04-03. The citizen, Cathleen Sullivan, of 660 Mohawk Ave. stated that [REDACTED] was "very professional and respectful". He has been courteous, respectful and cooperative with his supervisors. He has also been courteous, respectful and cooperative with his fellow officers. He is respected by his peers and supervisors and was nominated for the "Russ Long Officer of the Year" award during this rating period. [REDACTED] also keeps himself in excellent physical condition and keeps his uniform and equipment neat and clean.

Respectfully submitted,

Sgt. Daniel J. Caprez #832
Sgt. Daniel J. Caprez #832

EMPLOYEE NAME

DIVISION

CLASS TITLE

POLICE UNIFORMED

POLICE OFFICER

EVALUATION

FROM 10/01/02 TO 03/31/03

PAY STEP

INCREASE DATE

12-26-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY 04/30/03

PLEASE USE #2 PENCIL

EMPLOYEE SSN

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|----------|------------------|--------|--------|---------|-------------|--------|--------|---------------|--------|
| INTERIM: | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY |
| | | | | | | | | | |
| | | | | | | | | | |

2

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9 10

1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH:

- ☒ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY
70 = IMPROVEMENT NEEDED
80 = SATISFACTORY
90 = VERY GOOD
95 = OUTSTANDING

| | 60 | 70 | 80 | 90 | 95 |
|--------------------------|----|----|----|----|----|
| QUALITY OF WORK | | | | | |
| QUANTITY OF WORK | | | | | |
| ATTENDANCE | | | | | |
| WORK HABITS | | | | | |
| RELATIONSHIP WITH OTHERS | | | | | |
| SUPERVISORY SKILLS | | | | | |

- | | |
|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> ACCURACY | <input checked="" type="checkbox"/> JUDGEMENT |
| <input checked="" type="checkbox"/> THOROUGHNESS | <input checked="" type="checkbox"/> WRITTEN EXPRESSION |
| <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | <input checked="" type="checkbox"/> ORAL EXPRESSION |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED | |
| <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY FREQUENCY OF ABSENCE |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT | <input checked="" type="checkbox"/> INITIATIVE |
| <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES | <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL |
| <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | <input checked="" type="checkbox"/> ORGANIZATION OF WORK |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING | <input type="checkbox"/> EVALUATING PERFORMANCE |
| <input type="checkbox"/> TRAINING & INSTRUCTING | <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP |
| <input type="checkbox"/> DISCIPLINARY CONTROL | |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

See attached confidential for comments by evaluator #1. *DR* [redacted] demonstrates accuracy, thoroughness and orderliness in performing his work assignments. He is motivated, displays highly motivated inner drive to get the job done. [redacted] is always fully prepared. *CH 445*

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

Sgt. Daniel J. Capozzi #832 4-22-03*[Signature]* 4-22-03

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEP

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY SIGNATURE AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
April 22, 2003

To: Major C. Gilbride, Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Comments on [REDACTED] Performance Evaluation Report (10-01-02 to 03-31-03)

Sirs,

Quality of Work: [REDACTED] was rated "outstanding" in this section for several reasons. His written work products have been consistently neat, thorough and very accurate. A testimony to this can be found in a letter written by Direct Indictment Program Officer Ron Perella dated 03-05-03 reference [REDACTED] arrest of an individual for CCW across from 666 N. Howard St. Perella stated that [REDACTED] has made numerous felony arrests and his arrests are always "examples of very thorough police work and extremely well-written, neat reports." Perella added, "I know of no way to recognize [REDACTED] thoroughness and dedication other than to make his superiors aware of it. [REDACTED] clearly is an asset to his shift and this department."

Another reason for this rating is [REDACTED] oral expression. [REDACTED] is able to control difficult situations through the use of voice tone, word selection and the bearing which accompanies what is said. He is able to keep a calm demeanor during critical situations.

[REDACTED] has also exercised excellent judgement during this rating period. He has shown the ability to reason through very complex situations and come up with the correct conclusions. He has shown an excellent sense of perception.

Quantity of Work: [REDACTED] was rated "outstanding" in this section because he led my sector in the average number of arrests, citations and reports made per day worked this rating period. [REDACTED] has shown the ability to complete his work quickly and has produced a great deal during this rating period.

Attendance: [REDACTED] was rated "very good" in this section because he called off sick two (2) times this rating period for a total of three (3) days. Also, he was not late for duty this rating period. It should be noted that two (2) of the days that [REDACTED] missed were due to a death in his family.

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

Work Habits: [REDACTED] was rated "outstanding" in this section for several reasons. The first is the high degree of diligence and effort he has shown. An example of this can be found in a series of events which occurred on 01-20-03. [REDACTED] was investigating a breaking and entering at 773 Triplett Blvd. After protecting the crime scene for the Crime Scene Unit's response, [REDACTED] followed footprints in the snow for one-half mile with an air temperature of 14 degrees Fahrenheit and a wind chill index of zero to five degrees Fahrenheit. [REDACTED] determined that the prints belonged to the newspaper carrier, followed up on the lead, located the suspect at his residence in Kenmore and charged him. In addition, in the middle of this, he observed a domestic fight with a baseball bat at S. Arlington St. and Triplett Blvd. Sgt. Sandor commented that [REDACTED] prevented the assault with his presence and verbal commands and also put out a good description of the suspect's vehicle, which led to other units stopping it. Sgt. Sandor commented that [REDACTED] diligence and initiative led to the arrest of a burglar and also prevented the assault/stalking of a female by her husband.

Other reasons for this rating given can be found in the organization of [REDACTED] [REDACTED] work and his compliance with instructions or objectives. [REDACTED] carries out his duties with a very high degree of professionalism and does not attempt to cut corners. He executes his duties in strict adherence to the rules, regulations and procedures of the department.

Relationship with Others: [REDACTED] was rated "very good" in this section for the reasons that follow. His conduct toward supervision is exemplary. [REDACTED] has been cooperative and respectful with his supervisors. He is the "quiet professional". Also, he has an excellent working relationship with his peers and is consistently backing others up. He speaks to citizens in a professional, unbiased manner. He keeps himself in very good physical condition and displays a commanding, professional appearance.

Respectfully submitted,

Sgt. Daniel J. Caprez #832
Sgt. Daniel J. Caprez #832

EMPLOYEE NAME

DIVISION

CLASS TITLE

POLICE UNIFORMED

POLICE OFFICER

EVALUATION

FROM 04/01/02

TO

09/30/02

PAY STEP

INCREASE DATE

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY 10/31/02

PLEASE USE #2 PENCIL

EMPLOYEE SSN

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| INTERIM | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

- ☒ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

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95 = OUTSTANDING

☒ ACCURACY☒ THOROUGHNESS☒ NEATNESS OF WORK PRODUCT☒ AMOUNT OF WORK ACCOMPLISHED☒ COMPLETION OF WORK ON SCHEDULE☒ ADHERENCE TO WORKING HOURS☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE☒ DILIGENCE, EFFORT☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES☒ OBSERVANCE OF WORK RULES, SAFETY☒ CONDUCT & COOPERATION WITH SUPERVISION☒ CONDUCT & COOPERATION WITH CO-WORKERS☐ PLANNING, ORGANIZING, ASSIGNING☐ TRAINING & INSTRUCTING☐ DISCIPLINARY CONTROL☒ JUDGEMENT☒ WRITTEN EXPRESSION☒ ORAL EXPRESSION☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT☒ INITIATIVE☒ CARE OF EQUIPMENT, MATERIAL☒ ORGANIZATION OF WORK☒ CONDUCT WITH PUBLIC☒ PERSONAL APPEARANCE & CARE☐ EVALUATING PERFORMANCE☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

WORK HABITS

EVALUATOR 1

EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

SUPERVISORY SKILLS

EVALUATOR 1

EVALUATOR 2

(LEAVE BLANK IF NOT APPLICABLE)

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

Officer [REDACTED] has called off 3 times during this rating period for a total of 64 hours: 04/09, 04/10, 04/11, 04/22, 04/23, 05/30 & 05/31. [REDACTED] is a very hard and dedicated worker who leads the shift in Felony Arrests-51 and was amongst the leaders in misdemeanor arrests-123 (5th). [REDACTED] is judicious in carrying out assignments and follows up thoroughly on calls. [REDACTED] has an exceptional ability to apprehend suspects involved in serious criminal acts. On 04/17 arrested 2 subjects for robbery of Giant Eagle on Waterloo Rd., on 04/27, arrested 2 subjects in robbery/fel. assault from elderly victim at Arlington at Triplett, on 05/02, arrested a subject in an robbery/fel. assault from Highland Star Market & arrested 4 subjects in robbery of an individual from Main St. [REDACTED] received the Outstanding Employee of the Month Award for August 2002 for his hard work and dedication. [REDACTED] takes pride in his job and shows a strong personal commitment to do the job at a high proficient level. [REDACTED] was chosen to be an FTO during this rating period and he has excelled at training new officers to do better by always testing them. [REDACTED] needs very little supervision. Keep up the good work! RWB.

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

Sgt. Black #886

10-18-02

EVALUATOR 1 SIGNATURE AND DATE

EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:

THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON

☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEPARTMENT HEAD

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE

SIGNATURE AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

| | | | |
|--------------------------------------|--|-----------------------------------|-----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION POLICE UNIFORMED | CLASS TITLE POLICE OFFICER |
| EVALUATION FROM 10/01/01 TO 03/31/02 | | PAY STEP INCREASE DATE 12-26-1998 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/02 |

PLEASE USE #2 PENCIL

| | | | | | | | | |
|----------------------------|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| EMPLOYEE SSN [REDACTED] | TYPE OF EVALUATION | | | | | | | |
| | STD | | EMPLOY PROBATION | | SEASON TEMP | | PROM TRANSFER | |
| | INTERIM | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY |
| | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 1 2 3 4 5 6 7 8 9 |
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| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | |
| | | QUALITY OF WORK EVALUATOR 1 EVALUATOR 2 | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING |
| | | QUANTITY OF WORK EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| | | ATTENDANCE EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| | | WORK HABITS EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| | | RELATIONSHIP WITH OTHERS EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |
| | | SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) EVALUATOR 1 EVALUATOR 2 | 60 70 80 90 |

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] is a reliable member of the department and has only called off one time for a total of 8 hours during this rating period - 10/17/01. He is a very hard and dedicated worker who lead the shift in Felony Arrests with 42, and was among the leaders in Misdemeanor Arrests with 117. Calls for service - 699 and reports - 429. He is judicious in carrying out assignments and follows up thoroughly on calls. On 12/28/01, he was dispatched to a burglary at 443 Spicer St. [REDACTED] investigated this call and tracked down the suspects and later assisted the Detective Bureau in clearing up a multitude of burglaries in the University of Akron Area. He is an extremely dedicated officer who takes pride in the job and displays strong personal commitment. He was nominated for The City of Akron Employee of the Month for February of 2002. He is also in top physical shape and is consistently working out to stay in shape. He is a very hard worker who needs very little supervision. RWS.

A sterling example of what a law enforcement officer should be. RWS.

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| 5. SIGNATURE OF EVALUATOR THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | |
| EVALUATOR 1 SIGNATURE AND DATE Sgt. Blach #886 4/13/02 | EVALUATOR 2 SIGNATURE AND DATE Capt. T. Ball #577 5-5-02 |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: MAJOR C.V. FULBROOK 5-9-02 SIGNATURE OF REVIEWER DATE | |
| 7. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: Sgt. BL #886 5-15-02 SIGNATURE AND DATE | |
| TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | |
| SIGNATURE OF DEPARTMENT [REDACTED] DATE 5-15-02 | |

DIVISION COPY

| | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------|--|
| EMPLOYEE NAME [REDACTED] | | DIVISION POLICE UNIFORMED | | CLASS TITLE POLICE OFFICER | |
| EVALUATION FROM [REDACTED] | | PAY STEP INCREASE DATE 12-26-1993 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/93 | |
| EMPLOYEE SSN [REDACTED] | | TYPE OF EVALUATION | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| ITEMS | | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | | FACTORS | |
| YR: 0 1 2 3 4 5 6 7 8 9 | | 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: + = STRONG ✓ = STANDARD - = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | | | |
| 4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS. | | [REDACTED] had the second highest totals for felony and misdemeanor arrests during the rating period. He is a hard working officer who continues to efficiently handle an increasing demand for police services in his district. [REDACTED] called off sick once for a total of (8) hours. VD [REDACTED] was nominated by his previous Lieutenant for the "Russ Long Award". The nomination was very highly deserved, and he continues to demonstrate those qualities and competencies that made him so eligible. tgc | | | |
| 5. SIGNATURE OF EVALUATOR | | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE. | | | |
| 6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD; THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION | | | |
| 7. REPORT DISCUSSION | | TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE. | | | |

DIVISION COPY

EMPLOYEE NAME

DIVISION

CLASS TITLE

POLICE UNIFORMED

POLICE OFFICER

EVALUATION

FROM 10/01/00 TO 03/31/01

PAY STEP

INCREASE DATE

12-26-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

04/30/01

PLEASE USE #2 PENCIL

EMPLOYEE'S SIGNATURE

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER |
|-----------------------|-----------------------|-----------------------|-----------------------|
| INTERIM | 45 DAY | 45 DAY | 45 DAY |
| 6-MONTH | 90 DAY | 90 DAY | 90 DAY |
| | 180 DAY | FINAL | |
| | 270 DAY | | |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 0 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

+ = STRONG

✓ = STANDARD

□ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

☒ ACCURACY☒ THOROUGHNESS☒ NEATNESS OF WORK PRODUCT☒ JUDGEMENT☒ WRITTEN EXPRESSION☒ ORAL EXPRESSION☒ AMOUNT OF WORK ACCOMPLISHED☒ COMPLETION OF WORK ON SCHEDULE☒ ADHERENCE TO WORKING HOURS☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE☒ DILIGENCE, EFFORT☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES☒ OBSERVANCE OF WORK RULES, SAFETY☒ CONDUCT & COOPERATION WITH SUPERVISION☒ CONDUCT & COOPERATION WITH CO-WORKERS☐ PLANNING, ORGANIZING, ASSIGNING☐ TRAINING & INSTRUCTING☐ DISCIPLINARY CONTROL☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT☒ INITIATIVE☒ CARE OF EQUIPMENT, MATERIAL☒ ORGANIZATION OF WORK☒ CONDUCT WITH PUBLIC☒ PERSONAL APPEARANCE & CARE☐ EVALUATING PERFORMANCE☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2

PENCIL. DO NOT ERASE. IF A

CORRECTION IS NECESSARY OBTAIN

A NEW FORM FROM THE PERSONNEL

DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

WORK HABITS

EVALUATOR 1

EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1

EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

_____ is a hard worker who handles each call with a professional demeanor. He constantly handles the calls in his district as well as backing up officers on other calls. He is knowledgeable and able to handle the most difficult calls. He has a positive attitude with the public as well as his fellow officers. _____

_____ had no call offs this grading period. _____ is a very focused, committed officer who strives to make a difference in the field and within the department. He currently serves on the Patrol Staffing Analysis committee. He received positive press on 11-16-00 for helping

5. SIGNATURE

OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE AND DATE

EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER:

I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT

AND EQUITABILITY:

SIGNATURE OF REVIEWER

DATE

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF DEPARTMENT HEAD

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

DIVISION

POLICE UNIFORMED

CLASS TITLE

POLICE OFFICER

EVALUATION

FROM 04/01/00 TO 09/30/00

PAY STEP

INCREASE DATE

12-26-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

10/31/00

PLEASE USE #2 PENCIL

EMPLOYEE
SSN

TYPE OF EVALUATION

| STD | | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| INTERIM | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

+ = STRONG

✓ = STANDARD

- = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2

PENCIL. DO NOT ERASE. IF A

CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL

DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

60 70 80 90

- ☒ ACCURACY
☒ THOROUGHNESS
☒ NEATNESS OF WORK PRODUCT

- ☒ JUDGEMENT
☒ WRITTEN EXPRESSION
☒ ORAL EXPRESSION

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

- ☒ AMOUNT OF WORK ACCOMPLISHED
☒ COMPLETION OF WORK ON SCHEDULE

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

- ☒ ADHERENCE TO WORKING HOURS
☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

- ☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

- ☒ DILIGENCE, EFFORT
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
☒ OBSERVANCE OF WORK RULES, SAFETY

- ☒ INITIATIVE
☒ CARE OF EQUIPMENT, MATERIAL
☒ ORGANIZATION OF WORK

WORK HABITS

EVALUATOR 1

EVALUATOR 2

- ☒ CONDUCT & COOPERATION WITH SUPERVISION
☒ CONDUCT & COOPERATION WITH CO-WORKERS

- ☒ CONDUCT WITH PUBLIC
☒ PERSONAL APPEARANCE & CARE

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

- ☐ PLANNING, ORGANIZING, ASSIGNING
☐ TRAINING & INSTRUCTING
☐ DISCIPLINARY CONTROL

- ☐ EVALUATING PERFORMANCE
☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1

EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

is a dedicated officer. He handles the calls that are given to him as well as taking extra calls when other districts are backed up. is well liked by his fellow officers and gets along well with the public. had two call-offs during this grading period.

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

EVALUATOR 1 SIGNATURE AND DATE

EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

SIGNATURE OF REVIEWER

DATE

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF DEPARTMENT

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:
SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

EMPLOYEE NAME

DIVISION

POLICE UNIFORMED

CLASS TITLE

POLICE OFFICER

EVALUATION
FROM

10/01/99

TO 03/31/00

PAY STEP

INCREASE DATE

12-26-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

04/30/

PLEASE USE #2 PENCIL

EMPLOYEE
SSN

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| INTERIM | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

+ = STRONG

✓ = STANDARD

- = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2

PENCIL. DO NOT ERASE. IF A

CORRECTION IS NECESSARY OBTAIN

A NEW FORM FROM THE PERSONNEL

DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

✓ ACCURACY

✓ THOROUGHNESS

✓ NEATNESS OF WORK PRODUCT

✓ JUDGEMENT

✓ WRITTEN EXPRESSION

✓ ORAL EXPRESSION

✓ AMOUNT OF WORK ACCOMPLISHED

✓ COMPLETION OF WORK ON SCHEDULE

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

✓ ADHERENCE TO WORKING HOURS

✓ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

✓ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

✓ DILIGENCE, EFFORT

✓ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES

✓ OBSERVANCE OF WORK RULES, SAFETY

✓ INITIATIVE

✓ CARE OF EQUIPMENT, MATERIAL

✓ ORGANIZATION OF WORK

WORK HABITS

EVALUATOR 1

EVALUATOR 2

✓ CONDUCT & COOPERATION WITH SUPERVISION

✓ CONDUCT & COOPERATION WITH CO-WORKERS

✓ CONDUCT WITH PUBLIC

✓ PERSONAL APPEARANCE & CARE

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

□ PLANNING, ORGANIZING, ASSIGNING

□ TRAINING & INSTRUCTING

□ DISCIPLINARY CONTROL

□ EVALUATING PERFORMANCE

□ FAIRNESS, IMPARTIALITY, LEADERSHIP

SUPERVISORY SKILLS

(LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1

EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

was absent twice this grading period. He is a tenacious worker and demonstrates it on ability basis. He received two letters of commendation from Chief Irvine this grading period. On October 29, 1999, for his actions involving the arrests of two youths in an aggravated robbery at 570 E. Waterloo Road. On February 29, 2000, received commendation for his quick and efficient response to a rape in progress of a young female at 132 South Arlington Street. Using the victim's description, arrests was made WLM.

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

662
Sgt. William M. Donald 4-18-2000

EVALUATOR 1 SIGNATURE AND DATE

EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

4-25-00

SIGNATURE OF REVIEWER

DATE

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
□ ORIGINAL APPOINTMENT □ PROMOTION

SIGNATURE OF DEPARTMENT HEAD

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE

AND DATE

662
Sgt. William M. Donald 4-26-00

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

EMPLOYEE NAME

DIVISION

POLICE UNIFORMED

CLASS TITLE

POLICE OFFICER

EVALUATION
FROM

04/01/99

TO 09/30/99

PAY STEP

INCREASE DATE

12-26-1998

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

10/31

PLEASE USE #2 PENCIL

EMPLOYEE
SSN

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| INTERIM | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ITEMS

MO: ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12

FACTORS

YR: ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

☒ = STRONG☒ = STANDARD☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. EVALUATE PERFORMANCE BY

BLACKENING IN BOX WITH A #2

PENCIL. DO NOT ERASE. IF A

CORRECTION IS NECESSARY OBTAIN

A NEW FORM FROM THE PERSONNEL

DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

☒ ACCURACY☒ THOROUGHNESS☒ NEATNESS OF WORK PRODUCT☒ AMOUNT OF WORK ACCOMPLISHED☒ COMPLETION OF WORK ON-SCHEDULE☒ ADHERENCE TO WORKING HOURS☒ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE☒ DILIGENCE, EFFORT☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES☒ OBSERVANCE OF WORK RULES, SAFETY☒ CONDUCT & COOPERATION WITH SUPERVISION☒ CONDUCT & COOPERATION WITH CO-WORKERS☐ PLANNING, ORGANIZING, ASSIGNING☐ TRAINING & INSTRUCTING☐ DISCIPLINARY CONTROL☒ JUDGEMENT☒ WRITTEN EXPRESSION☒ ORAL EXPRESSION☒ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT☒ INITIATIVE☒ CARE OF EQUIPMENT, MATERIAL☒ ORGANIZATION OF WORK☒ CONDUCT WITH PUBLIC☒ PERSONAL APPEARANCE & CARE☐ EVALUATING PERFORMANCE☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

QUALITY OF WORK

EVALUATOR 1

EVALUATOR 2

QUANTITY OF WORK

EVALUATOR 1

EVALUATOR 2

ATTENDANCE

EVALUATOR 1

EVALUATOR 2

WORK HABITS

EVALUATOR 1

EVALUATOR 2

RELATIONSHIP WITH OTHERS

EVALUATOR 1

EVALUATOR 2

SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)

EVALUATOR 1

EVALUATOR 2

4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS.

 is an enthusiastic officer, who works diligently on a daily basis, writing many cites to traffic violaters, and ~~and~~ field interrogation cards on suspicious persons. WZ

Attended Bicycle and Reid Interview School during this period. *[Signature]*

5. SIGNATURE OF EVALUATOR

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.

[Signature] 10-6-99
EVALUATOR 1 SIGNATURE AND DATE

[Signature] 7-7 12/7/99
EVALUATOR 2 SIGNATURE AND DATE

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEPARTMENT HEAD

DATE

7. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE

AND DATE

[Signature] #662 10-21-99

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

DIVISION COPY

EMPLOYEE SERVICE RATING REPORT

| | | | | | |
|--------------------------------------------|--|------------------------------------------|--|--------------------------------------------------------|--|
| EMPLOYEE NAME [REDACTED] | | DIVISION POLICE UNIFORMED | | CLASS TITLE POLICE OFFICER | |
| RATING PERIOD FROM 04/01/98 TO 09/30/98 | | SERVICE RATING INCREASE DATE 12/26/98 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/31/98 | |
| PLEASE USE #2 PENCIL | | | | | |

| | | | | | | | | | |
|-------------------------------|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| EMPLOYEE SSN [REDACTED] | TYPE OF EVALUATION | | | | | | | | |
| | STD | | EMPLOY PROBATION | | | SEASON TEMP | | PROM TRANSFER | |
| | INTERIM | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL |
| | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| ITEMS | MO: <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 10 <input type="radio"/> 11 <input type="radio"/> 12 | FACTORS | YR: <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/> 6 <input type="radio"/> 7 <input type="radio"/> 8 <input type="radio"/> 9 <input type="radio"/> 10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION <input type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT <input type="checkbox"/> INITIATIVE <input type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input type="checkbox"/> ORGANIZATION OF WORK <input type="checkbox"/> CONDUCT WITH PUBLIC <input type="checkbox"/> PERSONAL APPEARANCE & CARE <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3. RATE PERFORMANCE BY BLACKENING IN BOX WITH A # 2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width: 25%;"></td> <td style="width: 12.5%; text-align: center;">60</td> <td style="width: 12.5%; text-align: center;">70</td> <td style="width: 12.5%; text-align: center;">80</td> <td style="width: 12.5%; text-align: center;">90</td> </tr> <tr> <td>QUALITY OF WORK</td> <td style="text-align: center;">RATER 1 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td></td> <td style="text-align: center;">RATER 2 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>QUANTITY OF WORK</td> <td style="text-align: center;">RATER 1 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td></td> <td style="text-align: center;">RATER 2 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>ATTENDANCE</td> <td style="text-align: center;">RATER 1 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td></td> <td style="text-align: center;">RATER 2 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>WORK HABITS</td> <td style="text-align: center;">RATER 1 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td></td> <td style="text-align: center;">RATER 2 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> </tr> <tr> <td>RELATIONSHIP WITH OTHERS</td> <td style="text-align: center;">RATER 1 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td></td> <td style="text-align: center;">RATER 2 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input checked="" type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td>SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)</td> <td style="text-align: center;">RATER 1 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> <tr> <td></td> <td style="text-align: center;">RATER 2 <input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> <td style="text-align: center;"><input type="radio"/></td> </tr> </table> | | | 60 | 70 | 80 | 90 | QUALITY OF WORK | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | RATER 2 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | QUANTITY OF WORK | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | RATER 2 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | ATTENDANCE | RATER 1 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | RATER 2 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | WORK HABITS | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | RATER 2 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | RELATIONSHIP WITH OTHERS | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | RATER 2 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | RATER 1 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | RATER 2 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| | 60 | 70 | 80 | 90 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| QUALITY OF WORK | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | RATER 2 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| QUANTITY OF WORK | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | RATER 2 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ATTENDANCE | RATER 1 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | RATER 2 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WORK HABITS | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | RATER 2 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| RELATIONSHIP WITH OTHERS | RATER 1 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | RATER 2 <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | RATER 1 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | RATER 2 <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4. COMMENT HERE ABOUT STRENGTHS AND ITEMS WHICH NEED IMPROVEMENT. FACTOR RATINGS OF 60, 70, 95 MUST BE SUBSTANTIATED IN WRITING. ITEMS WHICH ARE IMPORTANT TO THIS EMPLOYEES JOB BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED AND MARKED HERE. INITIAL OR SIGN YOUR COMMENTS. [REDACTED] has no call offs this grading period. He generally works alone and initiates a substantial amount of activity in his district and follows up with neat, articulated paper work. <i>W.L.G.M.</i> Keeps up with what is going on in his district. <i>ju</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5. SIGNATURE OF RATERS THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE FOR THE RATING PERIOD. RATER 1 SIGNATURE AND DATE: <i>Sgt. William M. Donald 10-16-98</i> RATER 2 SIGNATURE AND DATE: <i>[Signature] 10/16/98</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6. RATER 1: FILL IN YOUR SOCIAL SECURITY NUMBER IN THE SPACES AND BOXES ON THE TOP RIGHT OF FORM WITH # 2 PENCIL. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: <i>[Signature]</i> SIGNATURE OF REVIEWER | | TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION SIGNATURE OF DEPARTMENT: [REDACTED] DATE: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE: <i>Sgt. William M. Donald</i> DATE: <i>10-29-98</i> AND DATE: TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE RATER(S) HAS DISCUSSED IT WITH YOU. IT DOES NOT MEAN YOU AGREE WITH THE RATING. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

EMPLOYEE SERVICE RATING REPORT

EMPLOYEE NAME

DIVISION

CLASS TITLE

POLICE UNIFORMED

POLICE OFFICER

RATING PERIOD

FROM 10/01/97 TO 03/31/98

SERVICE RATING

INCREASE DATE

12/26/98

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

04/30

PLEASE USE #2 PENCIL

EMPLOYEE
SSN

TYPE OF EVALUATION

| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | |
|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| INTERIM | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

- ☒ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

3. RATE PERFORMANCE BY

BLACKENING IN BOX WITH A # 2

PENCIL. DO NOT ERASE. IF A

CORRECTION IS NECESSARY OBTAIN

A NEW FORM FROM THE PERSONNEL

DEPARTMENT.

60 = UNSATISFACTORY

70 = IMPROVEMENT NEEDED

80 = SATISFACTORY

90 = VERY GOOD

95 = OUTSTANDING

60 70 80 90

☒ ACCURACY☒ THOROUGHNESS☒ NEATNESS OF WORK PRODUCT☒ JUDGEMENT☒ WRITTEN EXPRESSION☒ ORAL EXPRESSION☒ AMOUNT OF WORK ACCOMPLISHED☒ COMPLETION OF WORK ON SCHEDULE☒ ADHERENCE TO WORKING HOURS☒ DEPENDABILITY AS REFLECTED BY

FREQUENCY OF ABSENCE

☒ AVAILABILITY AS REFLECTED BY

AMOUNT OF TIME ABSENT

☒ DILIGENCE, EFFORT☒ COMPLIANCE WITH INSTRUCTIONS☒ OR OBJECTIVES☒ OBSERVANCE OF WORK

RULES, SAFETY

☒ INITIATIVE☒ CARE OF EQUIPMENT, MATERIAL☒ ORGANIZATION OF WORK☒ CONDUCT & COOPERATION

WITH SUPERVISION

☒ CONDUCT & COOPERATION

WITH CO-WORKERS

☒ CONDUCT WITH PUBLIC☒ PERSONAL APPEARANCE & CARE☐ PLANNING, ORGANIZING, ASSIGNING☐ TRAINING & INSTRUCTING☐ DISCIPLINARY CONTROL☐ EVALUATING PERFORMANCE☐ FAIRNESS, IMPARTIALITY,

LEADERSHIP

QUALITY OF WORK

RATER 1

RATER 2

QUANTITY OF WORK

RATER 1

RATER 2

ATTENDANCE

RATER 1

RATER 2

WORK HABITS

RATER 1

RATER 2

RELATIONSHIP WITH OTHERS

RATER 1

RATER 2

SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)

RATER 1

RATER 2

4. COMMENT HERE ABOUT STRENGTHS AND ITEMS WHICH NEED IMPROVEMENT. FACTOR RATINGS OF 60, 70, 95 MUST BE SUBSTANTIATED IN WRITING. ITEMS WHICH ARE IMPORTANT TO THIS EMPLOYEE'S JOB BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED AND MARKED HERE. INITIAL OR SIGN YOUR COMMENTS.

called off sick twice during this grading period. He initiates a substantial amount of activity in his district and follows up with neat, articulate paper work. W.L.M.

received a commendation for the arrest of a career criminal involved in a burglary.

5. SIGNATURE OF RATERS

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE FOR THE RATING PERIOD.

RATER 1 SIGNATURE AND DATE

RATER 2 SIGNATURE AND DATE

6. RATER 1: FILL IN YOUR SOCIAL SECURITY NUMBER IN THE SPACES AND BOXES ON THE TOP RIGHT OF FORM WITH # 2 PENCIL.

7. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD. THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON ☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEPARTMENT

8. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY

SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE RATER(S) HAS DISCUSSED IT WITH YOU. IT DOES NOT MEAN YOU AGREE WITH THE RATING.

EMPLOYEE SERVICE RATING REPORT

| | | | |
|--------------------------------------------|--|------------------------------------------|----------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION POLICE UNIFORMED | CLASS TITLE POLICE OFFICER |
| RATING PERIOD FROM 04/01/97 TO 09/30/97 | | SERVICE RATING INCREASE DATE 12/26/97 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 10/3 |

PLEASE USE #2 PENCIL

EMPLOYEE SSN

| TYPE OF EVALUATION | | | | | | | | | | |
|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| STD | | EMPLOY PROBATION | | | SEASON TEMP | | PROM TRANSFER | | | |
| INTERIM | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY |
| <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| ITEMS | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | FACTORS | YR: 1 2 3 4 5 6 7 8 9 | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|----------------------------------|----------------------------------|
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | | | | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | | | | |
| <input type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | | | | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | | | | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | | | | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | | | | |
| 3. RATE PERFORMANCE BY BLACKENING IN BOX WITH A # 2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | | | | |
| QUALITY OF WORK | | RATER 1 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| QUANTITY OF WORK | | RATER 1 | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| ATTENDANCE | | RATER 1 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| WORK HABITS | | RATER 1 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| RELATIONSHIP WITH OTHERS | | RATER 1 | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) | | RATER 1 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| | | RATER 2 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

4. COMMENT HERE ABOUT STRENGTHS AND ITEMS WHICH NEED IMPROVEMENT. FACTOR RATINGS OF 60, 70, 95 MUST BE SUBSTANTIATED IN WRITING. ITEMS WHICH ARE IMPORTANT TO THIS EMPLOYEE'S JOB BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED AND MARKED HERE. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] has been a highly motivated FTO. He initiates a substantial amount of activity in his district and follows up with neat, articulate paperwork. His calm, professional demeanor has been a real asset on several potentially violent calls. He also maintains a positive physical fitness standard. [REDACTED] called off sick twice during this grading period. [REDACTED] received a commendation for an agg robbery arrest which resulted in numerous clearances.

| | | |
|------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| 5. SIGNATURE OF RATERS | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE FOR THE RATING PERIOD: | |
| | RATER 1 SIGNATURE AND DATE <i>Det. A. Thie</i> 10-14-97 | RATER 2 SIGNATURE AND DATE <i>Off. Kelly</i> 10/24/97 |
| 6. RATER 1: FILL IN YOUR SOCIAL SECURITY NUMBER IN THE SPACES AND BOXES ON THE TOP RIGHT OF FORM WITH # 2 PENCIL | | |
| 7. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: | | |
| SIGNATURE OF REVIEWER <i>Maria J. Fongak</i> 10-24-97 | | |
| SIGNATURE OF DEPARTMENT HEAD [REDACTED] | | |

8. REPORT DISCUSSION
REPORT DISCUSSED WITH EMPLOYEE BY:
SIGNATURE
AND DATE *Det. Thie* 10-27-97

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE RATER(S) HAS DISCUSSED IT WITH YOU. IT DOES NOT MEAN YOU AGREE WITH THE RATING.

EMPLOYEE SERVICE RATING REPORT

EMPLOYEE NAME

DIVISION

CLASS TITLE

POLICE UNIFORMED

POLICE OFFICER

RATING PERIOD

FROM 04/01/96 TO 09/30/96

SERVICE RATING

INCREASE DATE

12/26/96

RETURN ORIGINAL TO

PERSONNEL DEPARTMENT BY

10/31

PLEASE USE #2 PENCIL

EMPLOYEE
SSN

TYPE OF EVALUATION

| STD | | EMPLOY PROBATION | | | | SEASON TEMP | | | PROM TRANSFER | | |
|-----------------------|---------|-----------------------|---------|-----------------------|---------|-----------------------|---------|-----------------------|---------------|-----------------------|---------|
| <input type="radio"/> | INTERIM | <input type="radio"/> | 6-MONTH | <input type="radio"/> | 45 DAY | <input type="radio"/> | 90 DAY | <input type="radio"/> | 180 DAY | <input type="radio"/> | 270 DAY |
| <input type="radio"/> | 45 DAY | <input type="radio"/> | 90 DAY | <input type="radio"/> | 180 DAY | <input type="radio"/> | 270 DAY | <input type="radio"/> | 45 DAY | <input type="radio"/> | 90 DAY |
| <input type="radio"/> | 90 DAY | <input type="radio"/> | 180 DAY | <input type="radio"/> | 270 DAY | <input type="radio"/> | 45 DAY | <input type="radio"/> | 90 DAY | <input type="radio"/> | FINAL |
| <input type="radio"/> | 45 DAY | <input type="radio"/> | 90 DAY | <input type="radio"/> | FINAL | <input type="radio"/> | 45 DAY | <input type="radio"/> | 90 DAY | <input type="radio"/> | FINAL |

ITEMS

MO: 1 2 3 4 5 6 7 8 9 10 11 12

FACTORS

YR: 1 2 3 4 5 6 7 8 9

1. MARK PERFORMANCE, IN

ITEMS WHICH ARE JOB-RELATED, WITH:

- ☒ = STRONG
☒ = STANDARD
☐ = WEAK

2. LINE OUT ITEMS

WHICH ARE NOT JOB-RELATED

- ☐ ACCURACY
☐ THOROUGHNESS
☐ NEATNESS OF WORK PRODUCT

- ☒ JUDGEMENT
☒ WRITTEN EXPRESSION
☒ ORAL EXPRESSION

- ☐ AMOUNT OF WORK ACCOMPLISHED
☐ COMPLETION OF WORK ON SCHEDULE

- ☐ ADHERENCE TO WORKING HOURS
☐ DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE

- ☐ AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT

- ☒ DILIGENCE, EFFORT
☒ COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES
☒ OBSERVANCE OF WORK RULES, SAFETY

- ☒ INITIATIVE
☒ CARE OF EQUIPMENT, MATERIAL
☐ ORGANIZATION OF WORK

- ☐ CONDUCT & COOPERATION WITH SUPERVISION
☐ CONDUCT & COOPERATION WITH CO-WORKERS

- ☐ CONDUCT WITH PUBLIC
☐ PERSONAL APPEARANCE & CARE

- ☐ PLANNING, ORGANIZING, ASSIGNING
☐ TRAINING & INSTRUCTING
☐ DISCIPLINARY CONTROL

- ☐ EVALUATING PERFORMANCE
☐ FAIRNESS, IMPARTIALITY, LEADERSHIP

3. RATE PERFORMANCE BY

BLACKENING IN BOX WITH A # 2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT.

60 = UNSATISFACTORY
70 = IMPROVEMENT NEEDED
80 = SATISFACTORY
90 = VERY GOOD
95 = OUTSTANDING

QUALITY OF WORK

RATER 1

RATER 2

QUANTITY OF WORK

RATER 1

RATER 2

ATTENDANCE

RATER 1

RATER 2

WORK HABITS

RATER 1

RATER 2

RELATIONSHIP WITH OTHERS

RATER 1

RATER 2

SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE)

RATER 1

RATER 2

4. COMMENT HERE ABOUT STRENGTHS AND ITEMS WHICH NEED IMPROVEMENT. FACTOR RATINGS OF 60, 70, 95 MUST BE SUBSTANTIATED IN WRITING. ITEMS WHICH ARE IMPORTANT TO THIS EMPLOYEES JOB BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED AND MARKED HERE. INITIAL OR SIGN YOUR COMMENTS.

did not call off during this grading period. He is a highly dependable and intuitive officer in the field. His reports are thorough and neat. has been very successful in learning District 13 and using his knowledge of the citizens and area to deal with ongoing problems and complaints. He and his partner have been generating substantial activity in their district.

5. SIGNATURE OF RATERS

THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE FOR THE RATING PERIOD.

RATER 1 SIGNATURE AND DATE

RATER 2 SIGNATURE AND DATE

6. RATER 1: FILL IN YOUR SOCIAL SECURITY NUMBER IN THE SPACES AND BOXES ON THE TOP RIGHT OF FORM WITH # 2 PENCIL

7. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER

DATE

SIGNATURE OF DEPARTMENT

DATE

8. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE

AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE RATER(S) HAS DISCUSSED IT WITH YOU. IT DOES NOT MEAN YOU AGREE WITH THE RATING.

| | | |
|--------------------------------------------|------------------------------------------|--------------------------------------------------------|
| EMPLOYEE NAME [REDACTED] | DIVISION POLICE UNIFORMED | CLASS TITLE POLICE OFFICER |
| RATING PERIOD FROM 10/01/95 TO 03/31/96 | SERVICE RATING INCREASE DATE 12/28/95 | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/96 |

PLEASE USE #2 PENCIL

| | | | | | | | | |
|-------------------------------|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| EMPLOYEE SSN [REDACTED] | TYPE OF EVALUATION | | | | | | | |
| | STD | EMPLOY PROBATION | | | SEASON TEMP | | PROM TRANSFER | |
| | INTERIM | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL |
| | 6-MONTH | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL |
| | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| ITEMS | MO: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫ | FACTORS | YR: ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input type="checkbox"/> ADHERENCE TO WORKING HOURS <input type="checkbox"/> DEPENDABILITY, AS REFLECTED BY FREQUENCY OF ABSENCE | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| 3. RATE PERFORMANCE BY BLACKENING IN BOX WITH A # 2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| QUALITY OF WORK RATER 1 RATER 2 | | 60 70 80 90 | |
| QUANTITY OF WORK RATER 1 RATER 2 | | 60 70 80 90 | |
| ATTENDANCE RATER 1 RATER 2 | | 60 70 80 90 | |
| WORK HABITS RATER 1 RATER 2 | | 60 70 80 90 | |
| RELATIONSHIP WITH OTHERS RATER 1 RATER 2 | | 60 70 80 90 | |
| SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) RATER 1 RATER 2 | | 60 70 80 90 | |

4. COMMENT HERE ABOUT STRENGTHS AND ITEMS WHICH NEED IMPROVEMENT. FACTOR RATINGS OF 60, 70, 95 MUST BE SUBSTANTIATED IN WRITING. ITEMS WHICH ARE IMPORTANT TO THIS EMPLOYEE'S JOB BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED AND MARKED HERE. INITIAL OR SIGN YOUR COMMENTS.

[REDACTED] has not called off at all this grading

period. He is dependable and productive. BC

[REDACTED] has not used any sick time during this grading period. JPM

| | |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| 5. SIGNATURE OF RATERS | THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE FOR THE RATING PERIOD. |
| [Signature] | [Signature] |
| RATER 1 SIGNATURE AND DATE | RATER 2 SIGNATURE AND DATE |

6. RATER 1: FILL IN YOUR SOCIAL SECURITY NUMBER IN THE SPACES AND BOXES ON THE TOP RIGHT OF FORM WITH # 2 PENCIL.

7. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY.

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON ☐ ORIGINAL APPOINTMENT ☐ PROMOTION

[Signature] #532 4-19-96
SIGNATURE OF REVIEWER DATE

SIGNATURE OF DEPARTMENT HEAD OF PROBATION PERIOD DATE

8. REPORT DISCUSSION

REPORT DISCUSSED WITH EMPLOYEE BY:

SIGNATURE
AND DATE

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE RATER(S) HAS DISCUSSED IT WITH YOU. IT DOES NOT MEAN YOU AGREE WITH THE RATING.

4-13

8. **REPORT DISCUSSION**
REPORT DISCUSSED WITH EMPLOYEE BY:
SIGNATURE [Signature] 833 919-8
AND DATE 8/19/85

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE RATER(S) HAS DISCUSSED IT WITH YOU. IT DOES NOT MEAN YOU AGREE WITH THE RATING.

| | | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| EMPLOYEE NAME [REDACTED] | | DIVISION POLICE | | CLASS TITLE POLICE OFFICER | |
| RATING PERIOD FROM 12/26/94 TO 3/25/95 | | SERVICE RATING INCREASE DATE | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 3/25/95 PLEASE USE #2 PENCIL | |
| EMPLOYEE SSN [REDACTED] | TYPE OF EVALUATION | | | | RATER 1 SSN [REDACTED] |
| | STD | EMPLOY PROBATION | SEASON TEMP | PROM TRANSFER | |
| | INTERIM 6-MONTH | 45 DAY 90 DAY 180 DAY 270 DAY | 45 DAY 90 DAY FINAL | 45 DAY 90 DAY | |
| | <input type="radio"/> <input type="radio"/> | <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> <input type="radio"/> | |
| ITEMS | | MO: 1 2 3 4 5 6 7 8 9 10 11 12 | | FACTORS | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB- RELATED, WITH: <input checked="" type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB- RELATED | | 3. RATE PERFORMANCE BY BLACKENING IN BOX WITH A # 2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | |
| <input type="checkbox"/> ACCURACY <input type="checkbox"/> THOROUGHNESS <input type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input type="checkbox"/> JUDGEMENT <input type="checkbox"/> WRITTEN EXPRESSION <input type="checkbox"/> ORAL EXPRESSION | | 60 = UNSATISFACTORY 70 = IMPROVEMENT NEEDED 80 = SATISFACTORY 90 = VERY GOOD 95 = OUTSTANDING | |
| <input type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | <input type="checkbox"/> ADHERENCE TO WORKING HOURS DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | QUALITY OF WORK RATER 1 RATER 2 | |
| <input type="checkbox"/> DILIGENCE, EFFORT COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES OBSERVANCE OF WORK RULES, SAFETY | | <input type="checkbox"/> INITIATIVE <input type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input type="checkbox"/> ORGANIZATION OF WORK | | QUANTITY OF WORK RATER 1 RATER 2 | |
| <input type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION CONDUCT & COOPERATION WITH CO-WORKERS | | <input type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | | ATTENDANCE RATER 1 RATER 2 | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> CONDUCT WITH PUBLIC <input type="checkbox"/> PERSONAL APPEARANCE & CARE | | WORK HABITS RATER 1 RATER 2 | |
| | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | | RELATIONSHIP WITH OTHERS RATER 1 RATER 2 | |
| | | | | SUPERVISORY SKILLS (LEAVE BLANK IF NOT APPLICABLE) RATER 1 RATER 2 | |
| 4. COMMENT HERE ABOUT STRENGTHS AND ITEMS WHICH NEED IMPROVEMENT. FACTOR RATINGS OF 60, 70, 95 MUST BE SUBSTANTIATED IN WRITING. ITEMS WHICH ARE IMPORTANT TO THIS EMPLOYEES JOB BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED AND MARKED HERE. INITIAL OR SIGN YOUR COMMENTS. | | | | | |
| 5. SIGNATURE OF RATERS THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE FOR THE RATING PERIOD. RATER 1 SIGNATURE AND DATE: [Signature] 3/20/95 RATER 2 SIGNATURE AND DATE: [Signature] 3/20/95 | | | | | |
| 6. RATER 1: FILL IN YOUR SOCIAL SECURITY NUMBER IN THE SPACES AND BOXES ON THE TOP RIGHT OF FORM WITH # 2 PENCIL. | | | | | |
| 7. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY: [Signature] 3/20/95 SIGNATURE OF REVIEWER DATE TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD: THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON <input type="checkbox"/> ORIGINAL APPOINTMENT <input type="checkbox"/> PROMOTION SIGNATURE OF DEPARTMENT [REDACTED] DATE | | | | | |
| 8. REPORT DISCUSSION REPORT DISCUSSED WITH EMPLOYEE BY: SIGNATURE AND DATE: [Signature] 3/20/95 TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE RATER(S) HAS DISCUSSED IT WITH YOU. IT DOES NOT MEAN YOU AGREE WITH THE RATING. | | | | | |

FW: Appreciation-T18-2901

Decatur, Richard

Sent: Tuesday, May 15, 2018 2:22 PM

To: Albert, Jaline

Hi Jaline,

Would you please place a copy of this email in [REDACTED] personnel file.

Thanks,
Lt. Decatur

From: Long, Lenora

Sent: Wednesday, May 09, 2018 10:34 AM

To: Decatur, Richard

Cc: Vavro, Michael; Hentosz, James

Subject: Appreciation-T18-2901

Marilyn Holley [REDACTED] called to state she really appreciates [REDACTED] professionalism, efficiency, and he made the process easy for her. Also that he was very gracious to give her a ride to church.

Lenora

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

TO: [REDACTED] and Capt. Zampelli
FROM: Sgt. R. Horvath #1153
RE: Call at 901 Copley Rd. on 9-5-2016


Sir and Ma'am,

This letter is to inform you of great work performed by Officers Dan Radca, Anthony Kelley, Patrick Armstead, and [REDACTED]. Police were called to 901 Copley Road reference a robbery. Officer Kelley was dispatched to the scene. He quickly spoke to witnesses, watched the security video, and obtained suspect description. He broadcast the description over the radio. Officer Radca heard the description of the suspect and suspect vehicle. He recognized the description matched the description of the suspect and vehicle from the call that he was handling at 1626 S Hawkins Avenue (theft in progress). Officer Radca was able to provide a license plate number for the suspect vehicle. Officers Armstead and Cunningham got the owner information on the suspect vehicle. The owner lived on Gale Street. Officers Radca, Armstead, and [REDACTED] then drove to the area of Gale Street to look for the suspect vehicle.

Officer Radca saw the suspect vehicle and the suspect in the parking lot of 77 Gale Street. He attempted to stop the suspect (Sylvester Marks). Marks fled on foot, and Officer Radca pursued him. Officers Armstead and [REDACTED] quickly set up a perimeter. Marks was apprehended after a short foot chase. He did not surrender willingly and had to be wrestled to the ground by Officers Radca, [REDACTED] and Armstead. Officer Kelley coordinated with the victims and detectives to get an identification of Marks as the person that robbed the store.

The quick response, attention to detail, and physical readiness that these officers exhibited led to the quick arrest of a robbery suspect. I commend them and give them recognition for a job well done.

Respectfully,


Sgt. Robert Horvath #1153



AKRON POLICE DEPARTMENT

This Citation is awarded to

[REDACTED]

AN INDIVIDUAL WHO HAD JUST SHOT HIS WIFE ON JOHN LAND AVENUE, WAS SUICIDAL AND WAS BELIEVED TO HAVE THE WEAPON IN HIS VEHICLE. YOUR ACTIONS ON OCTOBER 12, 2016 WHERE YOU MADE A TRAFFICE STOP OF A VEHICLE PURSUIT AFTER OBSERVING THE SUSPECT IN THE ARLINGTON STREET AREA. YOU WERE ABLE TO SAFELY STOP THE VEHICLE AND TAKE HIM INTO CUSTODY WITHOUT INCIDENT. YOU, ALONG WITH OFFICERS MIKE ZIMCOSKY AND JOEL HARRISON, INITIATED SKILLS; A FELONIOUS ASSAULT SUSPECT WAS TAKEN INTO CUSTODY WITHOUT INURY TO HIM, OUR OFFICERS OR THE PUBLIC.

Captain David Lopez
Shift / Unit Commander

Date October 23, 2016



LEBRON JAMES FAMILY FOUNDATION

3800 EMBASSY PARKWAY, SUITE 360
AKRON, OHIO 44333

Website • LEBRONJAMESFAMILYFOUNDATION.ORG

Phone • 216.771.2323

Fax • 216.771.2333

September 8, 2016

Dear Chief Nice,

Long before the world knew his name, Akron knew LeBron James as one of their own. Northeast Ohio had gone more than five decades without a championship. The 52-year drought seemed to define the entire region and it took a kid from Akron to end it.

Even more than having a street dedicated to him, renaming a section of Main Street "King James Way," and a larger-than-life banner hanging from the side of the Civic Theatre, this night was about celebrating the hometown hero, the city that raised him and his kids. After all, he was one of them, and he will never stop showing them that they can reach their dreams.

Thank you for playing an integral role in rallying the city for Akron's NBA Championship Celebration. Your efforts helped safely pack thousands of fans into Lock 3. This event would not have been possible without the collaborative efforts of The City of Akron & the Akron Police Department. Please see the attached page for a list of all officers involved. Without each and every one of you our event would not have been such a success!

Sincerely,

Michele Campbell

Michele Campbell
Executive Director

*Nice job
by all!
Chief Nice*



LJFF est. Akron



AKRON POLICE DEPARTMENT

This Citation is awarded to

[REDACTED]

in recognition of

YOUR ACTIONS ON JULY 19, 2016 WHERE YOU RESPONDED TO A FIGHT WITH A GUN CALL AT 98 FORREST ST.

YOU, ALONG WITH SERGEANT ROBERT HORVATH, WERE THE FIRST TO ARRIVE ON SCENE AND ENCOUNTERED THE SUSPECT. AS YOU APPROACHED, HE GRABBED A BUTCHER KNIFE, THREATENED HIS EX-GIRLFRIEND, AND THEN PUT THE KNIFE TO HIS OWN THREAT DEMANDING THAT YOU SHOOT HIM.

YOU QUICKLY AND CALMLY ESTABLISHED A RAPPORT WITH THE SUSPECT AND WERE ABLE TO CONVINCE HIM TO DROP THE KNIFE. YOU ABILITY TO DE-ESCALATE THE SITUATION, MOST ASSUREDLY, PREVENTED THIS INCIDENT FROM DEVELOPING INTO A MORE DEADLY ENCOUNTER. YOU ARE TO BE COMMEDED FOR YOUR ACTIONS.

Robert Horvath
Sgt / Unit Commander

Date July 24, 2016

CITY OF AKRON, OHIO

DEPARTMENT
Services Sub-Division

Date: November 21, 2013

TO: Chief Nice, Capt. Ball

FR: Sgt. Jeff Mullins

RE: [REDACTED] performance on a mental illness call

Dear Sirs:

[REDACTED] while working Metro 4, went to a Check the Welfare call on a woman at AMHA Buchtel House apartment building at 770 E. Buchtel Ave. The woman's case worker called police after she gave him a hard time and he knew from previous dealings she could be violent.

When I arrived at the building to work AMHA myself I saw an EMS unit and Metro car on scene. I had just walked through the gate, when I saw [REDACTED] up on the third floor talking to a closed door. He announced Police and using a key, opened the door.

Suddenly, [REDACTED] leaped backward and drew his pistol and shouted, "Drop the knife!" It was hard to see, but it appeared the woman, B/F/30, lunged at him with a knife. It looked to me as if she swung her arm to try to cut him. He exercised great restraint, yelled again to drop it and she retreated slamming the door shut.

I raced up to assist and other officers arrived on scene. When she walked toward the back of her apartment Officer Pat Didyk and I went in, and Didyk tasered her and we cuffed her without incident. I called Craig Morgan (PLA) and decided not to charge her with Felonious Assault. We made the report and pink slipped her. The caseworker said he would send her to North Coast.

I write to you to say that [REDACTED] did a good job. As I watched this play out, in seconds of course, I truly thought I was about to witness a shooting. I was fully prepared for shots to ring out. [REDACTED] would have been very justified to shoot. He really had nowhere to retreat. The walkway railing was behind him. He couldn't move left because it would have changed his angle of fire, no longer providing a safe background had the woman rushed out of the apartment at him. The caseworker and building manager, who had been standing at the door retreated to the elevator lobby and would have been in the line of fire if [REDACTED] moved.

I talked to [REDACTED]. He said if she took one more step he would have shot her. She had a big kitchen knife raised over her head and came toward him. But by stepping back, he gained what little distance he could and saw that she was still in the doorway, not able to reach him (yet). I think it was a very good decision and again, great restraint, under pressure.

Interestingly, this is the very scenario we used in our Tactical First Aid program. Officers dispatched to a call where the role player opens the door and stabs the officer's role playing partner and shuts the door. It happens that quickly. We based that on the Erwin / Lehman shooting on Garfield where the suspect actually did strike our detectives with the brush knife.

One more thing, as I reflected on what happened. I suggested to [REDACTED] he could have waited for backup before trying the door. He agreed, but he certainly did not expect that kind of reaction. I will say this though. Backup would not have changed the dynamics of the attack and even with 3-6 officers standing there, only one would have had the shot. Where I think more officers could have helped would have been the ability to look through the window blinds and see that she had a knife or advise that she was away from the door before trying to go in.

We debriefed and [REDACTED] seemed fine once he came down from the adrenaline dump.

Respectfully submitted,

Sgt. Jeff Mullins

CITY OF AKRON, OHIO

DEPARTMENT
Services Sub-Division

Respectfully submitted,

Sgt. Jeff Mullins

Craig J. Morgan
Deputy Chief Prosecutor

Elisa B. Hill
Thomas D. Bown
Greta L. Johnson
Police Legal Advisors

David H. Hamilton
Mary A. Lohr
David A. Muntean
Tamara J. Todd
Assistant Directors of Law



Donald L. Plusquellic, Mayor

Cheri B. Cunningham
Director of Law

Gertrude E. Wilms
Chief City Prosecutor

Department of Law

CITY PROSECUTOR'S OFFICE
Harold K. Stubbs Justice Center
217 South High Street, Room 203
Akron, Ohio 44308-1639

(330) 375-2730 • Fax: (330) 375-2281

April 25, 2013

Chief James Nice
City of Akron Police Department
217 South High Street, 3rd Floor
Akron, Ohio 44308

Dear Chief Nice,

I am writing this letter in commendation of the work of Akron Police [REDACTED]. I have been working with [REDACTED] for almost ten years and in every situation, he has been reliable, honest, hard working and diligent.

Last October, [REDACTED] responded to a call of a "peeping tom." At the time of the call, the suspect was not identifiable. With a little help from the caller's daughter, who was the victim, [REDACTED] was able to identify the suspect and his residence. [REDACTED] followed up by interviewing the juvenile witness at her school and made numerous attempts to contact the suspect. [REDACTED] determined efforts resulted in a confession from the suspect to peeping in on the juvenile and her mother on two different occasions. Officer Dean Sanzone accompanied [REDACTED] to the suspect's residence on the day a confession was secured. As a result of the investigation, the suspect was charged with Voyeurism.

As you are aware, the wheels of justice can slow to a near halt when motions are filed and attorneys change and that is what occurred in this case. There were countless pretrials and numerous motion hearings were set with a jury trial finally set to commence two weeks ago. Each and every time the case was set for court, [REDACTED] and Sanzone appeared ready and able to assist in any way. They were both called as witnesses in a Suppression Hearing and testified in a way that prosecutors can only hope for—direct, honest and succinct. As a result of the investigation and the officers' testimony, the Suppression Motion was denied. To that end, the defendant entered a guilty plea on the morning of trial and is now registering as a sex offender.

2013 APR 26 AM 8:50

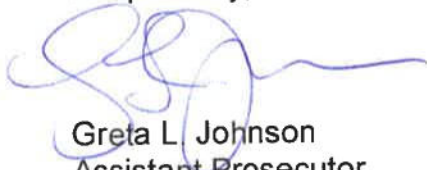
AKRON POLICE DEPT.
CHIEF OF POLICE

Nice work
Chief
Nice

While a Voyeurism may not appear to be a "big deal," we can all agreed that the research indicates that sex offenders generally start with looking, move to touching and so on. Because of the work of Officers Sanzone and [REDACTED] on this misdemeanor case, law enforcement now identifies this defendant as a sex offender. He will be monitored by the Sheriff's office and known to the community. The officers' efforts in this misdemeanor case may best be recognized as preventing further sexually oriented crimes by this defendant.

These officers make me proud to be affiliated with the Akron Police Department. As a prosecutor and as a citizen of Akron, I am grateful for the efforts of [REDACTED] and Officer Dean Sanzone. You should be proud to call them members of your Police Department.

Respectfully,



Greta L. Johnson
Assistant Prosecutor
Akron Police Legal Advisor

GLJ/lk

cc: Lieutenant C. Christman
[REDACTED]
Officer D. Sanzone



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

James D. Nice, Chief of Police

July 19, 2011

Officer Dawn Forney

Officer William Lagasse

Officer David Presley

Officers Jeffery Ross

Officer Dean Sanzone

I want to congratulate you for your combined excellent police work on Thursday, June 30, 2011 in the apprehension of Claude A. Smith who had robbed the U.S. Bank at 693 South Canton Road.

Officer Ross, who was on a separate call near the bank, immediately responded. [REDACTED] who was also on a call, saw Smith's vehicle at the intersection of South Canton Road and East Market Street. He quickly, yet calmly, followed the suspect while Officers Ross, Presley, Sanzone and Lagasse approached.

A stop was initiated on Berwyck Avenue and a pursuit ensued. During the pursuit, [REDACTED] remained composed and clear in his communications, frequently expressing concern for his fellow officers' safety by reminding them that Smith had a weapon.

All the officers involved clearly called out locations and information during the chase which lasted approximately 11 minutes on the interstate and through main city streets. The suspect drove off the road at West Waterloo Road near Pelton Avenue. Before Smith was able to regain control, Officer Presley pinned him in on the driver's side preventing his ability to exit the vehicle. Smith attempted to pull back on the street but Officer Lagasse had pulled his cruiser in the path of the suspect preventing him from initiating another chase.

While Officers Presley and Sanzone provided armed coverage, [REDACTED] was able to gain some control of Smith. Officers Forney, Lagasse, Presley and Sanzone were then able to pull the suspect from the vehicle, whose weapon flew out of his hand during the apprehension.

Due to the quick response, excellent communication skills, tactically sound maneuvers and professionalism each of your exhibited, you were able to apprehend Smith and prevent a violent confrontation with him. You are excellent representatives of the outstanding caliber of officers on the Akron Police Department.

Again, congratulations on a job well done.

James D. Nice
Chief of Police

JDN/mel

cc: Captain Sylvia Trundle
Lieutenant Richard Decatur
Lieutenant Cynthia Christman

www.akroncops.org

Fax: (330) 375-2135 Phone: (330) 375-2244
Address all correspondence to the Chief of Police



CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

7/2/2011

TO: Chief Nice and Capt. Calvaruso

FROM: Lt. Christman

RE: Chief's Commendations Request

The 11-minute chase of a serious felony offender traveled on the interstate and through main city streets. The apprehension was made on W. Waterloo Rd. near Pelton Ave. when the suspect drove off the road. When he attempted to regain control, Officer Presley pinned him in on the driver's side preventing him from exiting. As Officer Lagasse drove around Car 11, the suspect attempted to pull back onto the street striking his cruiser. Officer Lagasse's actions prevented the suspect from getting back on the road.

[REDACTED] immediately got hands on the suspect, while Officers Presley and Sanzone climbed onto the cruiser hood providing armed coverage. Officer Lagasse removed the suspect from the passenger side of the vehicle with the assistance of Officer Dawn Forney, Presley and Sanzone. As the officers pulled the suspect's right arm from under him, the gun flew out of his hand. The officers' quick and thorough actions prevented a violent confrontation with the suspect who later told Det. Morrison he was going to shoot at the officers so they would kill him.

In addition to the officers named above, numerous other officers on Platoon 2 and 5, as well as detectives in unmarked units and deputies from the Sheriffs Office were involved in a supportive role in their response, blocking intersections to prevent accidents and managing the scene afterward.

In summary, through communication, driving skills, teamwork and professionalism, a serious violent offender was apprehended without injury to anyone.

The officers involved in both of these incidents are worthy of Chief's Commendations, as well as the public's trust and respect.

Thank you for your consideration.

Respectfully Submitted,



Lt. Cynthia Christman

Cc: Sergeants Fite, Mitchell, Gorrington and Caprez





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Craig V. Gilbride, *Chief of Police*

April 8, 2011

*Sergeant Steven Swartz
Detective Gary Shadie
Officer Christopher Church
Officer [REDACTED]
Officer Patrick Didyk
Officer Jeffrey Lamm
Officer Jamie Rea*

Young Ryan Trewin had spinal cord cancer. The Canal Fulton Police Department, in a show of compassion, made him an honorary police officer. When Ryan passed away, the department asked surrounding police agencies to join them in honoring his life by participating in the funeral.

The death of a child due to a serious illness is heart wrenching for everyone. Your presence and the show of cruisers meant the world to his family and friends. They expressed their appreciation to the Canal Fulton Police Department and were grateful of the fact that Akron Officers drove "all the way" to attend Ryan's funeral.

Without hesitation, you stepped up to volunteer for this detail. I am very proud of each of you for representing the Akron Police Department, yourself and, most importantly, Ryan with dignity. Your conduct was an impressive display of professionalism and integrity.

Thank you for contributing a happy memory into this somber occasion for the Trewin family. And thank you for going above and beyond the call of duty for all of us.


Craig V. Gilbride
Deputy Mayor/Chief of Police

CVG/mel



RE: Funeral Detail

Swartz, Steven

Sent: Tuesday, April 05, 2011 12:35 PM

To: Miller, Marcus

Yes, those are the officers that showed up for the funeral. It was much appreciated to. Canal Fulton PD advised me that the family was much appreciative of Akron PD coming all the way out to their son's funeral.
Swartz #1206

From: Miller, Marcus

Sent: Monday, April 04, 2011 11:21

To: Swartz, Steven

Subject: Funeral Detail

Sergeant Swartz, thank you so very much for heading up the funeral detail this past Saturday.

Serg - could you advise as to what officers from our Department made it to this event?

I have the following who called in to say they would assist:

Detective Gary Shadie

Officer Chris Church

Officer Jamie Rea

Officer Jeff Lamm

Officer Patirck Didyk

Thanks Serg.

Detective Marcus A. Miller Sr.

Chief's Administrative Aide

City of Akron Police Department

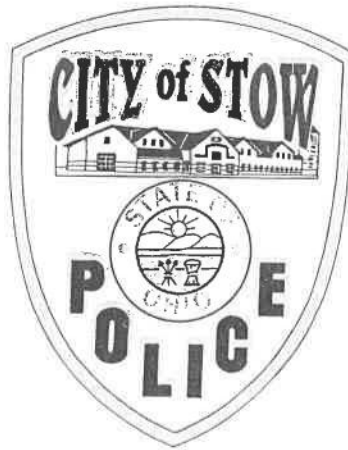
217 S. High Street Room 311

Akron, Ohio 44308

(330) 375-2244 office

(330) 375-2135 fax

City of Stow
Police
Department



RECEIVED
AKRON POLICE DEPT.
CHIEF'S OFFICE
3800 Darrow Road
Stow, Ohio 44224
2010 DEC 20 AM 11:37
Telephone: 330-689-5700
FAX: 330-689-5799
Records Division: 330-689-5790
Detective Bureau: 330-689-5770
Stow Youth Services: 330-689-5760
E-Mail: stowpd@stow.oh.us

Louis A. Dirker, Jr.
Chief of Police

December 14, 2010

Chief Craig Gilbride
Akron Police Department
217 S. High Street
Akron, OH 44308-1682

Dear Chief Gilbride,

On behalf of the Stow Police Department I want to thank the involved Dispatchers and the following officers from your department for their assistance to my officers in the pursuit of the dump truck on Interstate 77 on Saturday, December 11, 2010.

[REDACTED]
Officer Tanisha Stewart
K9 Officer Nevin Webb
Officer Michael Hill
Officer James Anthony
Officer Russell Bassett
Officer David Presley
Sgt. Daniel Gorrington

Sincerely,

Louis A. Dirker, Jr.
Chief of Police

Terrell Jerome Garrett

A very special spirit arrived on October 10, 1955 in Akron and was named Terrell Jerome Garrett and departed without any warning on September 15, 2010.

Terry had lived some of his young life in Denver, Colo. He attended Weaver School until graduation and Friendship Apostolic Church in his younger years regularly. Terry was



currently working at the Southern Center for MRDD as a classroom helper for about ten years. Terry was well known in the family and community for his love of music and his skills as a D.J., playing at family gatherings, local clubs, private parties, wedding receptions, birthdays and Group Home dances. He enjoyed spinning so much; he would almost do it for free.

Terry strived to meet the challenges in his life with courage and resolve. He was a good son, and he tried to be a friend to all he met.

Terry has now joined his father, Robert Lee; beloved sister, Nieda LaVonne Garrett; grandparents, Hosea and Johnnie M. Garrett and Kenneth Richard. Left to remember his winning smile, to miss his warm and willing heart and spirit will be his long time loving companion, Maxine E. Hershey; devoted mother, Jackie Garrett; only nephew, Brandon Garrett; grandniece, KaeMijah LaVonne; grandparents, Daisy B. Richard and Jerome Vinson; special friend, Darryl Buckley and a host of other relatives and friends.

Special thanks to

and Investigator Halas for their kind, courteous and professional approach to our delicate situation.

Friends may call on Thursday, September 23, 2010 from 5:30 p.m. to 7 p.m. at Sommerville Funeral Services, 1695 Diagonal Rd. Funeral service will immediately follow. Interment will be held on Friday, September 24, 2010 at 10 a.m. at Glendale Cemetery. Condolences may be sent to 935 Hardesty Blvd., Akron, OH 44320. Food gifts for repast may be sent to 463 Fernwood Dr., Akron, OH 44320.

SOMMERVILLE
330-836-2725

Thank you note
for [redacted]
from the Garrett
family



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Augustus A. Hall, *Chief of Police*

October 13, 2010

Uniform Sub-Division

Congratulations on your nomination for the 2010 Russ Long Officer Of The Year Award.

Your supervisors commended you on your quality of work, integrity, self-motivation and dedication to fitness which symbolizes everything the award stands for.

You should be proud that you exhibit the attributes, demeanor and professionalism that brings you prominence and exemplifies the qualities that made Russ such an outstanding officer.

Congratulations on this prestigious recognition and thank you for your commitment and diligence in serving the Akron Police Department and the citizens of Akron.

Augustus A. Hall
Chief of Police

AAH/mel

www.akroncops.org

Fax: (330) 375-2135 Phone: (330) 375-2244
Address all correspondence to the Chief of Police



Russ Long Officer of the Year 2010 Nominee

This Certificate is awarded to:



in recognition of your quality of work, integrity, self-motivation and dedication to fitness. You should be proud that you exhibit the attributes, demeanor and professionalism that brings you prominence and exemplifies the qualities that made Russ such an outstanding officer. Congratulations on this prestigious recognition and thank you for your commitment to the Akron Police Department and the citizens of Akron.

A handwritten signature in blue ink, appearing to read "Augustus A. Hall".

Chief of Police

September 18, 2010

APD Personnel

[Reset](#) [Search](#)

Enter search criteria then press enter or click [Search] to begin searching.

Search By ID - Or - By Badge#

- Or -

Search by Full or Partial Name

Status

Rank

Division

Assignment

Specialized Unit

To select multiple items from the list boxes above hold down the [Ctrl] key while clicking on an item with the left mouse button.
To deselect an item in a list box hold down the [Ctrl] key while clicking a selected item with the left mouse button.

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

8/27/2010

TO: Chief Hall, Lt. Brown, Officer Rubin and the Award Committee
FROM: Lt. Christman and Sgt. Gorrington
RE: Russ Long Award Nomination 2010

I would like to nominate [REDACTED] 1055 for the Russ Long 2010 Award.

[REDACTED] is one of the most active officers on Platoon 2. He takes pride in being a police officer and handles his assignment with a proactive approach. He not only responds and volunteers for a high number of calls for service, but is active in his patrols and makes contact with known subjects in his district.

[REDACTED] has made several apprehensions at in-progress crimes during his tours of duty and it seems to be nearly a daily occurrence. One such incident was on July 27 on Pondview Ave. where a juvenile was arrested with stolen property and a handgun. In the previous nine months, there were approximately 20 juveniles arrested at nine different locations who were linked to a district ring of youth offenders. Most were arrests stemming from burglary in progress incidents.

[REDACTED] raises the level of other's performance by his presence and diligence in completing assignments thoroughly. He exemplifies a similar image that Officer Russ Long did during his career. He keeps himself in excellent physical condition, taking advantage of the departmental workout room on a regular basis. He carries himself in a professional manner and commands attention and respect from citizens while in the field. His physical presence in the Akron Police uniform makes an authoritative statement when he is making contact with the public.

[REDACTED] has been nominated in past years by different supervisors. It is clear that there is a high opinion of his work ethic throughout the department. He is deserving of this recognition for his continuing overall performance.

For your reference, attached are copies of items referenced above.
Thank you for your consideration.

Respectfully Submitted,



Lt. Christman



Sgt. Gorrington



AKRON POLICE DEPARTMENT

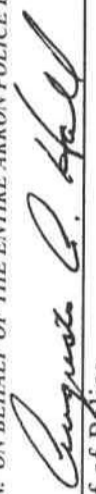
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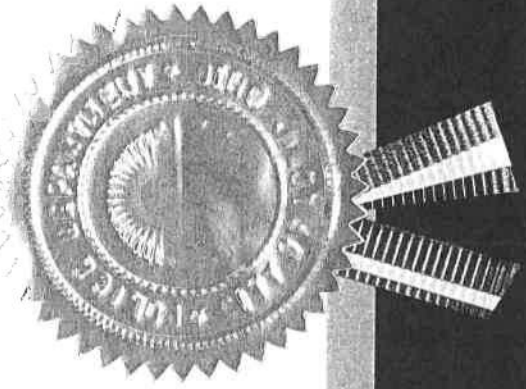


in recognition of YOUR ACTIONS ON JULY 27, 2010 INVOLVING THE ARREST OF NATHANIEL WALKER, A KNOWN BURGLAR.

YOU OBSERVED WALKER AND SEVERAL INDIVIDUALS MILLING AROUND THE NEWTON STREET AND PONDVIEW AVENUE AREA. A WHILE LATER, YOU RETURNED TO THE AREA TO SEE THEM COME FROM BEHIND TWO RESIDENCES ON PONDVIEW. WALKER WAS NO LONGER IN POSSESSION OF A BACKPACK THAT YOU PREVIOUSLY NOTICED HE WAS CARRYING. WITH THE ASSISTANCE OF RESERVE OFFICER MULLINS, YOU STOPPED AND DETAINED WALKER AND FOUR OTHER SUBJECTS. WALKER CLAIMED HE TOOK THE BACKPACK HOME BUT DURING A SUBSEQUENT SEARCH OF THE AREA, YOU LOCATED THE BACKPACK AND A SET OF STOLEN VEHICLE KEYS IN FOLIAGE NEAR THE RESIDENCE THEY WERE STOPPED AT. IN THE BACKPACK WAS A HANDGUN WITH A MISSING SERIAL NUMBER AND THREE PESOS. YOU CHARGED WALKER WITH RSP AND SEVERAL GUN RELATED CHARGES. WALKER WAS INTERVIEWED BY SEVERAL DETECTIVES AT THE STATION AND IS A GOOD SUSPECT IN SEVERAL BURGLARIES.

WALKER WAS ARRESTED DUE TO YOUR DILIGENCE. YOU USED THE SKILLS AND POLICE TRAINING YOU POSSESS TO PROACTIVELY PATROL YOUR DISTRICT. YOU ARE AN ASSET TO BOTH THE DEPARTMENT AND THE CITIZENS OF AKRON. ON BEHALF OF THE ENTIRE AKRON POLICE DEPARTMENT, IT IS AN HONOR TO RECOGNIZE YOU FOR A JOB WELL DONE.


Chief of Police



8-3-10
Date

City of Barberton

Founded 1891

RECEIVED
CITY OF BARBERTON
SEP 10 2010

SEP - 2 PM 1:26

September 3, 2010

Chief Augustus Hall
Akron Police Department
217 S. High Street
Akron, Ohio 44308

Dear Chief Hall,

Today I had two experiences with the Akron Police Department and I wanted to share my impressions.

First, I called the department and spoke with Jewel. She was very helpful and patient with me. Jewel clearly explained the procedures and was able to guide me in the right direction.

Second, I accompanied a domestic violence victim to an Akron home to retrieve her belongings. [REDACTED] met us at the home located at 509 Gibbs. I was very impressed with [REDACTED]. He was professional, courteous, kind and respectful. He took command of the situation and we were able to peacefully remove her things. During the incident another officer, Officer Armstead arrived. Officer Armstead proved to be as effective as [REDACTED].

You should certainly be proud of your officers and staff and know that their exemplary service did not go unnoticed.

Sincerely,



Lisa Okolish Miller
Law Director

File

Lisa Okolish Miller, Law Director
576 West Park Avenue • Barberton, Ohio 44203
Office 330-848-6728 • Fax 330-861-7209
www.cityofbarberton.com

AKRON POLICE DEPARTMENT

This certificate is awarded to



in recognition of YOUR ACTIONS ON JULY 27, 2010 INVOLVING THE ARREST OF NATHANIEL WALKER, A KNOWN BURGLAR.

YOU OBSERVED WALKER AND SEVERAL INDIVIDUALS MILLING AROUND THE NEWTON STREET AND PONDVIEW AVENUE AREA. A WHILE LATER, YOU RETURNED TO THE AREA TO SEE THEM COME FROM BEHIND TWO RESIDENCES ON PONDVIEW. WALKER WAS NO LONGER IN POSSESSION OF A BACKPACK THAT YOU PREVIOUSLY NOTICED HE WAS CARRYING. WITH THE ASSISTANCE OF RESERVE OFFICER MULLINS, YOU STOPPED AND DETAINED WALKER AND FOUR OTHER SUBJECTS. WALKER CLAIMED HE TOOK THE BACKPACK HOME BUT DURING A SUBSEQUENT SEARCH OF THE AREA, YOU LOCATED THE BACKPACK AND A SET OF STOLEN VEHICLE KEYS IN FOLIAGE NEAR THE RESIDENCE THEY WERE STOPPED AT. IN THE BACKPACK WAS A HANDGUN WITH A MISSING SERIAL NUMBER AND THREE PESOS. YOU CHARGED WALKER WITH RSP AND SEVERAL GUN RELATED CHARGES. WALKER WAS INTERVIEWED BY SEVERAL DETECTIVES AT THE STATION AND IS A GOOD SUSPECT IN SEVERAL BURGLARIES.

WALKER WAS ARRESTED DUE TO YOUR DILIGENCE. YOU USED THE SKILLS AND POLICE TRAINING YOU POSSESS TO PROACTIVELY PATROL YOUR DISTRICT. YOU ARE AN ASSET TO BOTH THE DEPARTMENT AND THE CITIZENS OF AKRON. ON BEHALF OF THE ENTIRE AKRON POLICE DEPARTMENT, IT IS AN HONOR TO RECOGNIZE YOU FOR A JOB WELL DONE.

Chief of Police

8-3-10

Date



CITY OF AKRON

7/29/2010

DEPARTMENT
POLICE/ SERVICES

TO: Chief Hall, Captain Callahan, Lt. Christman

FROM: Sgt. DM Gorrington 751

RE: Arrest by [REDACTED] 1055 on 7/27/10

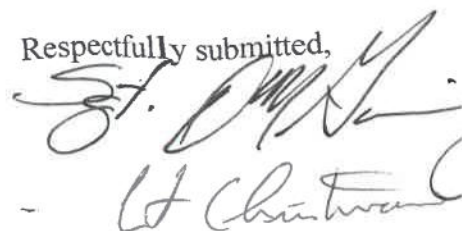
Sirs/Madam,

On 7/27/10 [REDACTED] was assigned to Car 3 with Reserve Officer Richard Mullins. During regular patrols of his district, Officer [REDACTED] observed Nathaniel Walker, B/M/18, with several other juveniles/young adults with known criminal history, walking in the area of Newton St. and Pondview Av., near the corner market. Walker was carrying a black backpack. Officer was aware of numerous daytime burglaries of homes in his district and from past experience he has found suspects to use backpacks upon those apprehensions. Officer made a mental note of his observations and continued his in-service patrols and responding to dispatched calls for service. A short time later, while driving south on Sobul Ave. from Newton St., [REDACTED] observed the same group to the east and up the hill behind a house on Pondview Ave. He quickly pulled around to find the subjects walking out from behind and between 1224 and 1228 Pondview Ave. He and RO Mullins were able to stop and detain Walker and 4 other subjects until additional units could arrive to assist. Walker no longer was carrying the backpack.

During a visual search of the rear lots to the properties, a shoe print was observed on the rear door to 1228 Pondview Av. There was no damage and it could not be determined if it was fresh. A resident inside one of the apartments did not hear the door being kicked and there were no other witnesses. [REDACTED] questioned Walker about his backpack. Walker claimed to have taken it home. Officers search the foliage covered area surrounding the two back yards. [REDACTED] first found a set of vehicle keys and then the backpack hidden underneath foliage on the north side of 1224 Pondview Ave. The keys were stolen recently during a burglary at 235 Bowmanville St. Inside the backpack was an unloaded Hi-Point Firearms .380 caliber semi-auto handgun, with the serial number filed off, and 3 - \$100 pesos from the Dominican Republic. Walker was placed under arrest for RSP and related charges and transported to the station to be interviewed by district detectives and follow up. Walker is a very good suspect to several other burglaries. Other subjects were identified, FI'd and released.

Due to his continuing efforts and aggressive patrol tactics in an attempt to stop further break-ins in this area, I am requesting a Departmental Commendation for [REDACTED] for his actions in this incident and the assistance he has given the investigative unit.

Respectfully submitted,





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Augustus A. Hall, *Chief of Police*

August 4, 2010

*Catherine J. Hakim
341 Elmwood Street
Cuyahoga Falls, OH 44221-1027*

Dear Ms. Hakim:

*Thank you for your letter reference the assistance you received from [REDACTED]
[REDACTED] when he responded to your call for service on July 22, 2010.*

It is always appreciated when someone takes the time to write because an Akron Police officer made a favorable impression on them. We are proud to know that [REDACTED] was able to assist you in your time of distress.

For your information, a copy of your card will be given to [REDACTED] as well being placed in his personnel file.

Again, thank you very much for your comments.

Sincerely,

*Augustus A. Hall
Chief of Police*

AH/mel

cc: Captain Lynn Callahan

[REDACTED]





The DOVE Program
Developing Options for
Violent Emergencies

Domestic Violence
Nurse Examiner

Sexual Assault
Nurse Examiner

Suspect Evidence
Collection Program

Professional
Education Program

St. Thomas Hospital
444 North Main St.
P.O. Box 2090
Akron, OH 44309-2090

Phone (330) 379-9743
Fax (330) 379-5795

www.summahealth.org

May 29, 2009

Major Gus Hall
Akron Police Department, Patrol Operations
217 South High St.
Akron, OH 44308

Major Hall:

Although the circumstances are unfortunate that have motivated me to write this letter, it seems an appropriate time to acknowledge the consistent high level of professionalism that patrol officers in District 2 exhibit when working with victims of domestic and sexual violence.

On May 28, 2009, one of my staff nurses became a victim of domestic violence. She happens to live in District 2 and called 911 as her husband was physically assaulting her. When I spoke to her after the assault, she praised the situation management and calm control of the officers who responded: Dean Sanzone, JT Rowan, and [REDACTED]

We have seen this firsthand, on a regular basis over a number of years, as these officers routinely respond to our unit to work with victims. Now that "one of our own" has been personally affected by violence, our professional respect has quickly evolved into a deep personal gratitude that these officers are on the streets responding to victims of violence.

I hope you will convey to Chief Gilbride the high esteem we have for these officers. The DOVE Program considers them to be valuable members of our interdisciplinary team.

Respectfully,

A handwritten signature in cursive script that reads "Valorie Prulhiere".

Valorie Prulhiere BSN, RN, SANE-A
Coordinator of Victim Services



AKRON POLICE DEPARTMENT

This Citation is awarded to



in recognition of

You actions on Sunday March 22, 2009 where you were instrumental in the apprehension of David Kirkbride, who was fleeing a Cuyahoga Falls Police unit, was another example of the quality of work done by the Akron Police Department while assisting other law enforcement agencies. You are to be commended for you dedication and professionalism

Capt J. D. [Signature]
Shift / Unit Commander

30 March 2009
Date

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
March 26, 2009

To: Chief Gilbride, Major Hall, Captain Callahan, Lt. Christman
From: Sergeant D. J. Caprez #832
Ref: Excellent police work by Officers W. Meier #1009 and [REDACTED]

Sirs,

On Sunday, March 22, 2009, at approximately 11:45 hrs., Cuyahoga Falls Police (Car #19) had a pursuit which began on State Route 8 southbound north of the Howe Rd. exit. CFPD Officer Rick Garinger had attempted to stop a maroon Lincoln Mark LT pickup bearing Ohio registration EMR2321 for speed. The driver, David J. Kirkbride W/M/23, immediately fled, making a reckless exit from SR 8 southbound at Howe Rd. from the high speed lane. Kirkbride continued his reckless driving as the pursuit went into Akron.

Officers lost sight of Kirkbride's vehicle in the area of N. Main St. and Olive St. A short while later, Car #4, Officer Bill Meier, who sat on westbound I-76 east of Grant St., spotted the Lincoln pickup coming westbound on I-76 out of the central interchange. Officer Meier picked up the pursuit and Car #3, [REDACTED] joined him as the suspect vehicle was exiting at East Ave. The two officers pursued Kirkbride's vehicle through a number of streets in Kenmore. They lost sight of the maroon Lincoln for a very short time. However [REDACTED] observed Kirkbride abandoning the vehicle at the Chester Ave. footbridge. Kirkbride was apprehended after a brief foot chase in the backyard of 1096 Silvercrest Ave.

These two officers should be commended for their determination in apprehending this subject and doing it in a highly competent and safe manner. Their diligence and efforts resulted in the apprehension of a suspect who has shown that he has no regard for life, property or lawful authority. These officers' actions are another example of the quality of work done by members of the Akron Police Department while assisting other law enforcement agencies.

Respectfully submitted,

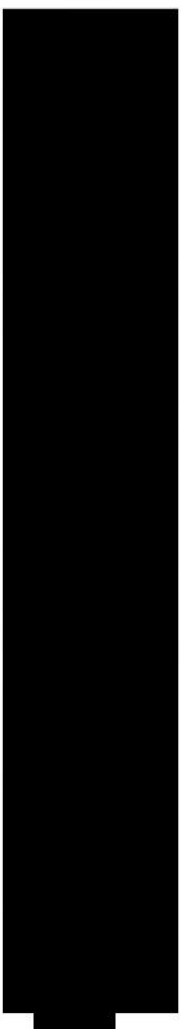
Sgt. Daniel J. Caprez #832
Sgt. Daniel J. Caprez #832

Lt. Christman
3-28-09

Russ Long Award

2008 Nominee

This Certificate is awarded to:



in recognition of your nomination for the 2008 Russ Long Officer of the Year Award. Dedication, an excellent work ethic, physical fitness and integrity are the characteristics that your supervisors observe from you on a daily basis and led to you being recommended for this prestigious award. Thank you for your continued commitment to the Akron Police Department.

A handwritten signature in cursive script, reading "Michael T. Matuszko".

Chief of Police

August 2008

Russ Long Family Tr

Akron Police Department

Harold K. Stubbs Justice Center
217 South High Street • Suite 402
Akron, OH 44308-1682



August 13, 2008

TRUSTEE BOARD

Mr. Bud Darrah - President
Mr. Keith Thornton - 1st Vice President
Mr. Frank LaRose - 2nd Vice President
Mr. Charles Brown - Secretary
Mrs. Willa Keith - Treasurer

GOLF COMMITTEE

Mr. Drew Alexander
Mr. Charles Brown
Mr. Paul Calvaruso
Mr. Bud Darrah
Mr. Rick Dobbins
Mr. Larry Givens
Mr. Frank LaRose
Mrs. Darletta Rubin
Mr. Kevin Sanislo
Mr. Keith Thornton
Mrs. Willa Keith

[REDACTED]

Congratulations on your recent nomination for the Russ Long Officer Of The Year Award. The Russ Long Award is a prestigious one, certain criteria have been established that the committee considers in deciding who actually receives the award. Those criteria include, but are not limited to the following:

- Enthusiasm towards the job of being a police officer
- Integrity
- Physical Fitness
- Sound Character
- A willingness to help others
- Courage.

Though you did not advance to the final five, your dedication and hard work has not gone unnoticed. A copy of your nomination will be forward to the Chief of Police to be submitted into your personnel file.

Once again, Congratulations and may you have a prosperous career with the Akron Police Department.

Respectfully,
The Russ Long Awards Committee.

APD Personnel

[Reset] [Search]

Enter search criteria then press enter or click [Search] to begin searching.

Search By ID - Or - By Badge#

- Or -

Search by Full or Partial Name

Status

ACTIVE
CIVILIAN
CIVILIAN RESERVE
DECEASED

Rank

ACCOUNT CLERK I
ACCOUNT CLERK II
ACCOUNT CLERK III
ACCOUNTS ANALYST III

Division

CHIEF'S OFFICE
INVESTIGATIVE
SAFETY COMMUNICATIONS
SERVICES

Assignment

11AM-9PM
5PM-3AM
7AM-5PM
ADMINISTRATION

Specialized Unit

Bus Driver
CISD
CIT
Honor Guard

To select multiple items from the list boxes above hold down the [Ctrl] key while clicking on an item with the left mouse button.
To deselect an item in a list box hold down the [Ctrl] key while clicking a selected item with the left mouse button.

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

8/5/2008

TO: Captain Callahan

FROM: Sgt. DM Gorrington

RE: 2008 Russ Long Award nominee

Sir,

I would like to nominate [REDACTED] for consideration for this year's Russ Long Award. [REDACTED] performs his duties at a high level on a daily basis. He is very active in his routine patrols and is efficiently tenacious in his investigations. He is one of the younger members of this senior day shift, but still shows the enthusiasm of a new patrolman in his performance. During a recent counseling, [REDACTED] emphasized his pride in being an Akron Police Officer and sincerely understands the importance of the standards to uphold. [REDACTED] keeps himself both mentally and physically fit for duty. He more than exemplifies the criteria for the original definition of and in the spirit of this award. Please consider [REDACTED] for this award.

Respectfully submitted,

Sgt. Daniel M Gorrington 751

 751



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Michael T. Matulavich, *Chief of Police*

August 5, 2008

*Lieutenant Rich Paolucci
Summit County Sheriff's Office
53 University Avenue
Akron, OH 44308-1679*

Dear Lieutenant Paolucci:

Thank you for your letter in which you expressed appreciation for the dedication and professionalism of [REDACTED] David Hayes and Douglas Matson. These officers had responded to and handled an accident that involved your mother-in-law on July 29, 2008.

It is always a pleasure to receive such accolades about our officers, particularly when they come from another brother in law enforcement. Thank you for taking the time to write.

For your information, a copy of your letter will be forwarded to each officer with an additional copy placed in their respective personnel files.

Again, thank you for contacting me.

Sincerely,

Michael T. Matulavich

*Michael T. Matulavich
Chief of Police*

*cc: Major Craig Gilbride
Captain Lynn Callahan
Captain Martha Sullivan
Lieutenant Roger Erwin*

Fax: (330) 375-2135 Phone: (330) 375-2244
Address all correspondence to the Chief of Police





RECEIVED
AKRON POLICE DEPT.
CHIEF'S OFFICE

2008 AUG -4 PM 1: 58

Sheriff Drew Alexander

County of Summit • State of Ohio

Chief Matulavich,

July 30, 2008

On July 29, 2008, my mother-in-law (Alma DePaul) was involved in a minor traffic accident on Brittain Road for which she was at fault. [REDACTED] Hayes (878) and a 3rd unidentified officer responded and handled the situation. My mother-in-law has been dealing with depression and I believe is in the initial stages of dementia. I am sorry to say that due to her mental state, she was not the most compliant individual. These officers recognized this and after contacting my brother-in-law (Dan DePaul), subsequently gave her a ride to Dan's house in Cuyahoga Falls. According to Dan, these officers were nothing but professional and feels they went above and beyond their duties to make sure my mother-in-law was cared for.

I'm sure it would have been very easy for these officers to allow this incident to escalate due to her mental state and non-compliance, but their professionalism didn't allow that.

As you know, in today's society law enforcement officers are often quickly judged, criticized and unappreciated for the wonderful jobs we do. These officers went above and beyond their duties and it was recognized. I would like to express my appreciation to [REDACTED] Hayes and the third officer and feel they should be recognized and commended for their dedication and professionalism. Its officers like these that make me proud to wear the badge.

Sincerely,

Lt. Rich Paolucci
Summit County Sheriff's Office

Administration / Operations • 53 University Avenue • Akron, Ohio 44308-1679
Phone 330-643-2181 • Fax 330-434-2701
Summit County Jail • 205 East Crosier Street • Akron, Ohio 44311-2351
Phone 330-643-2171 • Fax 330-253-4138



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Michael T. Matulavich, *Chief of Police*

March 12, 2008

*Mrs. Diane Ford
17573 Fairlawn Dr.
Chagrin Falls, OH 44023*

Dear Mrs. Ford:

Thank you for your letter in which you compliment [REDACTED] Officer Chris Davis, Detective Anna Romito and Detective Larry Rhodaback for the service they provided following a burglary of your son's vacant property on March 6, 2008.

It is always appreciated when someone takes the time to write concerning our officers in the performance of their duties. We are proud to know that their efforts and professionalism made such a favorable impression.

For your information, each officer will be given a copy of your letter with an additional copy placed in their respective personnel file.

Again, thank you for contacting me.

Sincerely,

Michael T. Matulavich

*Michael T. Matulavich
Chief of Police*

*cc: Major Craig Gilbride
Captain Beth Daugherty*

Fax: (330) 375-2135 Phone: (330) 375-2244
Address all correspondence to the Chief of Police



March 10, 2008

Dear Chief of Police:

We were notified by a neighbor on Thursday, March 6th that my son's vacant property on Schiller in Akron had broken windows and it looked as if someone had broken in. Upon arriving at the house, not only had it been broken into but the person was sleeping in one of the bedrooms. We called 911 and within minutes [REDACTED] and Officer Davis arrived. Unfortunately, the man ran out the side door before the officers could catch him.

I want to compliment both officers on their professionalism. They did an awesome job from their quickness to arrive, to trying to locate the suspect after fleeing. Both spent time taking a detailed report and calmly talked to me as I was very upset. They called in Detective Romito to take blood samples. She also was very nice and helpful. I received a follow up call yesterday from Detective Rhodaback. He shared with me the procedure if we choose to press charges if the suspect was found. He was informative and understanding. The call was appreciated.

Again, my thanks go out to [REDACTED] and Davis for doing such a great job. Their efforts to protect and help keep Akron safe are very much appreciated. You should be proud to have such outstanding officers representing the Akron Police Department.

Sincerely,



Diane Ford



SHERRI BEVAN WALSH

Prosecuting Attorney

County of Summit

September 8, 2006

MARY ANN KOVACH

Chief Counsel, Criminal Division

CRIMINAL DIVISION

53 University Avenue, 7th Floor
Akron, OH 44308-1680
(330) 643-2788
(330) 643-8277 Fax

Chief Michael Matulavich
Akron Police Department
217 S. High St.
Akron, OH 44308

JOHN F. MANLEY

Chief Counsel, Civil Division

**RE: STATE OF OHIO VS. TEANNIA CODAY/DAVID HATCHER
CASE NO. 06-03-1200A,B**

CIVIL DIVISION

53 University Avenue, 6th Floor
Akron, OH 44308-1680
(330) 643-2800
(330) 643-2137 Fax

Dear Chief Matulavich:

VICTIM SERVICES DIVISION

(330) 643-2800
(330) 643-2137 Fax

Just a note to let you know what a fine investigation your department performed regarding the above-captioned case. Due to your staff's detailed investigation, Teannia Coday pled guilty to Involuntary Manslaughter, three counts of Felonious Assault, seven counts of Endangering Children and Permitting Child Abuse. She faces eighty-eight years in the Ohio State Penitentiary. As for her co-defendant, David Hatcher, he pled guilty to Involuntary Manslaughter, Felonious Assault, and Endangering Children. He faces twenty-three years in the Ohio State Penitentiary.

**CHILD SUPPORT
ENFORCEMENT AGENCY**

175 South Main Street
P.O. Box 80598
Akron, OH 44308-0598
(330) 643-2765
(330) 643-2745 Fax

I would certainly like to compliment all of your department, especially Detective Crystal Bowen-Carter, Sgt. Brian Harding, Sgt. Ken Butler, Detective Rex Lott, Lt. Gerald Kelly, [REDACTED], Officer Gary Garrett, Detective Anna Romito, Officer Jeff Shields, Officer Robert Swain, Sgt. Michael Cianciola, Detective William Suggett, Detective Dion Seminatore, Detective Detective Donald Frost, Detective Candace Grubb, Sgt. Tim Givens, and Officer Edward Stewart. These law enforcement officers took part in aggressive police work and were relentless in investigating these crimes and pursuing the arrest of these defendants. I'd especially like to recognize Detective Carter, who put in endless hours of interviews and paperwork. She had the absolute will and good common sense to see this case to victory.

JUVENILE DIVISION

650 Dan Street
Akron, OH 44310-3989
(330) 643-2943
(330) 379-3647 Fax

TAX DIVISION

Suite 118
220 South Balch Street
Akron, OH 44302-1606
(330) 643-2618
(330) 643-8540 Fax

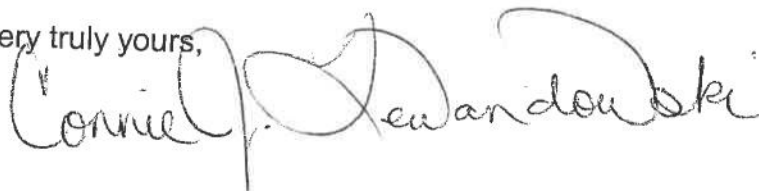
This case was purely circumstantial, and as a result, law enforcement worked even harder to make certain justice would be pursued for this tiny baby who was beaten, strangled and starved. Your officers should

Chief Michael Matulavich
September 8, 2006
Page 2

be commended for their due diligence and their commitment and dedication to crimes against children.

Thanking you, Chief Matulavich, for providing the City of Akron such able police officers. I was certainly happy to encounter such hardworking, disciplined law enforcement personnel.

Very truly yours,

A handwritten signature in cursive script that reads "Connie J. Lewandowski". The signature is written in dark ink and is positioned above the typed name.

CONNIE J. LEWANDOWSKI
Assistant Prosecuting Attorney

/dmg

cc: Major Michael Madden, Captain Elizabeth Daugherty, Detective Crystal Bowen-Carter, Sgt. Brian Harding, Sgt. Ken Butler, Detective Rex Lott, Lt. Gerald Kelly, [REDACTED] Officer Gary Garrett, Detective Anna Romito, Officer Jeff Shields, Officer Robert Swain, Sgt. Michael Cianiola, Detective William Suggett, Detective Dion Seminatore, Detective Donald Frost, Detective Candace Grubb, Sgt. Tim Givens, and Officer Edward Stewart.

AKRON POLICE DEPARTMENT

This Citation is awarded to


in recognition of

On May 20, 2006, while working Car # 26, you quickly responded to the area of S. Portage Path and Hollinger looking for robbery suspects from Cuyahoga Falls that fled on foot after a car chase. While searching the back yards you found the weapon used in the robbery in a yard just east of 123 Hollinger, as well as help apprehend one of the suspects.

Your quick response and actions made the difference in the arrest of Ryan McQuirter and Delano Harrison for Robbery, CCW and Willful Flee. Thank you for getting this violent offender off the streets of Akron. These actions bring credit upon yourself and are keeping with the highest traditions of the Akron Police Department.

Capt. J. J. G. Collier
Shift / Unit Commander

Date May 30 2006



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Michael T. Matulavich, *Chief of Police*

December 1, 2005

Mr. Tom Weber
431 E. Glenwood Ave.
Akron, OH 44310

Dear Mr. Weber:

Thank you for your letter in which you commend [REDACTED] for his fine work and diligence following up a break-in of your garage. For your information, it was Officer Terry Rowan that came out after your second call.

It is always appreciated when someone takes the time to write concerning our officers in the performance of their duties. We are proud to know that they made such a favorable impression.

I will be forwarding a copy of your letter to both officers with copies being placed in their respective personnel files.

If you would like further information about the status of your burglary, please contact Sergeant Thomas Brown of the Property Unit during normal business hours at (330) 375-2464.

Again, thank you for contacting me regarding this matter.

Sincerely,

Michael T. Matulavich
Chief of Police

cc: Major Craig Gilbride
Captain Lynn Callahan

Fax: (330) 375-2135 Phone: (330) 375-2451
Address all correspondence to the Chief of Police



AKRON POLICE DEPARTMENT

This Citation is awarded to



in recognition of

On December 10, 2009 you responded to a burglary in progress at 235 N. Martha Ave. Your knowledge of the district and the suspects in that area led to you anticipating their escape route. Based on this knowledge and coordination with other officers led to the arrest of two suspects. These two are suspected of being involved in a larger "ring" of thieves and could be responsible for numerous other crimes. Job well done.

Capt. J. J. [Signature]

Shift / Unit Commander

Dec 23 2009

Date



| EMPLOYEE NAME [REDACTED] | | DIVISION Police Uniformed | | CLASS TITLE Police Officer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----------------------------------------------------|------------------|--------|-------|---------------|-------------|--|--|---------------|--|--|--------|--------|---------|---------|--------|--------|-------|--------|--------|---------|--|--|--|--|--|--|--|--|--|---------|--|--|--|--|--|--|--|--|--|--|--|
| EVALUATION FROM 10/01/09 TO 03/31/10 | | MERIT INCREASE DATE 12/26/1998 | | RETURN ORIGINAL TO PERSONNEL DEPARTMENT BY 04/30/10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| EVALUATOR 1 [REDACTED] | | TYPE OF EVALUATION | | EVALUATOR 2 [REDACTED] | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | <table border="1"> <thead> <tr> <th>STD</th> <th colspan="4">EMPLOY PROBATION</th> <th colspan="3">SEASON TEMP</th> <th colspan="2">PRGM TRANSFER</th> </tr> <tr> <th></th> <th>45 DAY</th> <th>90 DAY</th> <th>180 DAY</th> <th>270 DAY</th> <th>45 DAY</th> <th>90 DAY</th> <th>FINAL</th> <th>45 DAY</th> <th>90 DAY</th> </tr> </thead> <tbody> <tr> <td>INTERIM</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>6-MONTH</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table> | | STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PRGM TRANSFER | | | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY | INTERIM | | | | | | | | | | 6-MONTH | | | | | | | | | | | |
| STD | EMPLOY PROBATION | | | | SEASON TEMP | | | PRGM TRANSFER | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 45 DAY | 90 DAY | 180 DAY | 270 DAY | 45 DAY | 90 DAY | FINAL | 45 DAY | 90 DAY | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| INTERIM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6-MONTH | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

PLEASE USE #2 PENCIL

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| ITEMS NO: 1 2 3 4 5 6 7 8 9 10 11 12 | | FACTORS YR: 1 2 3 4 5 6 7 8 9 | |
| 1. MARK PERFORMANCE, IN ITEMS WHICH ARE JOB-RELATED, WITH: <input type="checkbox"/> = STRONG <input checked="" type="checkbox"/> = STANDARD <input type="checkbox"/> = WEAK | | 2. LINE OUT ITEMS WHICH ARE NOT JOB-RELATED | |
| <input checked="" type="checkbox"/> ACCURACY <input checked="" type="checkbox"/> THOROUGHNESS <input checked="" type="checkbox"/> NEATNESS OF WORK PRODUCT | | <input checked="" type="checkbox"/> JUDGEMENT <input checked="" type="checkbox"/> WRITTEN EXPRESSION <input checked="" type="checkbox"/> ORAL EXPRESSION | |
| <input checked="" type="checkbox"/> AMOUNT OF WORK ACCOMPLISHED <input checked="" type="checkbox"/> COMPLETION OF WORK ON SCHEDULE | | 3. EVALUATE PERFORMANCE BY BLACKENING IN BOX WITH A #2 PENCIL. DO NOT ERASE. IF A CORRECTION IS NECESSARY OBTAIN A NEW FORM FROM THE PERSONNEL DEPARTMENT. | |
| <input checked="" type="checkbox"/> ADHERENCE TO WORKING HOURS <input checked="" type="checkbox"/> DEPENDABILITY AS REFLECTED BY FREQUENCY OF ABSENCE | | <input checked="" type="checkbox"/> AVAILABILITY AS REFLECTED BY AMOUNT OF TIME ABSENT | |
| <input checked="" type="checkbox"/> DILIGENCE, EFFORT <input checked="" type="checkbox"/> COMPLIANCE WITH INSTRUCTIONS OR OBJECTIVES <input checked="" type="checkbox"/> OBSERVANCE OF WORK RULES, SAFETY | | <input checked="" type="checkbox"/> INITIATIVE <input checked="" type="checkbox"/> CARE OF EQUIPMENT, MATERIAL <input checked="" type="checkbox"/> ORGANIZATION OF WORK | |
| <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH SUPERVISION <input checked="" type="checkbox"/> CONDUCT & COOPERATION WITH CO-WORKERS | | <input checked="" type="checkbox"/> CONDUCT WITH PUBLIC <input checked="" type="checkbox"/> PERSONAL APPEARANCE & CARE | |
| <input type="checkbox"/> PLANNING, ORGANIZING, ASSIGNING <input type="checkbox"/> TRAINING & INSTRUCTING <input type="checkbox"/> DISCIPLINARY CONTROL | | <input type="checkbox"/> EVALUATING PERFORMANCE <input type="checkbox"/> FAIRNESS, IMPARTIALITY, LEADERSHIP | |
| | | 4. COMMENT HERE ABOUT STRENGTHS OR ITEMS WHICH NEED IMPROVEMENT. ITEMS WHICH ARE JOB-RELATED TO THIS EMPLOYEE BUT ARE NOT LISTED ON THE FORM MAY BE ENTERED HERE. EVALUATIONS OF 60, 70, OR 95 MUST BE SUBSTANTIATED IN WRITING. INITIAL OR SIGN YOUR COMMENTS. | |

the [REDACTED] continues to excel as one of the most active and involved officers on the [REDACTED]. He is extremely diligent in his patrols and response to crimes in progress. He received a commendation for tracking down and arresting 2 juveniles who had just committed a house burglary. During the period, responded to similar incidents on 10/10, 10/26, 11/12, 11/15, 11/29, 1/4, 1/12 and 2/8/10 resulting in arrests of 16 different juveniles linked to district ring of youth offenders. His response, investigations, follow-up and documentation has lead to recovery of property and development of information for burglary detectives. Officer often assists in other districts and raises the level of other officers' performance by his presence. The Nov. 12th incident was a stop for daytime curfew, the 4 juveniles put together at that time, were later identified as burglary suspects in a yet reported break in. On 1/28/10 Officer participated in Read to Lead at Barber CLC. Officer was counselled twice this period (12/15 and 3/23) for sick time use. Four separate call offs this last 6 months.

5. SIGNATURE OF EVALUATOR
 THIS REPORT IS BASED ON MY OBSERVATION AND/OR KNOWLEDGE. IT REPRESENTS MY BEST JUDGEMENT OF THE EMPLOYEE'S PERFORMANCE.
 EVALUATOR 1 SIGNATURE [REDACTED] EMPLOYEE ID # 751 DATE 4/30/10
 EVALUATOR 2 SIGNATURE [REDACTED] EMPLOYEE ID # [REDACTED] DATE 4-27-10

6. REVIEWER: I APPROVE THIS REPORT IN TERMS OF PROCEDURE, CONTENT AND EQUITABILITY:

TO BE USED ONLY UPON SUCCESSFUL COMPLETION OF PROBATION PERIOD:
 THIS IS TO CERTIFY THAT THIS EMPLOYEE SHOULD ACHIEVE PERMANENT STATUS ON
☐ ORIGINAL APPOINTMENT ☐ PROMOTION

SIGNATURE OF REVIEWER [REDACTED] EMPLOYEE ID # [REDACTED] DATE [REDACTED]

SIGNATURE OF DEPARTMENT [REDACTED] DATE [REDACTED]

7. REPORT DISCUSSION
 REPORT DISCUSSED WITH EMPLOYEE BY: [REDACTED] 751 5/19/10
 SIGNATURE [REDACTED]
 AND DATE [REDACTED]

TO THE EMPLOYEE: YOUR SIGNATURE SHOWS THAT YOU HAVE RECEIVED A COPY OF THE REPORT AND THAT THE EVALUATION WAS DISCUSSED WITH YOU; IT DOES NOT MEAN YOU AGREE.

RECEIVED
AKRON POLICE DEPT.
CHIEF'S OFFICE

2005 DEC -1 PM 12: 28

Tom Weber

431 E. Glenwood Ave

Akron, Oh 44310

Nov. 29, 2005

Akron Police Chief,
Akron, Ohio

Sir: Please commend [REDACTED]
[REDACTED] for his fine work
and diligence. Please read the
enclosed email I sent to a friend.
I am very interested in the follow up
of this case. Please let me know
if this is possible and what I need to
do. Thank You!

Sincerely,

Thomas Weber

Subj: **Fwd: Morning Shock**
Date: 11/29/2005 11:34:47 A.M. Eastern Standard Time
From: [Mudab](#)
To: [Mudab](#)

In a message dated 11/29/2005 11:27:19 A.M. Eastern Standard Time, Mudab writes:

Oliver, At 4:20 this morning, I opened the garage to discover a window was broken out and my Riding Mower and cart were gone. I looked around in shock but noticed nothing else was missing, so I went to coffee with the intention of calling police when I got home. At 6:00 Am, I phoned the police to report the break-in and consequent theft. It was still dark outside. [REDACTED] showed up and took the information, walked behind the garage and there was my cart.. The officer noticed the shrubs along the property line were not damaged, so we decided the mower was not pushed through the shrubs, but rather probably taken away by truck, or pushed out the driveway and down the street. The good officer left and filed a report. Then daylight broke, and I went out to clean up the broken glass when I noticed blood on some of the pieces of glass and on a ladder that had hung in front of the said window. I called the police department again to tell them of my discovery. [REDACTED] came right back out and re-investigated. We walked behind the garage where the cart had been, and he noticed tracks in the neighbors lawn. The officer surmised that the mower was lifted over the shrubs. We followed those tracks to the next street over. He asked me to go back to the garage and wait for the crime scene people to arrive as they were interested in the blood samples. He, in the mean time was going to scour the neighborhood. Soon after, when I was in the garage, another officer

Tuesday, November 29, 2005 America Online: Mudab

pulled in my drive and said "Jump in, we think we found your riding mower" With glee, I jumped in and he drove around the corner and down the street about 4 houses. There was [REDACTED] who spotted the mower behind a non licensed truck in a driveway. He asked me if that was my mower....It was. They tried to make contact with someone in the house, but to now avail. By this time there were 3 officers on the scene and 3 squad cars. They went door to door questioning neighbors and learned the suspect house was owned by a guy in a nearby town,(Cuyahoga alls where I had taught) and that the owner was letting his son live there. They are now trying to locate the dude. The crime scene people showed up, took pictures of the house, the unlicensed truck, and my mower. Then I jumped on the mower, started it up and drove it back home on the sidewalks. The crime scene people came back to my house, to take pictures of the crime scene (break-in) and took the piece of glass with the blood on it. They told me they were very happy that I called them back when I found the blood because there is a national data bank of dna samples and if this guy's blood matches up with some other criminal record he may have, it will be most helpful in the prosecution and perhaps solving other crimes. Breaking and entering is a felony. The Police did great work.

Forwarded Message:

Subj: Fwd: Morning Shock
Date: 11/29/2005 11:27:19 A.M. Eastern Standard Time
From: [Mudab](#)
To: [Mudab](#)

Matulavich, Michael

From: Fickes, Marlene
Sent: Friday, February 25, 2005 3:37 PM
To: Matulavich, Michael; Gilbride, Craig; Callahan, Lynn; Westfall, Chip; Calvaruso, Paul
Subject: JOB WELL DONE

We recieved a call today from Mrs. Clayton King. Mrs. King and her husband were involved in an accident.

She stated that [REDACTED] stayed with them throughout their ordeal and even drove them to their home in Ellet.

She stated is a wonderful person and officer. He was very fantastic to them and she wanted to make sure his supervisors knew what a good job he is doing.

I told her I would share her words of praise with his supervisors. She then said she also wanted us to know that she and her husband love the police and fire departments. She said quote "Anything for the police and fireman!" unquote.

mar

(P.S. I apologize for not getting their phone number and address.)



AKRON POLICE DEPARTMENT

This Citation is awarded to



in recognition of

On December 4, 2004, while working Car # 2, you responded and assisted Detective Vanek & Hanzel at 1679 Battery B to do follow up on the series of burglaries in the Goodyear Heights area. When the detectives called out, fellow officers Hornsby & Sanzone responded, and all of you apprehended Chris Moore, James German, Ricole Odom and Eric McTyrie.

They were four of eight juvenile suspects wanted in this crime spree and they confessed to ten burglaries. This is an outstanding example of how teamwork is to be conducted. Keep up the good work. These actions bring credit upon yourself and are keeping with the highest traditions of the Akron Police Department.

Capt. R. C. Miller
Shift / Unit Commander

Date 12-14-04

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
December 4, 2004

To: Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Job well done by Officers Hornsby, [REDACTED] and Sanzone

Sirs,

Detective Vanek contacted me recently praising the assistance he received from Officers Hornsby, [REDACTED] and Sanzone when he and Det. Hanzel went to 1679 Battery B to do follow up on the series of burglaries in the Goodyear Heights area. When the detectives called out on this house, the officers promptly responded and assisted in apprehending Chris Moore, James German, Ricole Odom and Eric McTyerie.

Detective Vanek's investigation into this juvenile burglary ring led to the arrests of the above juveniles as well as the arrests of four (4) others. Also, ten (10) burglaries were cleared by arrest.

Although Detective Vanek did the investigative work, this is another example of the excellent working relationship that officers on our shift have with detective bureau personnel. These officers should be recognized for their conduct and cooperation with coworkers.

Respectfully submitted,

Sgt. Daniel J. Caprez #832
Sgt. Daniel J. Caprez #832

*ACKNOWLEDGE - PWD FOR
COMMENDATION
[Signature]
12-4-04
1420*

AKRON POLICE DEPARTMENT

This Citation is awarded to

in recognition of

On November 30, 2004, while working Car # 2, you responded and assisted Officer Sanzone who was working Car # 2A, in conducting proactive police work in the area of Linden Ave and Riverside Drive involving the recent rash of daytime burglaries and thefts from autos. Officer Sanzone spotted two suspects Timothy Bryant and Tyler Kucker on Clifton Ave near Jackson Elementary School.

They are two of four suspects wanted in this crime spree and they confessed to seven burglaries. This is an outstanding example of how proactive directed patrol police work is to be conducted. Keep up the good work. These actions bring credit upon yourself and are keeping with the highest traditions of the Akron Police Department.

Capt. J. R. [Signature]
Shift / Unit Commander

Date 12-14-04

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
December 3, 2004

To: Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Job well done by Officers Sanzone and [REDACTED]

Var copy

Sirs,

On 11-30-04 at approximately 11:30 hrs., Officers Sanzone and [REDACTED] began checking the area of Linden Ave. and Riverside Drive for suspects involved in the recent rash of daytime burglaries and thefts from autos. The officers obtained information from Lt. Hughes and Det. L. Rhodaback on possible suspects and began checking the area.

Officer Sanzone spotted two (2) suspects on Clifton Ave. near Jackson Elementary School and alerted [REDACTED]. The suspects, Timothy Bryant and Tyler Rucker, were named as possible suspects along with two other juvenile males by a female resident of the area who gave this information to Detective Rhodaback earlier that day. Officers Sanzone and [REDACTED] transported the suspects to the detective bureau where Detective Rhodaback and Sgt. Erwin interviewed them.

One of the suspects confessed to approximately five to seven burglaries and agreed to show the detectives the houses that he had burglarized. While showing the detectives the victim's houses, Timothy Bryant pointed out a house on Linden Ave. where he had taken a "Fossil" watch that he was wearing at the time he was stopped by Officer Sanzone. According to Bryant, he had entered the house and taken the watch just prior to Officer Sanzone stopping him. The victim was not home at the time of the burglary and was not aware of the burglary when the detectives notified him.

These officers should be commended for their diligent, proactive police work. Their efforts resulted in the apprehension of two of approximately four suspects involved in numerous burglaries and thefts in the Linden Ave. and Riverside Drive area just moments after they had committed a burglary that the victim was not even aware of. These arrests will, without a doubt, yield more clearances to crimes committed in this area of North Hill and the arrests of more suspects involved in this burglary ring.

Respectfully submitted,

Sgt. Daniel J. Caprez #832

*APPROVE - PWD FOR
COMMERCIAL CONSIDERATION
12-3-04
0815*



AKRON POLICE DEPARTMENT

This Citation is awarded to

[REDACTED]

in recognition of

On November 11, 2003, while working Car # 25, you quickly responded with Sgt. Fite & Officers Ivey, Myers, Mallard, and Schismenos to 1165 Keys Place reference a Rape. The victim claims she was raped at this location and escaped. Your assistance of a forced entry at the scene lead to the apprehension of the suspect and preserved valuable forensic evidence for the case.

Your quick response and actions made the difference in the arrest of Ronald Evans, b/m/22 for Rape and Kidnapping. This suspect has a lengthy criminal arrest record with our department. Thank you for getting this violent offender off the streets of Akron. These actions bring credit upon yourself and are keeping with the highest traditions of the Akron Police Department.

Shift / Unit Commander

Det. J. J. J. J.

Date

Nov 11, 03



AKRON POLICE DEPARTMENT

This Citation is awarded to



in recognition of

On November 13, 2003, while working Car # 26, you quickly responded to a caller reporting a Burglary in progress at an unknown location. You directed Officers Meier, Sanzone and Presley to 941 Chinook Ave. Officers surrounded the house and saw the suspect inside, looking out a window. The suspect was ordered out the front door and apprehended.

Your quick response and actions made the difference in the arrest of Monico L. Norment, b/m/18 for Burglary. This suspect is a known offender with our department. Thank you for getting this violent offender off the streets of Akron. These actions bring credit upon yourself and are keeping with the highest traditions of the Akron Police Department.

Capt. J. H. Galt
Shift / Unit Commander

Nov 19 2003
Date

Russ Long Award 2003 Nominee

This Certificate is awarded to:



whose supervisors nominated you as an officer who exhibits the same qualities as Russ Long. Your positive attitude, physical fitness, respect of your peers, courage and willingness to go above and beyond the call of duty make you a definite asset to the Akron Police Department. Your hard work and dedication are an inspiration to everyone.

A handwritten signature in cursive script, reading "Michael T. Mitchell".

Chief of Police

July 2003

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division
July 22, 2003

To: Capt. L. Callahan, Lt. C. Westfall
From: Sergeant D. J. Caprez #832
Ref: Nomination for the 2003 Russ Long Award

Sirs,

The purpose of this confidential is to nominate [REDACTED] for the 2003 Russ Long Award. I sincerely believe that [REDACTED] is deserving of this award. Since he joined our shift in January, he has been nothing short of an impact player. He has shown all of the attributes that are associated with this award.

[REDACTED] displays an upbeat attitude toward police work. He is proud of his chosen profession and it is quite evident. Simply stated, [REDACTED] likes being a cop. Secondly, he is an aggressive officer. He is constantly "shaking the bushes", looking for criminal activity. Since he came aboard in January, I have a file folder filled with felony paperwork and most of these cases are on incidents that he found; not incidents he was dispatched to.

Another characteristic of this award is physical fitness. [REDACTED] fits the description. This officer keeps himself in excellent physical condition. He is in the gym on a regular basis and is perhaps one of the strongest officers on this department.

A fourth characteristic is a positive attitude toward police work. This is another fitting descriptor of this officer. As stated previously, it is quite apparent that [REDACTED] genuinely enjoys his work. He can always be counted on to back others up, volunteer for calls and pull himself off of the call he is on to take on a more serious call. He never complains about assignments or duties and for lack of better terms, loves catching "bad guys".

The fifth characteristic of the award is the respect of peers. Again, [REDACTED] fits the description. [REDACTED] not only has the respect of his fellow officers; he is also respected by other individuals he works with. At a recent prosecutor's meeting, Assistant Summit County Prosecutor Kathryn Makra commented on [REDACTED] excellent paperwork on the case. Another example can be found in a letter that retired Detective (and Direct Indictment officer) Ron Perella sent on March 6, 2003. Perella wrote, "[REDACTED] has made numerous felony arrests and his are always examples of very thorough police work and extremely well written neat reports. I know of no way to recognize [REDACTED] thoroughness and

CITY OF AKRON, OHIO

DEPARTMENT
Uniform Sub-Division

dedication other than to make his superiors aware of it. [REDACTED] clearly is an asset to his shift and this department. It is unfortunate that we have no way to reward [REDACTED] and the other officers that routinely set the example of the type of police officer that makes this department one of the finest in the country." I, like retired Detective Ron Perella, believe that [REDACTED] is an asset to the shift and the department. But unlike Detective Perella, I believe we do have a way to reward [REDACTED] by awarding him the 2003 Russ Long Officer of the Year Award.

Respectfully submitted,

Sgt. Daniel J. Caprez #832

To Capt. L. Callahan, Lt. C. Westfall
Sgt. D. Caprez #832

March 6, 2003

From: R. A. Perella Direct Indictment Unit

Ref: [REDACTED] arrest of Dontae Brooks

Sirs,

As you are aware the paperwork generated by every felony arrest made by the Akron Police, Bath Police, Fairlawn Police, Lakemore Police, Mogadore Police, Richfield Village Police, Springfield Township Police Departments as well as the Ohio Highway Patrol that goes to the Akron Municipal Courts is reviewed by this unit. In the past 6-½ years I have reviewed thousands of investigations by hundreds of police officers. As you can imagine that gives me a broad spectrum from the absolute minimal, poorly investigated sloppy to the thorough well written neat..

One of our duties in reviewing the paperwork is to identify any shortcomings or further needed investigation and draw a synopsis to present to the prosecutors at our screening sessions, which brings me to the reason for this report

[REDACTED] has made numerous felony arrests and his are always examples of very thorough police work and extremely well written neat reports. I know of no way to recognize [REDACTED] thoroughness and dedication other than to make his superiors aware of it. [REDACTED] clearly is an asset to his shift and this department. It is unfortunate that we have no way to reward [REDACTED] and the other officers that routinely set the example of the type of police officer that makes this department one of the finest in the country.

Respectfully submitted,



Ronald A. Perella
Direct Indictment Liaison



AKRON POLICE DEPARTMENT

This Citation is awarded to

[REDACTED]

in recognition of

On November 27, 2002, while working district #22, you responded to a BOLO from Tallmadge Police reference Aggravated Robbery suspects fleeing their city towards Akron. You recognized the MO and broadcast a possible suspect location. You responded to the area and assisted in the apprehension of the suspect and later, his accomplice. This stop subsequently cleared the Tallmadge robbery as well two prior robberies in Akron.

Your aggressive attitude and keen recollection of prior major crime incidents led to the arrest of two violent offenders. These actions bring credit to you and the Akron Police Department.

Capt. T. Collier
Shift / Unit Commander

Date 1-17-03



SHERRI BEVAN WALSH

Prosecuting Attorney

County of Summit

January 13, 2003

MARY ANN KOVACH
Chief Counsel, Criminal Division

CRIMINAL DIVISION
53 University Avenue, 7th Floor
Akron, OH 44308-1680
(330) 643-2788
(330) 643-8277 Fax

JOHN F. MANLEY
Chief Counsel, Civil Division

CIVIL DIVISION
53 University Avenue, 6th Floor
Akron, OH 44308-1680
(330) 643-2800
(330) 643-2137 Fax

VICTIM SERVICES DIVISION
(330) 643-2800
(330) 643-2137 Fax

**CHILD SUPPORT
ENFORCEMENT AGENCY**
175 South Main Street
P.O. Box 80598
Akron, OH 44308-0598
(330) 643-2765
(330) 643-2745 Fax

JUVENILE DIVISION
650 Dan Street
Akron, OH 44310-3989
(330) 643-2943
(330) 379-3647 Fax

TAX DIVISION
906 Key Building
159 South Main Street
Akron, OH 44308-1317
(330) 643-2617
(330) 643-8540 Fax

Chief Michael Matulavich
Akron Police Department
217 S. High St.
Akron, OH 44308

RE: STATE OF OHIO VS. CEDRIC MCADORY
CASE NO. 02-06-1516

Dear Chief Matulavich:

Just a note to let you know what a fine investigation your department performed regarding the above-captioned case. Due to your staff's detailed investigation, this defendant was found guilty of three counts of Rape, one count of Kidnapping and Public Indecency with sexually violent offender specifications. He is now facing life in prison with no possibility of parole.

I would like certainly like to compliment all of your department, especially Detective Vince Benson, Detective Sherri Robinson, Officer Chris Crockett, Officer Mike Miller, Officer Mike Hamidi, Detective Mike Fox, Officer Jason McKeel, [REDACTED] and Sgt. Odell Daniels. These law enforcement officers took part in aggressive police work and were relentless in investigating this defendant. I'd also like to compliment Detective Vince Benson and Detective Sherri Robinson for their excellent testifying skills. These detectives were certainly prepared for direct and cross-examination. The jury found Detectives Benson and Robinson to be first-rate professional law enforcement officers – both were kind, sensitive and persons of detail. Many jurors complimented and commented on their evenhanded approach in investigating sensitive cases such as these.

Thanking you, Chief Matulavich, for providing the City of Akron such able police officers. I was certainly happy to encounter such hardworking, disciplined law enforcement personnel.

Very truly yours,

CONNIE J. HASLINGER-LEWANDOWSKI
Assistant Prosecuting Attorney

/dmg

cc: Det. Vince Benson, Det. Sherri Robinson, Officer Chris Crockett, Officer Mike Miller, Officer Mike Hamidi, Det. Mike Fox, Officer Jason McKeel, [REDACTED] and Sgt. Odell Daniels

OUTSTANDING EMPLOYEE RECOGNITION PROGRAM



Donald L. Plusquellic
Mayor

AKR

career with the

currently assigned to work the downtown area. He is routinely assigned to work other districts in the city when manpower needs dictate such an assignment. No matter the assignment, can be counted on to work hard and achieve results in a caring, compassionate way with a minimum amount of direct supervision required.

is a picture of fitness and follows a careful regime to maintain his fitness. While an imposing figure, does not rely on his physical abilities alone. is a very intellectual officer and uses a combination of intuition and reasoning to solve many crimes. is very articulate and is able to gain compliance in a variety of situations by his verbalization skills. is a leader on the noon shift both by the numbers of felony and misdemeanor arrests but also by example.

performance is a continual, day after day ritual. has received numerous commendations and nominated for the "Russ Long Officer of the Year" award.

embodies the professionalism and dedication of the Akron Police Department and he is a worthy candidate for Outstanding Employee of the month.





AKRON POLICE DEPARTMENT

This certificate is awarded to

[REDACTED]

in recognition of being nominated for the

"2002 RUSS LONG OFFICER OF THE YEAR"

Your hard work and dedication are an inspiration to all.

Michael T. Wentzel
Chief of Police

Date *June 13, 2002*



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Michael T. Matulavich, *Chief of Police*

June 13, 2002

TO: [REDACTED]
FROM: Lt. Charles Brown, Russ Long Committee
RE: Officer of the Year Nomination

[REDACTED]

This letter is to inform you that you were nominated by your supervisors for the "2002 RUSS LONG OFFICER OF THE YEAR AWARD". Your supervisors felt that the quality of your work, and enthusiasm toward the job, mirrors everything that the award stands for.

You were among 16 other officers to be nominated for this award. The awards committee spent hours trying to narrow down the field. The committee was finally able to select the 5 officers that "most" represents the qualities that made Russ a great Officer.

Unfortunately, you were not selected as one of the top 5 Officers for the award this year. However, you are still to be **congratulated** for your efforts and hard work.

Keep up the good work, and be safe.

Sincerely,

Russ Long Officer of the Year Committee
Lt. Charles Brown
Sgt. Michael Cianciola
Sgt. Gary Webb
Off. Ted Male
Off. Dawn Forney



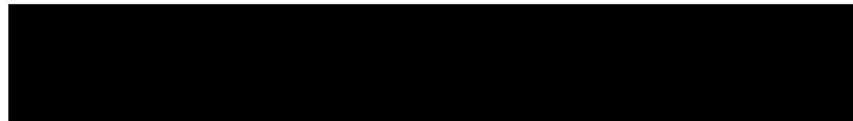
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Fidus et audax:
Faithful and bold

**PLATOON #2
OFFICER RECOGNITION PROGRAM
"COAT OF ARMS" AWARD
FOR DISTINGUISHED SERVICE TO THE AKRON
POLICE DEPARTMENT AND THE CITY OF AKRON**

PRESENTED TO:



AWARDED THIS 7TH DAY OF MAY, 2002.

Capt. T. Callahan
Capt. T. Callahan

Lt. S. Phillips
Lt. S. Phillips

OFFICER

COMMENDATION FORM

OFFICERS INVOLVED: DIVISION REPRESENTED: Officer A. Moore #1111 in car #12a & [REDACTED] in car #22. Patrol Division /Uniform Subdivision, Platoon #2 - [REDACTED] Shift.

INCIDENT: On May 2nd, 2002 at 14:05 Hours, the City of Akron Police Department received a call of a shoplifting turned into an Aggravated Robbery that went out at The Highland Square Star Market at 829 W. Market St. The suspect was detained by store employees after he was caught shoplifting merchandise from the store. The suspect then pulled out a box cutter type instrument and severely cut one of the store employees on his arm and also cut another one of the employees on his wrist and shoulder area as they were escorting him back into the store. The suspect was then able to escape from the store employees and flee the scene on foot.

Officer A. Moore #1111 in car #12a responded to the scene and put out a description and direction of travel of the suspect. [REDACTED] in car #22 responded to the call also and was checking the area for the suspect. A short time later, [REDACTED] spotted a subject that matched the description of the suspect and apprehended this subject, Anthony L. Robinson – B/M/29, in the back yards at 68 Charlotte St. This subject was positively identified as the suspect who committed the criminal acts and was arrested and charged with Aggravated Robbery and 2 counts of Felonious Assault, Case Number #: [REDACTED]

DATE/TIME: Thursday - May 2nd, 2002 at 14:05 Hours

DESCRIPTION OF COMMENDABLE ACTION: Officer A. Moore #1111 in car #12a responded to a robbery in progress call in district #9 at the Highland Square Star Market at 829 W. Market St. Officer A. Moore arrived on scene in a short period of time and briefly interviewed the victims at the scene of the incident. After putting out a description of the suspect and the direction of travel he immediately went into the surrounding area to check for the suspect. After checking the area for a short period of time and then realizing that other officers were now checking the immediate area for the suspect, Officer A. Moore then went back to the scene of the incident. When he got back to the scene, EMS was there treating one of the victims

for his injuries. Officer A. Moore then re-interviewed one of the other victims and then put out a more detailed description of the suspect.

██████████ in car #22 responded to the robbery in progress call and was checking the area for the suspect. ██████████ was proceeding E/B on Charlotte St. and he observed a subject on riding a bicycle up the driveway in between the houses at 68 Charlotte St. and matched the description of the suspect. ██████████ put the cruiser in reverse and drove up the driveway at 68 Charlotte St. in which he had last seen the subject. When he got to the back of the residence he saw that the bicycle was lying down on the ground behind the garage and that the subject was running W/B through the backyards. ██████████ pursued the subject on foot and ordered the subject, "To Stop and to walk back towards him" and the subject complied with his verbal commands. ██████████ immediately handcuffed the subject for his safety and asked the suspect, "If he had any cutting instruments on his person," and the suspect replied that he did. ██████████ then patted the suspect down for weapons and felt an object in the subject's front pocket of his jacket. ██████████ then removed this object and found it to be a orange box cutter type instrument. He then informed dispatch that he a possible suspect to the crime at 68 Charlotte St. and other back-up units responded to the scene.

Officer A. Moore then brought two of the victims/witnesses down to 68 Charlotte St. to see if they could identify this subject as the perpetrator of this criminal incident. The two witnesses positively identified this subject that ██████████ apprehended as the perpetrator that committed this criminal act. Officer A. Moore then transported the two witnesses back to the scene and got the necessary information and statements to complete the investigation on this incident. ██████████ then transported the suspect down to the station and with the assistance of Officer A. Moore and Detective M. Shaeffer they completed the investigation and paperwork on this incident. The suspect was charged with Aggravated Robbery and 2 counts of Felonious Assault – Case Number #: ██████████

RESPECTFULLY SUBMITTED

Sgt. R. Black #886
SGT. R.W. BLACK #886

OFFICER

COMMENDATION FORM

OFFICERS INVOLVED: DIVISION REPRESENTED: Car #22, [REDACTED]
[REDACTED] from Platoon #2 in the Patrol/Uniform Sub Division.

INCIDENT: A signal #6, shoplifting with the use/or threat of force, went out at the Giant Eagle at 484 E. Waterloo Rd. A brief description of the vehicle with license plate and suspects were broadcast after they fled from the scene. Both suspects were apprehended and charged in this incident by Officer Cunningham.

Suspect #1: Carman Page - W/F/40; Robbery & Willful Fleeing – [REDACTED]

Suspect #2: Melony Miller – W/F/35; Robbery & Escape – [REDACTED]

DATE/TIME: Wednesday, April 17th, 2002 at 12:55 hours.

DESCRIPTION OF COMMENDABLE ACTION: [REDACTED] upon hearing the description of the suspect vehicle with the Ohio License Plate # CRZY DAN somehow recognized that this vehicle is usually parked out in front of 46 S. Adolph St. even though the plates come back to an address of 3621 Manchester Rd. He then headed over to that area and spotted the suspect vehicle on E. Market St. at Carroll St. and made a traffic stop on the suspect vehicle. One of the suspects, Melony R. Miller – W/F/35, jumped out of the vehicle and fled on foot. [REDACTED] pursued her on foot and apprehended her after a short foot chase. The other suspect, Carman Page – W/F/40, then took off in the vehicle. [REDACTED] immediately brought the first suspect back to the cruiser and placed her in the rear of the cruiser but had no time to handcuff because of the other suspect fleeing in the vehicle. [REDACTED] then followed from a distance the other suspect that was fleeing from him. [REDACTED] did this in a safe and prudent manner in regards mainly for the safety of the first suspect who was in the rear of his cruiser. The fleeing suspect led [REDACTED] back to 46 S. Adolph St. where she pulled into the rear of the driveway and then jumped out of the vehicle and attempted to get into the residence there. [REDACTED] however, was able to apprehend her before she got the door unlocked and went into

Reviewed @ Chief's office meeting. Recommend a Captain's commendation.

the residence. During this time, the first suspect somehow squeezed through the middle of the cage in the cruiser and got out of his cruiser and [REDACTED] yelled for a guy sitting out on his porch across the street, "To Get her" and this guy, Gregory Mcilwain - W/M/38 who lives at 45 S. Adolph St. #C, went over and detained the suspect and held her until other back-up officers arrived to handcuff her. Both suspects were apprehended and all of the merchandise was recovered by the store and both suspects confessed to their criminal acts. Also, these two subjects are also suspects in another similar incident that occurred at the Acme Grocery Store on East Ave. and possible others in the area.

Just to say, this was an excellent job of police work all the way around performed by [REDACTED] First of all just being able to recognize this vehicle and to where it came back to and secondly by spotting it and then apprehending both suspects with of course the greatly appreciated assistance of Mr. Mcilwain. I also feel strongly that Mr. Mcilwain should get a letter of recognition for helping out since not many citizens would have helped out in detaining one of their neighbors in a situation like this.

RESPECTFULLY SUBMITTED

Sgt. R. Black #886.
SGT. R.W. BLACK #886

Received & acknowledged 4-20-02. I agree wholeheartedly with Sgt. Black's commendation request for [REDACTED] This type of situation handled so appropriately by [REDACTED] is SOP for him. All of his work is outstanding.

Capt. T. Callahan
Capt. T. Callahan #587

1/22/02

To: [REDACTED]

From: Deputy Chief Craig Gilbride

Re: Nomination for City of Akron's Employee of the Month (February)

[REDACTED]

I wanted to inform you that Captain Tim Callahan nominated you for this award. In his nomination, he also included a letter highlighting your performance.

We received three nominations for the award. It would have been easy to select any one of them. Unfortunately only one officer's can be chosen. Even though another officer was designated as the winner, I want you to know that your nomination is worthy of recognition. Your initiative and dedication to the job are commendable.

I have attached a copy of the letter submitted by your captain. On behalf of the organization, I want to relate to you how much your efforts are appreciated by all of us.

Keep up the good work.

Sincerely,


Deputy Chief Craig Gilbride

CITY OF AKRON, OHIO

**UNIFORM SUB-DIVISION
PLATOON #5**

JAN. 9, 2002

**TO: CHIEF M. MATULAVICH, MAJ. C. GILBRIDE,
JEFF FUSCO, DEPUTY SERVICES DIRECTOR**
FROM: CAPT. T. CALLAHAN
SUBJECT: NOMINATION FOR "EMPLOYEE OF THE MONTH"

Sirs:

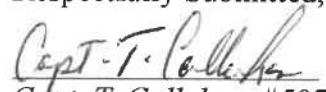
Allow me to place in nomination for Employee of the Month for February, 2002, [REDACTED] is currently assigned to work car #22 (the downtown area). He is also routinely assigned to work other districts in the city when manpower needs dictate such an assignment. Wherever he is assigned, [REDACTED] can be counted to work hard and achieve results in a caring, compassionate way, with a minimum amount of direct supervision required. Also, he knows the people and places in his assigned area that a good district officer should know.

[REDACTED] is always willing to go the "extra mile". A recent example of this occurred on Dec. 28th, 2001 when he was dispatched to investigate a burglary incident in the Akron University area. While in the process of the investigation, [REDACTED] noted some footprints in the snow that could possibly belong to the suspect. [REDACTED] followed the tracks through the snow to a house not too far from the burglary scene. The end result of [REDACTED] extra effort: apprehension of two suspects that, under most circumstances, would have gotten away. But his efforts didn't end even there. He was able to assist Crimes Against Property detectives obtaining information from the two suspects which, at last count, has cleared up over 20 burglaries in the Akron University area.

This example of "extra mile" effort is SOP for [REDACTED]. A hard worker and competent performer, he is a consistently high producer. His totals, month after month, reflect his exemplary work ethic. He maintains a very high level of professionalism, and an exceptional level of physical fitness. He has a very positive attitude, and continues to make a substantial contribution to the successful completion of the mission of Platoon #5, and the Police Division.

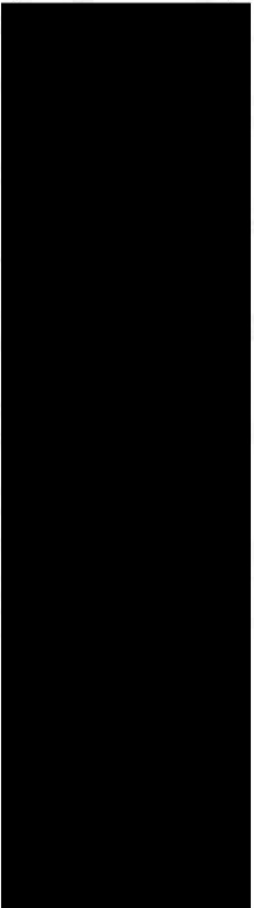
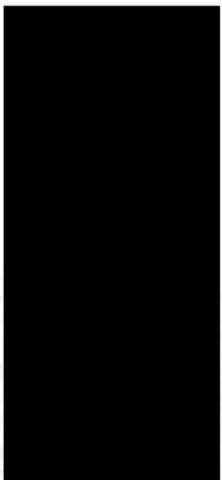
It should be stated that [REDACTED] superlative performance is by no means a recent, or short-lived, phenomenon. In early 2001, he was nominated by his previous Lieutenant for the "Russ Long Officer of the Year" award. In that nomination, Lt. Trundle mentioned constructive ideas, exceptional work which resulted in the apprehension of a rapist, his physical fitness standards, positive attitude, and team efforts. She concluded: [REDACTED] is a quality individual who is truly dedicated to his profession". I can only echo those sentiments, with this addition: [REDACTED] embodies and exemplifies the best that the Akron Police Department has to offer this community.

Respectfully Submitted,


Capt. T. Callahan #587

Russ Long Award

This Certificate is awarded to:



You have been nominated by your supervisors as an officer who displays those same characteristics shown by Russ Long, while an active member of the Akron Police Department. Those characteristics include physical fitness, aggressive and compassionate enforcement of the law, and a positive attitude each day.

Michael T. Matulavich

Michael T. Matulavich
Chief of Police

July 19, 2001
Date

To: Chief Matulavich

From: Lt. S. Trundle

Ref: Nomination of Officer

Sir,

I would like to nominate [REDACTED] for the "Russ Long Officer of the Year" award. [REDACTED] consistently exhibits the qualities that made Off. Long such a great officer and outstanding representative of the Akron Police Department. As Russ did, [REDACTED] wears the badge with respect, pride and confidence. His respect for the badge became more evident this past year. When the cruisers underwent a design change, [REDACTED] couldn't accept that the most important and recognizable symbol of law enforcement, the Badge, had been eliminated. [REDACTED] took the initiative to have a badge designed that would compliment the new design. He also researched pricing, solicited feedback, and submitted a proposal which lead to the overwhelming approval of placing the badge on the cruisers.

Wherever [REDACTED] is assigned, he can be counted on to work hard and achieve results. He is also a caring and compassionate officer. He serves on the Patrol Staffing Analysis committee and is dedicated to making a difference. He has received several commendations within the last year including that of quickly responding to a rape in progress. He obtained a description from the the victim and subsequently located and arrested the attacker. Also, an editorial appeared in the Akron Beacon Journal in November where a citizen thanked him for assisting an elderly resident in distress.

[REDACTED] also maintains outstanding physical fitness standards. He can frequently be found in the weightroom after his shift. His endurance was put to the test on 12-27-00 when subsequent to a traffic stop, a felony suspect fled on foot from 90 E. Archwood Ave. After a lengthy foot pursuit, [REDACTED] apprehended the suspect at Brown St. and Akins St.

The supervisors appreciate [REDACTED] positive attitude and willingness to help wherever he is needed. [REDACTED] is a quality individual who is truly dedicated to his profession.

Respectfully Submitted,

Lt. Sylvia Trundle

Lt. Sylvia Trundle



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Michael T. Matulavich, *Chief of Police*

July 18, 2001

Mr. Frank Combs
3092 N. Jasmine Ave.
Akron, OH 44319

Dear Mr. Combs:

Please accept my personal thanks for the assistance you gave [REDACTED]
[REDACTED] on July 5, 2001.

[REDACTED] was involved in a fight at 571 W. Market and was trying to effect an arrest. It is my understanding that you were working at the Marathon Station across the street and witnessed the resistance the suspect was giving the officer.

You then ran across the busy street and joined the fray and assisted in getting the suspect to the ground and getting him handcuffed. There is no doubt that you placed yourself in harms way and assisted the officer without being asked.

I am sure that your heroic actions quite possibly prevented the escape of the suspect and possible injury to the officer.

Again, thank you from the entire Akron Police Department.

Sincerely,

Michael T. Matulavich
Chief of Police

MTM:sm

Fax: (330) 375-2135 Phone: (330) 375-2451
Address all correspondence to the Chief of Police





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, OH 44308-1682

Edward D. Irvine, Chief of Police

February 29, 2000

Uniform Sub-Division

You are commended for your quick and efficient response to a rape in progress of a young female at 132 South Arlington Street.

Upon arriving at the scene, you found that her attacker had fled. Using the victim's description of the suspect, you immediately canvassed the area and located him a short distance away. He was apprehended without incident, positively identified by the victim and is now in jail and off the streets.

Because of your commitment to quality law enforcement, you were instrumental in effecting this arrest. Without question, this will also make a difference in improving the quality of life in our community!

Thank you for a job well done!

Edward D. Irvine

***Edward D. Irvine
Chief of Police***

EDI/bd

***Cc: Major Michael Matulavich
Lieutenant Gerald Kelley
Sergeant Leonard Mitchell***

Fax: (330) 375-2135 Phone: (330) 375-2451
Address all correspondence to the Chief of Police





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, OH 44308-1682

Edward D. Irvine, Chief of Police

February 29, 2000

**Ms. Yvonne Resch
2434 Mountain Ash Drive
Akron, OH 44312**

Dear Ms. Resch:

You are to be commended for your actions during a recent attack when your car broke down in the vicinity of 138 South Arlington Street. The "good Samaritan" who stopped to offer assistance, proved to be anything but and you found yourself in immediate danger as he tried to push his way into your vehicle.

As a woman alone at night in a car, not only were you well equipped with a cell phone, mace and a personal alarm, but you kept your presence of mind and effectively put all of these safety devices to proper use. Even though a struggle ensued, you were able to eventually ward off the attacker, give an accurate description and alert the police as to your location.

Due to your excellent handling of what might have been more tragic consequences, this violent offender was apprehended before he could escape the area, is now in jail and off the streets.

On behalf of the Akron Police Department, may I say how sorry we are that you had to experience such trauma; however, we are so grateful for your safety. You demonstrated a high degree of calmness and courage and for this, we highly commend you!

Edward D. Irvine
Edward D. Irvine
Chief of Police

EDI/bd

**Cc: Major Michael Matulavich
Lieutenant Gerald Kelley**



Fax: (330) 375-2135 Phone: (330) 375-2451
Address all correspondence to the Chief of Police





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, OH 44308-1682

Edward D. Irvine, *Chief of Police*

October 29, 1999

Uniform Sub-Division

You are commended for your actions involving the arrests of two youths involved in an Aggravated Robbery at 570 E. Waterloo Road. These suspects demanded money, a car, and struck the victim in the head with a handgun.

Working alone, you answered the call. Acting on a hunch, you came upon the two suspects on bikes, fitting the victim's description. Upon ordering the suspects to the ground, one suspect fled the scene and the other, Charles Williams, reached for his weapon.

Retreating for cover on the other side of the cruiser, you continually ordered Williams to show his hands and "prone" out. Hiding his weapon under the cruiser, he finally complied with this order.

Your actions throughout the entire scenario demonstrate your professionalism and expertise as an officer of the Akron Police Department. Indeed, you exhibited great restraint in not firing your weapon.

Even though Williams' gun resembled our service weapon, it was, in fact, a BB gun. Williams, himself, turned out to be a 13 year old juvenile.

Both Williams and his partner were apprehended a short time later, identified by the victim and charged with Aggravated Robbery.

Thank you for a job well done! Thank you, not only for the manner in which you handled this situation, but also for the outstanding work you continue to do each day in representing the Akron Police Department.

Edward D. Irvine

Edward D. Irvine
Chief of Police

EDI/bd

Cc: Major Michael Matulavich
Captain Frank Duncan
Lieutenant John Livers
Sergeant Troy Mineard

Fax: (330) 375-2135 Phone (330) 375-2451
Address all correspondence to the Chief of Police





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, OH 44308-1682

Edward D. Irvine, *Chief of Police*

January 12, 1998

*Sergeant Troy Mineard #949
Officer Dale Dorn #952
K-9 Shultz*

*Officer Adam Clark #1041
Officer Thomas Elton #1112*

You are all commended for the way in which you responded to a recent breaking and entering at Ravenna Salvage on Bank Street.

Upon entering the salvage yard and with the assistance of K-9 Shultz, you were able to prevent the escape of the suspect by detaining him within the boundaries of the yard. He was found hiding along the canal under a tree and arrested.

A criminal case history on this suspect revealed that he is a dangerous felon with a lengthy criminal history. Having served 11 years in prison, he has over 35 arrests listed with the Akron Police Department. This apprehension, no doubt, will prevent other businesses in the community from being victimized by this perpetrator.

Again, professional teamwork paid off! Thanks to each of you for a job well done!

Edward D. Irvine
Edward D. Irvine
Chief of Police

EDI/bd

cc: Major Joseph Forgach
Captain Prade
Captain Lynn Callahan
Captain Frank Duncan

Fax: (330) 375-2135 Phone (330) 375-2451
Address all correspondence to the Chief of Police





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, OH 44308-1682

Edward D. Irvine, *Chief of Police*

March 26, 1997

Sergeant Terry Hudnall
Uniform Sub-Division

Officer Troy Mineard
Officer Gary Garrett
Officer Jonathan Strainer

Officer Richard Edwards
Detective William Bosak
Detective Richard Oldaker
Officer Drew Kelly

On behalf of the entire department, I wish to commend each of you individually and all of you as a team of professionals!

Your response time, tenaciousness, courage and professionalism at the time of the robbery at the Dairy Mart on South Street resulted in the apprehension of two suspects. In fact, as many as four other robberies have also been cleared which were also committed by these two juveniles.

The citizens of our community, along with our own department, are fortunate to have outstanding officers, such as yourselves, serving our city.

Keep up the good work!

Edward D. Irvine
Edward D. Irvine
Chief of Police

EDI/bd

cc: Major Matulavich
Major Forgach
Captain Doug Prade
Lieutenant Art Greer

Fax: (330) 375-2135 Phone (330) 375-2451
Address all correspondence to the Chief of Police





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, OH 44308-1682

Edward D. Irvine, *Chief of Police*

April 1, 1997

Officer G. Garrett #1033

Officer T. Mineard #949

Officer R. Edwards #791

Officer J. J. Strainer #1093

You are commended for your efforts involving a recent robbery at the Dairy Mart on East South Street.

Your quick action and attention to duty resulted in the arrest of several subjects (including two juveniles) who admitted to nine aggravated robberies, all involving a gun or some type of injury to the victim.

By virtue of your teamwork, alertness, quick response and the professional application of the appropriate tactics and procedures, these dangerous offenders have been removed from our streets.

Thank you all for outstanding police work!

Edward D. Irvine

Edward D. Irvine
Chief of Police

EDI/bd

cc: Major Joseph Forgach
Captain Doug Prade
Lieutenant Art Greer

Fax: (330) 375-2135 Phone (330) 375-2451
Address all correspondence to the Chief of Police





AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, OH 44308-1682

Larry S. Givens, *Chief of Police*

May 16, 1995

*Sergeant Jerry Hughes
Sergeant John Livers
Officer James Widmer*

*Officer Eddie Boyd
Uniform Sub-Division*

You are commended for your actions involving an attempt suicide call on May 11, 1995.

The immediate steps taken by each of you on arrival at the scene of the incident, the All-American Bridge, without question prevented a distraught young man from ending his life by jumping from the bridge.

Your handling of the call demonstrated your ability to quickly formulate a plan of operation, work together as a team, as well as your overall professionalism.

Your efforts are greatly appreciated by the citizens of Akron and your fellow officers.

Thank you.


*Larry S. Givens
Chief of Police*

LSG/mac

*cc: Major Irvine
Captain Livers*

Fax: (216) 375-2135 Phone: (216) 375-2451
Address all correspondence to the Chief of Police



Investigation
Packet
located in
Office of
Professional
Standards
and
Accountability

NOTICE OF DISCIPLINARY ACTION – DIVISION OF POLICE & FIRE

| | |
|---------------------------------------------|-----------------------------------------|
| Employee Name: [REDACTED] | Date Prepared: 5/29/12 |
| Employee ID No.: [REDACTED] | Department/Division: Akron Police Dept. |
| Employee Job Classification: Police Officer | |

Type of Employment: ☒ Permanent ☐ Probationary ☐ Seasonal ☐ Temporary

Pursuant to Akron City Charter §72, you are hereby notified:

| | |
|------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| <input checked="" type="checkbox"/> Suspension without Pay (length of suspension 5 calendar days) | <input type="checkbox"/> Recommended Reduction in Rank |
| <input type="checkbox"/> Recommended Discharge | <input type="checkbox"/> Other (Explain) _____ |

Description of incident(s) or infraction(s) (attach additional sheets if necessary):

This discipline is based on your actions and the facts obtained in an investigation by the Office of Professional Standards and Accountability. [REDACTED] while off-duty, you were arrested for OVI and Failure to Control charges which eventually resulted in a plea and finding of guilty to Reckless Operation. It has been determined that you violated Civil Service Rule 10, Section (h) and the following Akron Police Department Rules and Regulations:

Rule 700.02 Officers of the Akron Police Division shall obey all laws of the United States and of any state or local subdivision thereof. The following will be prima facie evidence of a violation of this section: d. A conviction of any offense for which any incarceration is a possibly penalty. A violation of Section 700.02(d) is a minor offense of the second degree.

Rule 700.08 Officers shall not participate in any activity which impairs their ability to perform the duties or causes the department to be brought into disrepute. No officer shall: c. while off-duty, consume intoxicating beverages to the extent that it results in behavior which discredits them or the Police Division. A violation of Section 700.08(c) is a minor offense of the third degree.

Your actions bring disrepute to the Akron Police Department.

Based on these Rule infractions, you are hereby suspended for five (5) calendar days.

Exhibits: A

| | |
|----------------------------------|---------------|
| Signature: [REDACTED] | Date: 5/30/12 |
| Signature: [REDACTED] This Form: | Date: 5-30-12 |

| | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Union <input type="checkbox"/> Employee of Union representative present: <u>A. HANSEN #1123</u> <input type="checkbox"/> Employee bargaining unit member | <input type="checkbox"/> Employee waived right to Union representation. Employee signature: _____ |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|

| | |
|----------------------------------------------------------------------------------------------------------------------|--------------------|
| This notice was delivered: <input checked="" type="checkbox"/> In Person <input type="checkbox"/> Copy sent to Union | Date Mailed: _____ |
|----------------------------------------------------------------------------------------------------------------------|--------------------|

If this notice was received through mail, you must sign and return to your immediate supervisor upon receipt of this form.
 NOTE: Disciplinary action will be noted on your next service rating

CITY OF AKRON
CIVIL SERVICE COMMISSION
2012 MAY 30 PM 3:07

5/30/2012

[REDACTED] has been approved to serve the following days as his suspension:



| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| If Loudermill hearing held: | Date of Loudermill hearing: _____ Date employee and/or Union submitted Loudermill response: _____ <input type="checkbox"/> Response submitted verbally <input type="checkbox"/> Response submitted in writing |
| Date of Mayor's Hearing: _____ | |
| Recommendation is: <input type="checkbox"/> Sustained <input type="checkbox"/> Modified <input type="checkbox"/> Dismissed <input type="checkbox"/> Settled | |
| Decision of the Mayor: <input type="checkbox"/> Suspension without pay (length of suspension _____) <input type="checkbox"/> Reduction in Rank <input type="checkbox"/> Discharge <input type="checkbox"/> Other _____ | |
| Reason for Mayor's Decision: | |
| Signature of the Mayor | Date: |
| To become effective on the | |

Appeal Rights

All classified, non-probationary employees: A discharged, suspended or demoted permanent employee (not probationary, seasonal, or temporary employees) may appeal this action to the Akron Civil Service Commission, or if the employee is a member of a bargaining unit, through the grievance procedure in the applicable collective bargaining agreement. Such appeal must be in writing and filed within the time lines set forth in the Civil Service Rules or in the applicable collective bargaining agreement.

IN THE CITY OF AKRON, SUMMIT COUNTY, STATE OF OHIO VS. [REDACTED]

NAME [REDACTED]

STREET [REDACTED]

APR 11 2011

LIC. TYPE
☒ OPER
☐ COL
☐ PROB
☐ T.P.

Lic. Class _____ DOT # _____ ☐ Does Not Apply

TO DEFENDANT: COMPLAINT

[REDACTED]

IN THE CITY OF AKRON IN SUMMIT COUNTY
 COUNTY (NO. 77). STATE OF OHIO AND COMMITTED THE FOLLOWING OFFENSE(S)

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| SPEED: _____ MPH In _____ MPH zone _____ BLANK FEET _____ | <input type="checkbox"/> ORC <input type="checkbox"/> ORD <input type="checkbox"/> TP |
| <input type="checkbox"/> Over limits <input type="checkbox"/> Unsafe for cond. <input type="checkbox"/> ACDA | |
| <input type="checkbox"/> Radar <input type="checkbox"/> Air <input type="checkbox"/> VASCAR <input type="checkbox"/> Pace <input type="checkbox"/> Laser <input type="checkbox"/> Stationary <input type="checkbox"/> Moving | |
| <input checked="" type="checkbox"/> OVI <input type="checkbox"/> Under the influence of alcohol/drug of abuse | <input type="checkbox"/> ORC <input type="checkbox"/> ORD <input type="checkbox"/> TP |
| <input type="checkbox"/> Prohibited blood alcohol concentration _____ BAC | |
| <input type="checkbox"/> Blood <input checked="" type="checkbox"/> Breath <input type="checkbox"/> Urine <input type="checkbox"/> Refused | 73.13a |
| DRIVER LICENSE: <input type="checkbox"/> None <input type="checkbox"/> Revoked <input type="checkbox"/> Suspended | <input type="checkbox"/> ORC <input type="checkbox"/> ORD <input type="checkbox"/> TP |
| <input type="checkbox"/> Not on person Expired: <input type="checkbox"/> 6 mos. Or less <input type="checkbox"/> Over 6 mos. | |
| Suspension Type _____ | |
| SAFETY BELT - failure to wear | <input type="checkbox"/> ORC <input type="checkbox"/> ORD <input type="checkbox"/> TP |
| <input type="checkbox"/> Driver <input type="checkbox"/> Passenger <input type="checkbox"/> Child Restraint | |
| <input type="checkbox"/> ACD (Assured Cleared Distance) | 73.13a |
| <input checked="" type="checkbox"/> FTC (Failure To Control) | <input type="checkbox"/> ORC <input type="checkbox"/> ORD <input type="checkbox"/> TP |
| OTHER OFFENSE _____ | <input type="checkbox"/> ORC <input type="checkbox"/> ORD <input type="checkbox"/> TP |
| <input type="checkbox"/> DRIVER LICENSE HELD <input type="checkbox"/> VEHICLE SEIZED ARREST CODE _____ | |
| PAVEMENT: <input type="checkbox"/> Dry <input type="checkbox"/> Wet <input type="checkbox"/> Snow <input type="checkbox"/> Ice, # of lanes _____ Const. Zone _____ | |
| VISIBILITY: <input type="checkbox"/> Clear <input type="checkbox"/> Cloudy <input type="checkbox"/> Dusk <input type="checkbox"/> Night | |
| WEATHER: <input type="checkbox"/> Rain <input type="checkbox"/> Snow <input type="checkbox"/> Fog <input type="checkbox"/> No Adverse | |
| TRAFFIC: <input type="checkbox"/> Heavy <input type="checkbox"/> Moderate <input type="checkbox"/> Light <input type="checkbox"/> None | |
| AREA: <input type="checkbox"/> Business <input type="checkbox"/> Rural <input type="checkbox"/> Residential <input type="checkbox"/> Industry <input type="checkbox"/> School | |
| CRASHES: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Almost Caused <input type="checkbox"/> Injury <input type="checkbox"/> Fatal | |
| Crash Record Number _____ | |
| REMARKS _____ | |
| ACCOMPANYING CRIMINAL CHARGE <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No TOTAL # OFFENSES _____ | |

TO DEFENDANT: SUMMONS

YOU ARE SUMMONED AND ORDERED TO APPEAR AT
 THE AKRON MUNICIPAL COURT
 217 S. HIGH ST., AKRON, OH 44308
 ROOM 806

IF YOU FAIL TO APPEAR AS DIRECTED BELOW, YOU MAY BE ARRESTED, OR LICENSE FORFEITED

| COURT DATE | TIME |
|------------|------|
| 12/29/11 | 9 AM |
| | PM |

☒ COURTROOM APPEARANCE REQUIRED OR ELIGIBLE TO PAY WAIVER BEFORE _____

THIS SUMMONS PERSONALLY SERVED ON THE DEFENDANT ON _____

THE ISSUING CHARGING LAW ENFORCEMENT OFFICER STATES UNDER THE PENALTIES OF PERJURY AND FALSIFICATION THAT HE/SHE HAS READ THE ABOVE COMPLAINT AND THAT IT IS TRUE

X _____ 974/1323

ISSUING/CHARGING LAW ENFORCEMENT OFFICER/D NUMBER _____

ATTACHED:
☐ O.P. LIC.
☐ AUTO CLUB

COURT RECORD

LEFT INDEX (IF APP)

FILED BY AKRON PD

MUNICIPAL COURT OF AKRON, SUMMIT COUNTY OHIO
JOURNAL ENTRY

STATE OF OHIO / CITY OF AKRON

VS.

THE DEFENDANT HAVING BEEN INFORMED OF HIS / HER RIGHTS PURSUANT TO TRAFFIC RULE (8) C
ENTERS A PLEA OF: NOT GUILTY () GUILTY (X) JUDGE: [Signature] DATE: 12/28/12THE DEFENDANT HAVING BEEN INFORMED OF HIS / HER RIGHTS PURSUANT TO TRAFFIC RULE (8) D
ENTERS A PLEA OF: NO CONTEST (X) GUILTY ()
DEFENDANT IS FOUND: NOT GUILTY () GUILTY (X) JUDGE: [Signature] DATE: 1/31/12AFTER A TRIAL TO THIS COURT () TO A JURY () THE DEFENDANT IS FOUND:
NOT GUILTY () GUILTY () JUDGE: _____ DATE: _____

THIS CASE WAS DISPOSED OF BY: PLEA () JURY TRIAL () BENCH TRIAL () OTHER () DATE _____

ORDERED: PSI () SUMMARY PSI () JUDGE: _____ DATE: _____ ASSIGNED TO: _____

THIS IS BAC / DUI CONVICTION # _____ WITHIN 6 YEARS:

FRA SHOWN

Y ☒ N ☐

THIS IS DUS CONVICTION # _____ WITHIN 5 YEARS:

CT#1 FINE \$ 375 COSTS (YES)(NO), SUSPENDED-FOUND INDIGENT (); BE IMPRISONED
IN THE SMF () COJ () FOR 30 DAYS, SUSPEND \$
AND 57 DAYS ON CONDITION DEFT. OAL FOR 1 YEAR(S),
3 day DIPSUSPEND LICENSE TO OPERATE MOTOR VEHICLE 180 DAYS 12/25/12CREDIT _____ DAYS SERVED, JUDGE [Signature] DATE 1/31/12CT#2 FINE \$ _____ COSTS (YES)(NO), SUSPENDED-FOUND INDIGENT (); BE IMPRISONED
IN THE SMF () COJ () FOR _____ DAYS, SUSPEND \$
AND _____ DAYS ON CONDITION DEFT. OAL FOR _____ YEAR(S),
MT + Damages

SUSPEND LICENSE TO OPERATE MOTOR VEHICLE _____ DAYS

CREDIT _____ DAYS SERVED, JUDGE [Signature] DATE 1/31/12CT#3 FINE \$ _____ COSTS (YES)(NO), SUSPENDED-FOUND INDIGENT (); BE IMPRISONED
IN THE SMF () COJ () FOR _____ DAYS, SUSPEND \$
AND _____ DAYS ON CONDITION DEFT. OAL FOR _____ YEAR(S),

CREDIT _____ DAYS SERVED, JUDGE _____ DATE _____

SUBSEQUENT COURT ORDERS:

3/27/12 Balance of License Suspensions Terminated
[Signature]

JUDGE: _____ DATE: _____

CITY OF AKRON, OHIO

DEPARTMENT
POLICE

TO: Patricia Ambrose-Rubright
Law Department/Labor Relations

FROM: Chief James D. Nice
Police Department

DATE: March 21, 2012

RE: Formal Disciplinary Action
[REDACTED]

An investigation was conducted by the Office of Professional Standards and Accountability regarding the conduct of [REDACTED], who was arrested for OVI and Failure to Control, which resulted in a plea of guilty to a charge of Reckless Operation.

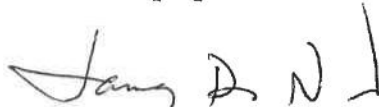
For his actions and the facts obtained in the investigation, it has been determined that [REDACTED] violated the following Rules and Regulations:

Rule 700.02 Officers of the Akron Police Division shall obey all laws of the United States and of any state or local subdivision thereof. The following will be prima facie evidence of a violation of this section: d. A conviction of any offense for which any incarceration is a possibly penalty. A violation of Section 700.02 (d) is a minor offense of the second degree.

Rule 700.08 Officers shall not participate in any activity which impairs their ability to perform the duties or causes the department to be brought into disrepute. No officer shall: c. While off-duty, consume intoxicating beverages to the extent that it results in behavior which discredits them or the Police Division. A violation of Section 700.08 (c) is a minor offense of the third degree.

I recommend that [REDACTED] be suspended for five (5) calendar days.

Please prepare the necessary paperwork.



James D. Nice
Chief of Police

JDN/mel

PETITION FOR OCCUPATIONAL DRIVING PRIVILEGES

Name [REDACTED] Social Security # [REDACTED]

Case # [REDACTED] Offense Date [REDACTED]

Date of Birth [REDACTED] Ending Date of Suspension 5/1/2012

I, [REDACTED] the Defendant in the above case, request occupational driving privileges as the suspension of my driver's license and all driving privileges presents a hardship and seriously affects my ability to continue employment.

1. I have a valid Ohio operator's license.

2. I have automobile liability insurance coverage through:

Name of insurance company [REDACTED]

Policy # [REDACTED]

Expiration date [REDACTED]

3. I will obey all traffic statutes and ordinances.

4. I will report to the court any change in Items 1 and 2 and violations under Item 3.

5. I understand that any driving privileges granted are void if my operator's license is suspended, revoked or expired.

6. I understand that any driving privileges granted are conditioned on my having automobile liability insurance covering such driving.

My residence [REDACTED]

Employer CITY OF AKRON

Work Address 217 S. HIGH ST.

Days work [REDACTED] DEFT WILL HAVE COPY OF EXTRA JOB SCHEDULE DEFT HAS TO
TAKE OF MOTHER AT [REDACTED]
Medical Appointments as needed [REDACTED]

I have read and understand the above and the [REDACTED] and belief as of this date, the JANUARY 27, 2012

This is to certify that the above is a true and correct copy of the petition filed in the Akron Municipal Court, Akron, OH on JANUARY 27, 2012

By _____ Deputy Clerk

STATE OF OHIO/CITY OF AKRON

Case No. [REDACTED]

ORDER

Upon satisfactory proof given that there is reasonable cause that the driving suspension would seriously affect Defendant's ability to continue employment, this Court hereby grants occupational driving privileges during the suspension period as set forth in the Permit Card.

Date JANUARY 27, 2012

[Signature]
Judge/Magistrate

PERMIT CARD

AKRON MUNICIPAL COURT

Case Number [REDACTED]

Dated JANUARY 27, 2012

[REDACTED] operator's license #
and all driving privileges have been suspended by Akron Municipal Court, but limited privileges have been granted as follows:

Drive from residence to employment and return.
Drive during employment (Cross off if not applicable)

From Residence at: [REDACTED]

To work at: 217 S. HIGH ST.

Work Schedule: [REDACTED] DEFT WILL HAVE COPY OF EXTRA JOB SCHEDULE
[REDACTED] DEFT HAS TO TAKE OF MOTHER AT [REDACTED]
[REDACTED] 10-1130 [REDACTED]

Other Privileges: Medical appointments as needed.

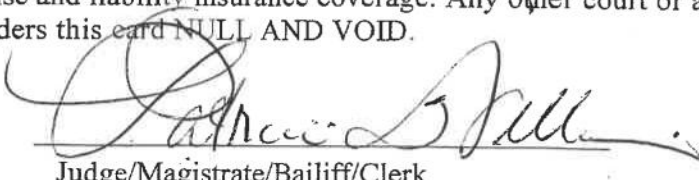
AKRON MUNICIPAL COURT
217 SOUTH HIGH STREET
ROOM 301
AKRON, OHIO 44308

NO OTHER DRIVING PRIVILEGES ARE GRANTED DURING THIS SUSPENSION

Any law enforcement officer or Court knowing of this driver's noncompliance with any of the above conditions is requested to return this permit card to the judge or magistrate. This permit card can be used only if the driver has a valid operator's license and liability insurance coverage. Any other court or any other BMV driving suspension or revocation renders this card NULL AND VOID.

Expires on:

5/1/2012



Judge/Magistrate/Bailiff/Clerk

CITY OF AKRON, OHIO

DEPARTMENT

CHIEF'S DIRECTIVE

CHIEF'S OFFICE

2017-CD-50

June 23, 2017

DIRECTIVE

Effective Monday, June 26, 2017, the following individual will return to his regular assignment following the conclusion of the background investigations:

Sergeant Joseph Danzy III

Effective Monday, July 3, 2017, the following sworn personnel will return to their regular assignments following the conclusion of the background investigations:

Sergeant Michael Miles
Officer Christopher Carson ✓

Officer Justin Ingham
Officer Michael Koubek
Officer Sean Taylor



James D. Nice
Chief of Police

Officer James Givens
I.D. #1207

Uniform
Sub-Division
Platoon #1

Uniform
Sub-Division
Platoon #2

[REDACTED]

(Due to the bid of Officer Russell Bassett to
Investigative Sub-Division Property Crimes,
[REDACTED])

nt

[REDACTED]

(Due to the bid of Officer Albert Stump to
Investigative Sub-Division Vice, Rotating Shift
eff. 09/19/2008)

Officer Jeffrey Leslie
I.D. #1004

Investigative
Sub-Division
General Assignment

Uniform
Sub-Division
Traffic Enforcement

[REDACTED]

(Due to the promotion of Officer Michael Vavro
to Sergeant and his transfer to Uniform Sub-
Division, Platoon #3, [REDACTED] eff. 08/25/2008)

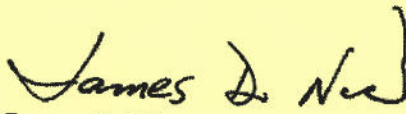
Officer Courtney Tucker
I.D. #1282

Uniform
Sub-Division
Platoon #4

Uniform
Sub-Division
Traffic Enforcement

[REDACTED]

(Due to the resignation of Officer Kerry Jackson
eff. 09/19/2008)


James D. Nice
Chief of Police

VACANCY POSTINGS

SENIORITY BID FORM

RECEIVED
AKRON POLICE DEPT.
TRAINING OFFICE

2015 DEC 16 PM 2:19

To: Chief's Office

Date: 12-16-2015

I.D.#

S#

(Supervisor # Only)

From:

Service Date:

Promotion Date to Rank Classification

1. Job Requested

Dayshift traffic

Vacated By

Al Stump

2. Job Requested

Vacated By

3. Job Requested

Vacated by

4. Job Requested

Vacated by

12-16-2015

Date

James D. Nice

James D. Nice
Chief of Police

12-16-15

Date

APPLICATIONS WILL BE CONSIDERED AND FILLED ACCORDING TO THE CONTRACT.

CITY OF AKRON, OHIO

DEPARTMENT

December 15, 2015

V A C A N C Y P O S T I N G

**FOUR (4) OFFICERS' VACANCIES EXIST IN THE UNIFORM SUB-DIVISION,
PLATOON #2, 6:30AM-3PM:**

**(Due to the bid of Officer James Soroky to Investigative Sub-Division
Crime Scene Unit [REDACTED] eff. 08/17/2015)**

**(Due to the bid of Officer Shea Flaherty to Uniform Sub-Division
Community Learning Center Officer, Exempt eff. 09/14/2015)**

**(Due to the bid of Officer Dean Sanzone to Uniform Sub-Division
Traffic Enforcement, [REDACTED] eff. 09/28/2015)**

**(Due to the bid of Officer Russell Bassett to Investigative Sub-
Division Property Crimes, Dayshift/Rotating Weekends eff.
09/28/2015)**

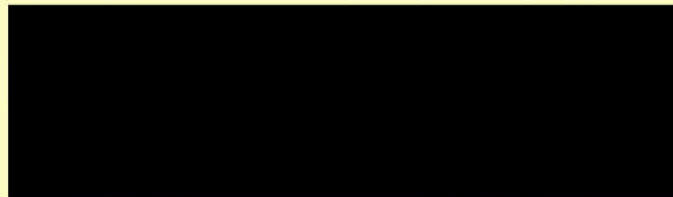
**ONE (1) OFFICER'S VACANCY EXISTS IN THE UNIFORM SUB-DIVISION,
TRAFFIC ENFORCEMENT, 6AM-2PM:**

**(Due to the bid of Officer Albert Stump to Investigative Sub-Division
Vice, Rotating Shift eff. 09/19/2008)**

**NOTE: Successful bidder for the Traffic position will be required to attend and
successfully complete the following schools:**

**Radar/Lidar-----Two (2) weeks
B.A.C. Operator-----Two (2) days
Accident Investigation Level 1-----One (1) week
Accident Investigation Level 2-----One (1) week
Standardized Field Sobriety Test-----Two (2) days**

Chief's Order #1
Page 2
January 3, 2003

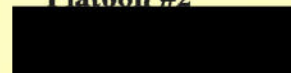


**(Due to the bid of Officer Bart Askew to
Investigative Sub-Division, Persons Crimes eff.
5/12/02)**

**Officer Christopher Church
ID # 1060**

**Uniform
Sub-Division
Platoon #5**

**Uniform
Sub-Division
Platoon #2**

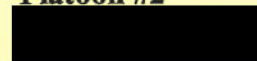


**(Due to the promotion of Officer Christopher
Brewer to Sergeant and his bid to Uniform Sub-
Division, Platoon #4, eff. 8/4/02)**

**Officer James Soroky
ID #1063**

**Uniform
Sub-Division
Platoon #1**

**Uniform
Sub-Division
Platoon #2**

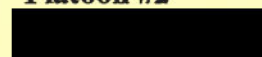


**(Due to the transfer of Officer Kandy Shoaff to
Investigative Sub-Division, Narcotics, Exempt
eff. 8/4/02)**

**Officer Russell Bassett
ID #1065**

**Uniform
Sub-Division
Platoon #1**

**Uniform
Sub-Division
Platoon #2**



**(Due to the bid of Officer Larry Rhodaback to
Investigative Sub-Division, Property Crimes eff.
8/18/01)**

CITY OF AKRON, OHIO

DEPARTMENT

December 20, 2002

V A C A N C Y P O S T I N G

EIGHT (8) OFFICERS' VACANCIES EXIST IN THE UNIFORM SUB-DIVISION, PLATOON #2, [REDACTED]:

(Due to the promotion of Officer Douglas Sandor to Sergeant and his bid to Uniform Sub-Division, Platoon #2, [REDACTED] eff. 12/17/01)

(Due to the promotion of Officer Anthony Starvaggi to Sergeant and his transfer to Investigative Sub-Division, Juvenile/Auto Theft/Missing Persons [REDACTED] Reversed eff. 1/27/02)

(Due to the dismissal of Officer Michael Zukowski eff. 4/23/02)

(Due to the bid of Officer Bart Askew to Investigative Sub-Division, Persons Crimes eff. 5/12/02)

(Due to the promotion of Officer Christopher Brewer to Sergeant and his bid to Uniform Sub-Division, Platoon #4, [REDACTED] eff. 8/4/02)

(Due to the transfer of Officer Kandy Shoaff to Investigative Sub-Division, Narcotics, Exempt eff. 8/4/02)

(Due to the bid of Officer Larry Rhodaback to Investigative Sub-Division, Property Crimes eff. 8/18/02)

(Due to the creation of a new position)

REQUESTS MUST BE RECEIVED IN THE CHIEF'S OFFICE NO LATER THAN THURSDAY, JANUARY 2, 2003.



**Michael T. Matulavich
Chief of Police**

VACANCY POSTINGS

SENIORITY BID FORM

To: Chief's Office

Date: 12-20-02

I.D.#

S#

(Supervisor # Only)

From:

Service Date:

Promotion Date to Rank Classification

1. Job Requested

Vacated By

D. Sandor, A. Starvaggi, M. Zukowsky, B. Askew,
C. Brewer, K. Shoaff, L. Rhodaback

2. Job Requested

Vacated By

3. Job Requested

Vacated by

4. Job Requested

Vacated by

12-20-02

Date

Michael T. Matulavich

Michael T. Matulavich
Chief of Police

12-23-02

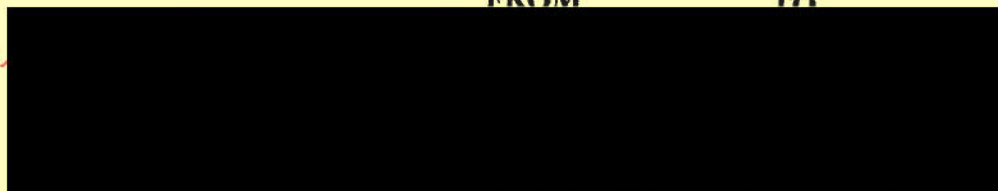
Date

APPLICATIONS WILL BE CONSIDERED AND FILLED ACCORDING TO THE CONTRACT.

CITY OF AKRON, OHIO**DEPARTMENT****CHIEF'S OFFICE****CHIEF'S ORDER****#48****June 12, 2000****ORDER**

Successful in their bids, the following transfers will be effective Monday, June 19, 2000:

FROM **TO**



(Due to the bid of Officer Paul Alekna to Platoon #2 eff. 2/22/99)

Officer Clayton Cozart
I.D. # 1089

Uniform
Sub-Division
Platoon #4

Uniform
Sub-Division
Platoon #5

(Due to the bid of Officer Alissa Streeter to Platoon #2 eff. 2/22/99)

Officer Thomas Elton
I.D. #1112

Uniform
Sub-Division
Platoon #3

Uniform
Sub-Division
Platoon #5

(Due to the resignation of Officer Michael Williams eff. 2/27/99)

A handwritten signature in black ink, appearing to read "Michael T. Matulavich".

Michael T. Matulavich
Chief of Police

CITY OF AKRON, OHIO

DEPARTMENT

May 31, 2000

V A C A N C Y P O S T I N G

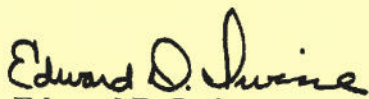
**THREE (3) OFFICERS VACANCIES EXIST IN THE UNIFORM SUB-DIVISION,
PLATOON #5:**

(Due to the bid of Officer Paul Alekna to Platoon #2 eff. 2/22/99)

(Due to the bid of Officer Alissa Streeter to Platoon #2 eff. 2/22/99)

(Due to the resignation of Officer Michael Williams eff. 2/27/99)

**REQUESTS MUST BE RECEIVED IN THE CHIEF'S OFFICE NO LATER
THAN FRIDAY, JUNE 9, 2000.**


Edward D. Irvine
Chief of Police

VACANCY POSTINGS

SENIORITY BID FORM

To: Chief's Office

Date: 6-7-00

I. D. #

S#

From:

Service Date:

Promotion Date to Rank Classification

1. Job Requested

Vacated by ALEKNA, STREETER, WILLIAMS

2. Job Requested

Vacated by

3. Job Requested

Vacated by

4. Job Requested

Vacated by

Date

APPLICATIONS WILL BE CONSIDERED AND FILLED ACCORDING TO THE
CONTRACT.

Edward D. Irvine

Edward D. Irvine
Chief of Police

Date

6-7-00

cc: F.O.P.

Deputy Chiefs

Send one copy to Chief's office, F.O.P. office, and your own personal file

AKRON MUNICIPAL COURT
JIM LARIA
CLERK

'00 JUN -7 AM 3:14

EMPLOYEE ID NO.

RECEIVED
AKRON POLICE DEPT.
CHIEF'S OFFICE**SETUP & CHANGE PERSONAL INFORMATION** MAY 16 PM 4:12

As an Equal Employment Opportunity employer, the City of Akron follows all federal, state, and local laws, rules, and regulations that pertain to Equal Employment Opportunity. The information obtained will be kept confidential except as otherwise provided by law and may only be used in accordance with the provisions of applicable laws, executive orders, and regulations, including those that require the information to be summarized and reported to the state or federal government for civil rights enforcement. When used in a report to the state or federal government, the data will not identify any specific individual.

| Social Security Number | Last Name | First Name | Middle Name |
|------------------------|-----------|------------|-------------|
| | | | |

| New Social Security Number (if applicable) | New Last Name | New First Name | New Middle Name |
|-----------------------------------------------|---------------|----------------|-----------------|
| | | | |

| Street Address | City and State | Zip Code |
|----------------|----------------|----------|
| | | |

| Resident (Circle response below) | Phone Number (complete the information below) | Marital Status (Circle response below) | Birth Date | Gender (Circle response below) |
|-------------------------------------|--------------------------------------------------|-------------------------------------------|------------|-----------------------------------|
| | | | | |

| Education (Circle response below) | | |
|-----------------------------------|---------------------------|----------------------------|
| B-Less Than HS Graduate | F-2- Year College Degree | J-Doctorate (Academic) |
| C-HS Graduate or Equivalent | G-Bachelor's Level Degree | K-Doctorate (Professional) |
| D-Some College | H-Some Graduate School | L-Post-Doctorate |
| E-Technical School | I-Master's Level Degree | |

| Emergency Contact Information | | | | |
|-------------------------------|-----------|------------|-------------|----------------|
| Title | Last Name | First Name | Middle Name | Street Address |
| | | | | |

| City and State | Phone Number | Relationship Code |
|----------------|--------------|-------------------|
| | | |

I hereby certify that the information on this Setup & Change Personal Information form is true and complete. I understand that any false information may result in disciplinary action or dismissal.

SIGNATURE

DATE

5-16-16

FORM NO. TKN

76-08-0012

Personal Information Form

The Chief's Office is updating database files on sworn, civilian and safety communications employees as well as Reserve Officers. The required information is **bolded**. All other information is optional. Cross off any information listed below that is incorrect and neatly print the correct information on the line provided.

Rule and Regulation 600.01: Officers/employees of the Police Division are required to have a telephone at their place of residence, and shall submit a report of their address and telephone number to their commanding officer.

- a. All changes of address or telephone number shall be reported to the officer's/employee's commanding officer within twenty-four (24) hours after such change.
- b. This rule shall be complied with by all officers/employees of the Police Division whether such officer/employee is working or on leave.

This signed form is due in the Chief's Office by Monday, September 14, 2015.

ID#: [REDACTED] Badge#: [REDACTED] DB Badge#: _____

Last: [REDACTED] _____

First: [REDACTED] _____

Middle: [REDACTED] _____

Address: [REDACTED] _____

City: [REDACTED] Zip: [REDACTED] _____

Phone #1: [REDACTED] _____

Phone #2: _____

Spouse/Significant Other: _____

College Degree(s): *Example – B.S. in Political Science; Assoc. in Criminal Justice*

Emergency Contact Information:

Name: [REDACTED] _____

Relation: [REDACTED] _____

Phone: [REDACTED] _____

Employer: [REDACTED] Date: 9-29-15

Supervisor's Signature: [Signature] 920 9-29-15



Personal Information Form

The Chief's Office is updating database files on sworn and civilian employees as well as Reserve Officers. The required information is bolded. All other information is optional. Cross off any information listed below that is incorrect and print the correct information on the line provided.

This form is due in the Chief's Office by Monday, November 26, 2012.

ID#: [REDACTED] Badge#: [REDACTED] _____

Last: [REDACTED] _____

First: [REDACTED] _____

Middle: [REDACTED] _____

Address: [REDACTED] _____

City: [REDACTED] _____ Zip: [REDACTED] _____

Phone #1: [REDACTED] _____

Phone #2: _____

~~Spouse~~ [REDACTED] _____

College Degree(s): _____

Community Relations is creating an exhibit on family relationships for the museum. If you are related to a former or current officer(s) or someone with another law enforcement agency and would like to share that information, please complete the lines below. Please use the back of the form if additional space is needed.

Example: [REDACTED] Deceased

Name: _____

Relationship: _____

Agency: _____

Rank: _____

Name: _____

Relationship: _____

Agency: _____

Rank: _____ Status: _____

SETUP & CHANGE PERSONAL INFORMATION

751 - POLICE

EFF: 10-1-99

| SOCIAL SEC. NO. | LAST NAME | FIRST NAME | MI |
|-----------------|-----------|------------|----|
| | | | |

| NEW SOCIAL SEC. NO. | NEW LAST NAME | NEW FIRST NAME | MI |
|---------------------|---------------|----------------|----|
| | | | |

| STREET ADDRESS | CITY AND STATE | ZIP | RES |
|----------------|----------------|-----|-------------------------------------------------------------------------|
| | | | <input checked="checked" type="radio"/> YES <input type="radio"/> NO |

| SCH DST | HOME PHONE | BIRTHDATE | SEX RACE ETHNIC GROUP CODE |
|---------|------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;">A. White Male</div> <div style="width: 50%;">D. Asian/Pacific Is.</div> <div style="width: 50%;">G. White Female</div> <div style="width: 50%;">J. Asian/Pacific Is.</div> <div style="width: 50%;">B. Black Male</div> <div style="width: 50%;">E. Am. Ind./Alaskan</div> <div style="width: 50%;">H. Black Female</div> <div style="width: 50%;">K. Am. Ind./Alaskan</div> <div style="width: 50%;">C. Hispanic Male</div> <div style="width: 50%;">F. Other Male</div> <div style="width: 50%;">I. Hispanic Female</div> <div style="width: 50%;">L. Other Female</div> </div> |

| MILITARY | EDUCATION | MARITAL STATUS | DEPENDENT CHILD |
|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-----------------|
| 1 No Military Service 2 Military - No Pref. 3 Military - Pref. | 01 8th Grade 04 Some College 02 Some High School 05 College Grad. 03 High School Grad. 06 Grad. Degree | 1 Single 4 Divorced 2 Married 5 Widowed 3 Separated | 1 Yes 2 No |

| SPOUSE INFORMATION | | | |
|---------------------------------------------|------------------|-------------------|----|
| PENSION PLAN | SPOUSE LAST NAME | SPOUSE FIRST NAME | MI |
| 1 0501 FIRE 2 0101 POLICE 3 3001 PERS | | | |

| SPOUSE | EMERGENCY CONTACT INFORMATION | | | | |
|-----------|-------------------------------|-----------|----|----|----------------|
| BIRTHDATE | TITLE | LAST NAME | FI | MI | STREET ADDRESS |
| | MR MRS MS | | | | |

| EMERGENCY CONTACT INFORMATION | | | |
|-------------------------------|--------------|--------------------------------------------------------------|--|
| CITY AND STATE | PHONE NUMBER | RELATION CODE | |
| | | 1 Spouse 4 Guardian 2 Child 5 Other 3 Parent | |

| CIVIL SERVICE USE ONLY | | | | | | | | | |
|------------------------|--------------|-------|------|----|--------|----------|---------|-----------|--|
| CLASS PD | POSITION NO. | RANGE | APPT | HQ | STATUS | FED. EX. | ST. EX. | EMP. DATE | |
| | | | | | | | | | |

SETUP & CHANGE PERSONAL INFORMATION

751 - POLICE

EFF: 6-8-97

| SOCIAL SEC. NO. | LAST NAME | FIRST NAME | MI |
|-----------------|-----------|------------|----|
| | | | |

| NEW SOCIAL SEC. NO. | NEW LAST NAME | NEW FIRST NAME | MI |
|---------------------|---------------|----------------|----|
| | | | |

| STREET ADDRESS | CITY AND STATE | ZIP | RES |
|----------------|----------------|-----|-----|
| | | | |

| SCH DST | HOME PHONE | BIRTHDATE | SEX RACE ETHNIC GROUP CODE |
|---------|------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="width: 25%;">A. White Male</div> <div style="width: 25%;">D. Asian/Pacific Is.</div> <div style="width: 25%;">G. White Female</div> <div style="width: 25%;">J. Asian/Pacific Is.</div> <div style="width: 25%;">B. Black Male</div> <div style="width: 25%;">E. Am. Ind./Alaskan</div> <div style="width: 25%;">H. Black Female</div> <div style="width: 25%;">K. Am. Ind./Alaskan</div> <div style="width: 25%;">C. Hispanic Male</div> <div style="width: 25%;">F. Other Male</div> <div style="width: 25%;">I. Hispanic Female</div> <div style="width: 25%;">L. Other Female</div> </div> |

| MILITARY | EDUCATION | MARITAL STATUS | DEPENDENT CHILD |
|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-----------------|
| 1 No Military Service 2 Military - No Pref. 3 Military - Pref. | 01 8th Grade 04 Some College 02 Some High School 05 College Grad. 03 High School Grad. 06 Grad. Degree | 1 Single 4 Divorced 2 Married 5 Widowed 3 Separated | 1 Yes 2 No |

| SPOUSE INFORMATION | | | |
|---------------------------------------------|------------------|-------------------|----|
| PENSION PLAN | SPOUSE LAST NAME | SPOUSE FIRST NAME | MI |
| 1 0501 FIRE 2 0101 POLICE 3 3001 PERS | | | |

| SPOUSE | EMERGENCY CONTACT INFORMATION | | | | |
|-----------|-------------------------------|-----------|----|----|----------------|
| BIRTHDATE | TITLE | LAST NAME | FI | MI | STREET ADDRESS |
| | MR MRS MS | | | | |

| EMERGENCY CONTACT INFORMATION | | | |
|-------------------------------|--------------|--------------------------------------------------------------|--|
| CITY AND STATE | PHONE NUMBER | RELATION CODE | |
| | | 1 Spouse 4 Guardian 2 Child 5 Other 3 Parent | |

| CIVIL SERVICE USE ONLY | | | | | | | | | |
|------------------------|--------------|-------|------|----|--------|----------|---------|-----------|--|
| CLASS PD | POSITION NO. | RANGE | APPT | HQ | STATUS | FED. EX. | ST. EX. | EMP. DATE | |
| | | | | | | | | | |

SETUP & CHANGE PERSONAL INFORMATION

751 - POLICE EFF: 10-31-96

| SOCIAL SEC. NO. | LAST NAME | FIRST NAME | MI |
|-----------------|-----------|------------|----|
| | | | |

| NEW SOCIAL SEC. NO. | NEW LAST NAME | NEW FIRST NAME | MI |
|---------------------|---------------|----------------|----|
| | | | |

| STREET ADDRESS | CITY AND STATE | ZIP | RES |
|----------------|----------------|-----|-----|
| | | | |

| SCH DST | HOME PHONE | BIRTHDATE | SEX RACE ETHNIC GROUP CODE |
|---------|------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="width: 25%;">A. White Male</div> <div style="width: 25%;">D. Asian/Pacific Is.</div> <div style="width: 25%;">G. White Female</div> <div style="width: 25%;">J. Asian/Pacific Is.</div> <div style="width: 25%;">B. Black Male</div> <div style="width: 25%;">E. Am. Ind./Alaskan</div> <div style="width: 25%;">H. Black Female</div> <div style="width: 25%;">K. Am. Ind./Alaskan</div> <div style="width: 25%;">C. Hispanic Male</div> <div style="width: 25%;">F. Other Male</div> <div style="width: 25%;">I. Hispanic Female</div> <div style="width: 25%;">L. Other Female</div> </div> |

| MILITARY | EDUCATION | MARITAL STATUS | DEPENDENT CHILD |
|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|-----------------|
| 1 No Military Service 2 Military - No Pref. 3 Military - Pref. | 01 8th Grade 04 Some College 02 Some High School 05 College Grad. 03 High School Grad. 06 Grad. Degree | 1 Single 4 Divorced 2 Married 5 Widowed 3 Separated | 1 Yes 2 No |

| SPOUSE INFORMATION | | | |
|---------------------------------------------|------------------|-------------------|----|
| PENSION PLAN | SPOUSE LAST NAME | SPOUSE FIRST NAME | MI |
| 1 0501 FIRE 2 0101 POLICE 3 3001 PERS | | | |

| SPOUSE | EMERGENCY CONTACT INFORMATION | | | | |
|-----------|-------------------------------|-----------|----|----|----------------|
| BIRTHDATE | TITLE | LAST NAME | FI | MI | STREET ADDRESS |
| | MR MRS MS | | | | |

| EMERGENCY CONTACT INFORMATION | | | |
|-------------------------------|--------------|----------------------------------------------------------------|--|
| CITY AND STATE | PHONE NUMBER | RELATION CODE | |
| | | 1 Spouse 4 Guardian 2 Child 5 Other 3 Parent | |

| CIVIL SERVICE USE ONLY | | | | | | | | | |
|------------------------|--------------|-------|------|----|--------|----------|---------|-----------|--|
| CLASS PD | POSITION NO. | RANGE | APPT | HQ | STATUS | FED. EX. | ST. EX. | EMP. DATE | |
| | | | | | | | | | |

SETUP & CHANGE PERSONAL INFORMATION

751 - POLICE

2-27-96

| SOCIAL SEC. NO. | LAST NAME | FIRST NAME | MI |
|-----------------|-----------|------------|----|
| | | | |

| NEW SOCIAL SEC. NO. | NEW LAST NAME | NEW FIRST NAME | MI |
|---------------------|---------------|----------------|----|
| | | | |

| STREET ADDRESS | CITY AND STATE | ZIP | RES |
|----------------|----------------|-----|-----|
| | | | |

| SCH DST | HOME PHONE | BIRTHDATE | SEX RACE ETHNIC GROUP CODE |
|---------|------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="width: 25%;">A. White Male</div> <div style="width: 25%;">D. Asian/Pacific Is.</div> <div style="width: 25%;">G. White Female</div> <div style="width: 25%;">J. Asian/Pacific Is.</div> <div style="width: 25%;">B. Black Male</div> <div style="width: 25%;">E. Am. Ind./Alaskan</div> <div style="width: 25%;">H. Black Female</div> <div style="width: 25%;">K. Am. Ind./Alaskan</div> <div style="width: 25%;">C. Hispanic Male</div> <div style="width: 25%;">F. Other Male</div> <div style="width: 25%;">I. Hispanic Female</div> <div style="width: 25%;">L. Other Female</div> </div> |

| MILITARY | EDUCATION | MARITAL STATUS | DEPENDENT CHILD |
|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|-----------------|
| 1 No Military Service 2 Military - No Pref. 3 Military - Pref. | 01 8th Grade 04 Some College 02 Some High School 05 College Grad. 03 High School Grad. 06 Grad. Degree | 1 Single 4 Divorced 2 Married 5 Widowed 3 Separated | 1 Yes 2 No |

| SPOUSE INFORMATION | | | |
|---------------------------------------------|------------------|-------------------|----|
| PENSION PLAN | SPOUSE LAST NAME | SPOUSE FIRST NAME | MI |
| 1 0501 FIRE 2 0101 POLICE 3 3001 PERS | | | |

| SPOUSE | EMERGENCY CONTACT INFORMATION | | | | |
|-----------|-------------------------------|-----------|----|----|----------------|
| BIRTHDATE | TITLE | LAST NAME | FI | MI | STREET ADDRESS |
| | MR MRS MS | | | | |

| EMERGENCY CONTACT INFORMATION | | | |
|-------------------------------|--------------|----------------------------------------------------------------|--|
| CITY AND STATE | PHONE NUMBER | RELATION CODE | |
| | | 1 Spouse 4 Guardian 2 Child 5 Other 3 Parent | |

| CIVIL SERVICE USE ONLY | | | | | | | | | |
|------------------------|--------------|-------|------|----|--------|----------|---------|-----------|--|
| CLASS PD | POSITION NO. | RANGE | APPT | HQ | STATUS | FED. EX. | ST. EX. | EMP. DATE | |
| | | | | | | | | | |

CITY OF AKRON, OHIO

DEPARTMENT

TO: ALL SWORN PERSONNEL
ALL CLERICAL/CIVILIAN PERSONNEL

FROM: CHIEF'S OFFICE

DATE: OCTOBER 10, 1995

SUBJ: ROSTER INFORMATION

New departmental rosters were published during the month of September. Unfortunately, much of the information stored in our computers is incorrect; i.e., address, telephone number, birthdate, etc.

In compliance with Akron Police Department Rules & Regulations #600.01, please fill in the correct information listed below and return this form to the Chief's Office no later than Wednesday, October 18, 1995.

I. D. [REDACTED] BADGE # [REDACTED] DATE OF BIRTH [REDACTED]

SOCIAL SECURITY # [REDACTED] RACE [REDACTED] SEX [REDACTED]

LAST NAME [REDACTED]


FIRST NAME [REDACTED] MIDDLE INITIAL [REDACTED]

ADDRESS [REDACTED]

APARTMENT # _____

TELEPHONE NUMBER [REDACTED]

INHOUSE DISCIPLINARY ACTION

| NAME | DATE/ INCIDENT | DATE/ REPORT | R | S | VIOLATION | RECOMMENDED ACTION |
|----------------------------------------------------------------------------------|-------------------|-----------------|---|---|---------------------------------------------------|----------------------------------------------|
|  | 11/17/97 | 11/24/97 | | | RULE 900.01 FAILURE TO APPEAR AT GRAND JURY | FORFEIT FOUR (4) HRS. OF ACCUMULATED TIME |
| | 3/20/98 | 3/25/98 | | | LOST EVIDENCE VIOLATED RULE 1000.02 | SERVED WITH WRITTEN REPRIMA |

CITY OF AKRON, OHIO

DEPARTMENT

UNIFORM SUB-DIVISION

DATE OCTOBER 20, 2004

YOUR ACTIONS ON OCTOBER 20, 2004 WHEREBY YOU FAILED TO REPORT FOR DUTY AS SCHEDULED CAUSED YOU TO VIOLATE THE FOLLOWING RULE OF THE AKRON POLICE DEPARTMENT:


RULE 1100.08 OFFICERS/EMPLOYEES OF THE POLICE DIVISION SHALL, UNLESS OTHERWISE DIRECTED, OR PROPERLY EXCUSED, REPORT FOR DUTY AT THE TIME AND PLACE DESIGNATED, IN THE ATTIRE AND WITH THE EQUIPMENT SPECIFIED BY POLICE DIVISION REGULATIONS. A VIOLATION OF THIS SECTION CONSTITUTES ABSENCE WITHOUT LEAVE.

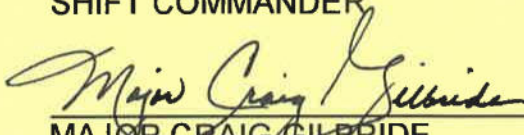
(b) INABILITY TO REPORT FOR DUTY DUE TO ILLNESS OR INJURY MUST BE REPORTED TO THE INFORMATION DESK OFFICER AT LEAST ONE HOUR PRIOR TO THE TIME THAT THE OFFICER/EMPLOYEE IS DUE TO REPORT FOR DUTY.

A VIOLATION OF SECTION 1100.08 IS A MINOR OFFENSE OF THE THIRD DEGREE.

FOR VIOLATION OF THE ABOVE RULE, YOU ARE HEREBY ORDERED TO FORFEIT EIGHT (8) HOURS OF ACCUMULATED TIME.

THIS MAY BE REFLECTED IN YOUR NEXT SERVICE RATING.


CAPTAIN LYNN CALLAHAN
SHIFT COMMANDER


MAJOR CRAIG GILBRIDE
UNIFORM SUB-DIVISION COMMANDER

ADMINISTRATIVE ACTION.

10-21-04

DATE


F.O.P. REPRESENTATIVE

1033 10-21-04
DATE

CITY OF AKRON, OHIO

DEPARTMENT

UNIFORM SUB-DIVISION

MARCH 25, 1998

YOUR ACTIONS ON MARCH 20, 1998, WHEREBY YOU LOST EVIDENCE WHICH WAS IN YOUR POSSESSION, CAUSED YOU TO VIOLATE THE FOLLOWING RULE OF THE AKRON POLICE DEPARTMENT:


RULE 1000.02 OFFICERS SPECIFICALLY ASSIGNED TO PERFORM THE PRELIMINARY, TECHNICAL, CONTINUING OR FOLLOW-UP INVESTIGATION OF AN ALLEGED CRIME OR OTHER INCIDENT ARE RESPONSIBLE FOR THE FOLLOWING:



B. LOCATING, COLLECTING, AND PRESERVING PHYSICAL EVIDENCE MATERIAL TO THE ALLEGED CRIME OR INCIDENT.

FOR VIOLATION OF THE ABOVE RULE, YOU ARE HEREBY SERVED WITH THIS WRITTEN REPRIMAND.

THIS MAY BE REFLECTED IN YOUR NEXT SERVICE RATING.


LT. G.G. KELLEY
SHIFT COMMANDER


MAJOR J.E. FORGACH
UNIFORM SUB-DIVISION



Reg # 1033

CITY OF AKRON, OHIO

DEPARTMENT

UNIFORM SUB-DIVISION

NOVEMBER 24, 1997

[REDACTED]

YOUR ACTIONS ON NOVEMBER 17, 1997, WHEREBY YOU FAILED TO APPEAR IN GRAND JURY AFTER BEING PROPERLY NOTIFIED, CAUSED YOU TO VIOLATE THE FOLLOWING RULE OF THE AKRON POLICE DEPARTMENT:

RULE 900.01 ATTENDANCE AT A COURT, QUASI-JUDICIAL HEARING, OR DEPOSITION, AS REQUIRED BY SUBPOENA OR OTHER OFFICIAL NOTICE IS AN OFFICIAL DUTY ASSIGNMENT AND SHALL BE CARRIED OUT. WHERE THERE IS SUFFICIENT REASON, PERMISSION TO OMIT THIS DUTY MUST BE OBTAINED FROM THE ATTORNEY SERVING THE SUBPOENA OR OTHER OFFICIAL NOTICE, PRIOR TO THE HEARING.

FOR VIOLATION OF THE ABOVE RULE, YOU ARE HEREBY ORDERED TO FORFEIT FOUR (4) HOURS OF ACCUMULATED TIME. THIS MAY BE REFLECTED IN YOUR NEXT SERVICE RATING.

for *ctf vally 717*
CAPTAIN D. PRADE
SHIFT COMMANDER

Major Joseph Forgach
MAJOR JOSEPH FORGACH
UNIFORM SUB-DIVISION

[REDACTED] DISCIPLINARY ACTION.

12-5-97

DATE

[Signature] 12-5-97

DATE

P.O.P. REPRESENTATIVE

JERRY HOLLAND
Deputy Mayor/Labor Relations

MARY BOHNERT
Secretary IV



Donald L. Plusquellic
Mayor

RONALD J. OSKAR
Labor Relations Officer

JAMES J. MASTURZO
Safety Officer

THE MAYOR'S OFFICE OF LABOR RELATIONS

305 Municipal Building / 166 South High Street / Akron, Ohio 44308 / (330) 375-2280 / Fax (330) 375-2414

April 3, 2003

[REDACTED]
Akron Police Department
City of Akron, Ohio

Dear [REDACTED]

This is to inform you that you have been scheduled to appear before the Traffic Safety Committee on Tuesday, April 22, 2003 at 9:55 a.m. in Council Conference Room #1 on the 3rd Floor of the Municipal Building.

This is to provide you an opportunity to present any further information you may have concerning the accident for which you were assessed points.

Sincerely,

Ronald J. Oskar, Secretary
Traffic Safety Committee

RJO:mb

cc: Chief Michael T. Matulavich, Akron Police Department
Paul Hlynsky, President, FOP, Lodge #7

Donald L. Plusquellic
Mayor

Joseph P. Kidder
Service Director

Lunzy Armstrong
Deputy Service Director

Jeff Fusco
Deputy Service Director



Walter Savick
Manager

DEPARTMENT OF PUBLIC SERVICE
MOTOR EQUIPMENT BUREAU

1428 Triplett Boulevard
Akron, Ohio 44306-3391
Telephone: (330) 375-2827
FAX: (330) 375-2304
e-mail: savicwa@ci.akron.oh.us
April 24, 2003

TO:



Police Department

FROM: Traffic Safety Committee

RE: Accident: Fuller Street and 2nd Avenue

Date: 01-13-03

After a careful review of the above accident and additional facts presented by you during your appeal hearing, this committee has reduced the original point assessment from 3 to a 0 point classification.

Should you wish to further appeal the decision of the Traffic Safety Committee in this matter contact Ron Oskar at 375-2280 within 10 days of receipt of this letter.

cc: Dept. Head
Law Dept.
Personnel Dept.
Labor Relations

Donald L. Plusquellic
Mayor

Joseph P. Kidder
Service Director

Lunzy Armstrong
Deputy Service Director

Jeff Fusco
Deputy Service Director



Walter Savick
Manager

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Akron, Ohio 44306-3391
Telephone: (330) 375-2827
FAX: (330) 375-2304
e-mail: savicwa@ci.akron.oh.us
April 24, 2003

TO:

Police Department

FROM: Traffic Safety Committee

RE: Accident: South Street and Lakeshore Boulevard

Date: 01-08-03

After a careful review of the above accident and additional facts presented by you during your appeal hearing, this committee has reduced the original point assessment from 3 to a 0 point classification.

Should you wish to further appeal the decision of the Traffic Safety Committee in this matter contact Ron Oskar at 375-2280 within 10 days of receipt of this letter.

cc: Dept. Head
Law Dept.
Personnel Dept.
Labor Relations

Donald L. Plusquellic
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Walter Savick
Manager

DEPARTMENT OF PUBLIC SERVICE
MOTOR EQUIPMENT BUREAU

1428 Triplett Boulevard
Akron, Ohio 44306-3391
Telephone: (330) 375-2827
FAX: (330) 375-2304
e-mail: savicwa@ci.akron.oh.us
April 24, 2003

TO:



Police Department

FROM: Traffic Safety Committee

RE: Accident: 457 East Exchange Street

Date: 11-29-02

After a careful review of the above accident and additional facts presented by you during your appeal hearing, this committee has reduced the original point assessment from 3 to a 2 point classification.

Should you wish to further appeal the decision of the Traffic Safety Committee in this matter contact Ron Oskar at 375-2280 within 10 days of receipt of this letter.

cc: Dept. Head
Law Dept.
Personnel Dept.
Labor Relations

Donald L. Plusquellic
Mayor

Joseph P. Kidder
Service Director

Lunzy Armstrong
Deputy Service Director

Jeff Fusco
Deputy Service Director



Walter Savick
Manager

DEPARTMENT OF PUBLIC SERVICE
MOTOR EQUIPMENT BUREAU

1428 Triplett Boulevard
Akron, Ohio 44306-3391
Telephone: (330) 375-2827
FAX: (330) 375-2304
e-mail: savicwa@ci.akron.oh.us

March 5, 2003

TO:

[REDACTED]
Police Department

FROM: Traffic Safety Committee

RE: Accident: [REDACTED]
Date: [REDACTED]

A review by the Accident Review Committee of the accident you were involved in on the above date has been completed. In accordance with the guidelines set by this committee, you were assigned 3 points. A copy of the guidelines is attached.

You have the right to appeal this decision if you have additional facts or information pertaining to the accident. If you wish to appeal the decision you must do so within 10 days after receipt of this letter and your case will be heard immediately prior to the next regularly scheduled meeting of this committee. Please contact Ron Oskar in Labor Relations at 2280 to schedule your appeal. If the appeal is heard during your regularly scheduled working hours, it shall be your responsibility to obtain permission from management to attend.

Please note that the guidelines provide for a one-time reduction of two points upon successful completion of a Defensive Driving Course. This must be done on the employee's own time and at his own expense.

WS/lw
encl.

Points assessed: 3
Total points to date: 3

cc: Dept. Head

Donald L. Plusquellic
Mayor

Joseph P. Kidder
Service Director

Lunzy Armstrong
Deputy Service Director

Jeff Fusco
Deputy Service Director



Walter Savick
Manager

DEPARTMENT OF PUBLIC SERVICE
MOTOR EQUIPMENT BUREAU

1428 Triplett Boulevard
Akron, Ohio 44306-3391
Telephone: (330) 375-2827
FAX: (330) 375-2304
e-mail: savicwa@ci.akron.oh.us

March 5, 2003

TO:

[REDACTED]
Police Department

FROM: Traffic Safety Committee

RE: Accident: [REDACTED]

Date: 01-08-03

A review by the Accident Review Committee of the accident you were involved in on the above date has been completed. In accordance with the guidelines set by this committee, you were assigned 3 points. A copy of the guidelines is attached.

You have the right to appeal this decision if you have additional facts or information pertaining to the accident. If you wish to appeal the decision you must do so within 10 days after receipt of this letter and your case will be heard immediately prior to the next regularly scheduled meeting of this committee. Please contact Ron Oskar in Labor Relations at 2280 to schedule your appeal. If the appeal is heard during your regularly scheduled working hours, it shall be your responsibility to obtain permission from management to attend.

Please note that the guidelines provide for a one-time reduction of two points upon successful completion of a Defensive Driving Course. This must be done on the employee's own time and at his own expense.

WS/lw
encl.

Points assessed: 3
Total points to date: 6

cc: Dept. Head

Donald L. Plusquellic
Mayor

Joseph P. Kidder
Service Director

Lunzy Armstrong
Deputy Service Director

Jeff Fusco
Deputy Service Director



Walter Savick
Manager

DEPARTMENT OF PUBLIC SERVICE
MOTOR EQUIPMENT BUREAU

1428 Triplett Boulevard
Akron, Ohio 44306-3391
Telephone: (330) 375-2827
FAX: (330) 375-2304
e-mail: savicwa@ci.akron.oh.us

March 5, 2003

TO:

[REDACTED]
Police Department

FROM: Traffic Safety Committee

RE: Accident: [REDACTED]
Date: [REDACTED]

A review by the Accident Review Committee of the accident you were involved in on the above date has been completed. In accordance with the guidelines set by this committee, you were assigned 3 points. A copy of the guidelines is attached.

You have the right to appeal this decision if you have additional facts or information pertaining to the accident. If you wish to appeal the decision you must do so within 10 days after receipt of this letter and your case will be heard immediately prior to the next regularly scheduled meeting of this committee. Please contact Ron Oskar in Labor Relations at 2280 to schedule your appeal. If the appeal is heard during your regularly scheduled working hours, it shall be your responsibility to obtain permission from management to attend.

Please note that the guidelines provide for a one-time reduction of two points upon successful completion of a Defensive Driving Course. This must be done on the employee's own time and at his own expense.

WS/lw
encl.

Points assessed: 3
Total points to date: 9

cc: Dept. Head

MATHEW L. CONTESSA
Deputy Mayor / Labor Relations

MARY BOHNERT
Secretary



Donald L. Plusquellic
Mayor

RONALD J. OSKAR
Labor Relations Officer

JAMES J. MASTURZO
Safety Officer

THE MAYOR'S OFFICE OF LABOR RELATIONS
305 Municipal Building / 166 South High Street / Akron, Ohio 44308 / 375-2280

February 22, 1996

✓ [REDACTED]
Akron Police Department
City of Akron, Ohio

Dear [REDACTED]:

This is to inform you that you have been scheduled to appear before the Traffic Safety Committee on Wednesday, February 28, 1996 at 1:55 p.m. in the Council Conference Room on the 3rd Floor of the Municipal Building.

This is to provide you an opportunity to present any further information you may have concerning the accident for which you were assessed points.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Ronald J. Oskar'.

Ronald J. Oskar, Secretary
Traffic Safety Committee

RJO:mb

cc: Chief Edward Irvine, Akron Police Department
Sgt. William Hoover, President, FOP, Lodge #7



AKRON POLICE DEPARTMENT

Harold K. Stubbs Justice Center
217 South High Street
Akron, Ohio 44308-1682

Michael T. Matulavich, *Chief of Police*

ANY FEDERAL FIREARMS LICENSE HOLDER:

Please be advised that [REDACTED] is a sworn member of the Akron Police Department.

**The weapon he/she desires to purchase, a:
Glock 9mm Model 26 with the large capacity ammunition device
(make, caliber, model)**

is departmentally authorized for use as an on-duty or off-duty weapon.

I further certify, under penalty of perjury, that a records check has been conducted on the named law enforcement officer who is purchasing this firearm and reveals no convictions for the misdemeanor crime of domestic violence.

This document is submitted as proof that this weapons transaction is exempt from the five day waiting period normally mandated by law.

Michael T. Matulavich

Michael T. Matulavich

POLICE ID BUREAU
AKRON, OHIO

NO RECORD BY JK

DATE: 12.16.02

December 16, 2002

Date

Typed or printed name of Officer

I.D. Number





I, [REDACTED], DO SOLEMNLY PLEDGE

UPON MY HONOR THAT I WILL UPHOLD AND SUPPORT THE
CONSTITUTION OF THE UNITED STATES AND THE LAWS THEREOF,
THE CONSTITUTION OF THE STATE OF OHIO AND THE LAWS
THEREOF, THE CHARTER AND ORDINANCES OF THE CITY OF
AKRON, AND THE RULES AND REGULATIONS OF THE AKRON
POLICE DEPARTMENT, AND THAT I WILL FAITHFULLY, HONESTLY
AND IMPARTIALLY DISCHARGE AND PERFORM THE DUTIES OF A
POLICE **OFFICER** TO THE BEST OF MY ABILITY.

I DO SO PLEDGE.



AFFIRMED BEFORE ME AND SUBSCRIBED IN MY PRESENCE

THIS




MAYOR

VALUES FOR BODY WEIGHT

| | |
|------------------------|---------------------------------------------|
| Intervention suggested | increase of 10% above established values |
| Mandatory intervention | increase of 20% above established values |

When an employee has values that fall within the mandatory guidelines, he/she has the option to do one of the following within 60 days of being notified of non-compliance:

1. Contact and see the medical person(s) in charge at the Akron Public Health Department for education and intervention. These processes are specifically designed to lower or eliminate such cardiovascular risk factors.
2. See his/her family physician for the same service.

Thereafter, this person will receive periodic checks to determine if the course of intervention is being followed. As long as this course is being followed, the employee is in compliance with this program. If, after sixty days, the employee has not seen a health care professional concerning the risk factor(s), then reasons for such non-compliance must be discussed. For this purpose it is mandatory that the employee meet with a designated member of the police administration, a bargaining unit representative and a health care professional to determine the course of action, the end result being that intervention begin or determination of good cause as to why it has not begun.

I have read the Health Maintenance Requirements for Police Officer and understand that compliance with the program is a mandatory employment requirement and any medical records of my health maintenance requirements must be furnished to the City of Akron Police and/or Health Department.



12-26-94

Date

PAR/tjs

4-10-91

AGREEMENT

In the event I resign from the Akron Police Department within two (2) years from the date I graduate from the Police Training Academy, I, [REDACTED]
[REDACTED], hereby agree to reimburse the City of Akron in the amount of \$1,750.00 within twenty-four (24) months of this resignation. In the event I voluntarily quit the Police Training Academy prior to graduation, I hereby agree to reimburse the City of Akron a pro rata share of \$1,750.00 based on the number of weeks of training received at the academy within twenty-four (24) months of quitting the academy. This amount due is in consideration of the benefits of the police training received by me as well as the costs incurred by the City of Akron in providing such training.

I fully understand the consequences of signing this agreement and voluntarily agree to its terms. I fully understand this is a legal debt of mine and collectible through whatever legal means the City of Akron may employ.

[REDACTED]
Date

Witnesses:

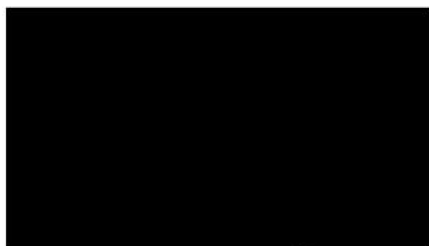
Sgt. David Van Pelt

L. L. Hay


810 Municipal Building / 166 South High Street / Akron, OH 44308-1651
Telephone (216) 375-2720 / Fax (216) 375-2299
Richard F. Pamley, Personnel Director



Sidney C. Foster, Jr., President / Virgil E. Collins, Vice President / James A. Frost, Member / Member International Personnel Management Association



Congratulations! You have been selected to become an Akron Police Officer. Your first day of employment with the City of Akron will be Monday,

 Please report by 7:45 a.m. to the Akron Police Academy located on the 4th floor of the Harold K. Stubbs Justice Center, 217 S. High Street, Akron, Ohio. Prior to that starting date, you must bring this letter and report to Room 402 of the Academy before December 20, 1994 to receive instructions on obtaining your uniform. The office will be open 8:00 a.m. to 4:00 p.m., Monday through Friday. If you have any questions, please call the Training Bureau at 375-2276.

We welcome you to the City of Akron and look forward to working with you in the coming years.

Sincerely,

Pat Ramsey
Selection manager

Roger Gleghorn
Personnel Analyst II

PR:RG:djf

cc: ✓ Chief Givens
Lt. Gus Hall
Major Forgach
Lt. Kent Forrest

AGREEMENT

In the event I resign from the Akron Police Department within two (2) years from the date I graduate from the Police Training Academy, I, _____, _____, hereby agree to reimburse the City of Akron in the amount of \$1,750.00 within twenty-four (24) months of this resignation. In the event I voluntarily quit the Police Training Academy prior to graduation, I hereby agree to reimburse the City of Akron a pro rata share of \$1,750.00 based on the number of weeks of training received at the academy within twenty-four (24) months of quitting the academy. This amount due is in consideration of the benefits of the police training received by me as well as the costs incurred by the City of Akron in providing such training.

I fully understand the consequences of signing this agreement and voluntarily agree to its terms. I fully understand this is a legal debt of mine and collectible through whatever legal means the City of Akron may employ.

Date

Witnesses:

Sgt. David Van Pelt

Lt. L. Hall

EMPLOYEE TRANSACTIONS

AKRON POLICE DEPARTMENT

NAME _____

BADGE # _____

ASSIGNMENTS

RECRUIT SCHOOL
AKRON POLICE ACADEMY

GRADUATION FROM POLICE ACADEMY
ASSIGNED TO PLATOON #4

BID FROM PLATOON #4 TO PLATOON
#5 (DUE TO THE BID OF OFF.
PAUL ALEKNA TO PLATOON #2
EFF. 2/22/99) C.O. #48 -
6/12/00

PROMOTIONS

SCHOOLS

8/31-9/2/99 - REID METHOD OF CRIMINAL
INTERVIEWS & INTERROGATION
WICKLANDER-ZULAWSKI & ASSOC.

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

12/27/2014

TO: Chief Nice and Captain Ball

FROM: Lt. Christman

RE: Vehicle pursuit by [REDACTED] on Oct. 11, 2014

On Oct. 11, 2014, Officer [REDACTED] made a traffic stop on the I-76 West ramp at E. Market St. on a vehicle similar to the one involved in a robbery at the Quality Inn, 2677 Gilchrist Rd. on Oct. 3, 2014. The driver was Terry Gregory.

[REDACTED] obtained Gregory's I.D. information. He had a good memory of the robbery bolo and on call. He called the Detective Bureau and was told to ask Gregory if he would come to the station. Gregory agreed. He followed [REDACTED] and Officer PJ Armstead followed behind Gregory. When [REDACTED] passed the Grant St. exit on I-76 west, Gregory exited at Grant. Armstead followed Gregory and alerted [REDACTED] where they were. [REDACTED] rejoined them. Gregory told Cunningham that he would continue following him to the station. When [REDACTED] was on University Ave. and passed S. Broadway, he slowed and asked Armstead if he saw where Gregory was and said that he had ditched him again. Armstead replied, "I'll look for him. I got stuck at a light. Dispatch, put that plate out as a bolo. This guy's doing some funky driving. I don't think he wants to go voluntarily."

[REDACTED]'s IVS shows that as he passed S. Broadway on University Ave., Gregory sped up and drove north on Broadway. He ran the red light on Broadway at Bowery St. [REDACTED] went after Gregory and attempted a traffic stop at Mill St. Gregory would not stop and [REDACTED] initiated a chase on Mill at Summit (as shown on the IVS).

Gregory drove on the sidewalk on E. Market St. at Prospect St. to get around stopped traffic. He got on Rt. 8 south. During the pursuit, speeds reached 95 mph on the freeways. Gregory drove on a shoulder around a semi-tractor trailer and other traffic on I-76 east. He got on and off the freeways four times. He drove left of center around traffic on both two and four-lane roads. The pursuit went into Tallmadge and Brimfield. On Rt. 18, [REDACTED] states, "I'm taking him out first chance I get. FYI. We're on Tallmadge Rd. by Walmart. Speeds 55 mph. Traffic moderate." Immediately after his statement, Sgt. Gorrington told Dispatch that he was out of the pursuit. He was unable to exit at Rt. 18 and would have to go to Rt. 43. A short time later, Armstead announced the speed of about 70 mph.

[REDACTED] voiced three times on the radio that he was going to "take out" Gregory when he got a chance with at least once being in another jurisdiction (at Tallmadge Circle) and added, "This things got a push bar."

DEPARTMENT
POLICE/ SERVICES

CITY OF AKRON

FOR INTER-DEPARTMENTAL USE

12/27/2014

TO: Chief Nice and Captain Ball
FROM: Lt. Christman
RE: Vehicle pursuit by [REDACTED] on Oct. 11, 2014

When Gregory turned northbound onto Brittain Rd. from Tallmadge Ave., [REDACTED] purposely struck Gregory's car in an attempt to disable him. The attempt [REDACTED] continued north on Brittain Rd. [REDACTED] and Gregory

As the pursuit neared Independence [REDACTED] on Brittain Rd., Sgt. Gorrington asked [REDACTED] if he knew who the driver was. [REDACTED] said that he did. Sgt. Gorrington canceled the chase "before we get anymore jurisdiction [REDACTED] after [REDACTED] and other units were east on Howe Rd. in Tallmadge.

Gregory continued east and struck a car in the intersection of Howe and Rt. 91. He fled on foot while yelling that he had a gun. The officers continued [REDACTED] on foot and Gregory was apprehended by Officer McConnell's K9 and [REDACTED]

I reviewed the Vehicular Pursuit and the Use of Force packages as submitted by Sgt. Gorrington. I also reviewed the IVS video from both Cars 4 and 2. The noise from the interior of the new Car 4 is so loud the radio transmissions cannot be heard. The Communications Center gave the radio recordings to Sgt. Gorrington and I reviewed them. I discussed the incident with Capt. Ball and he reviewed the IVS.

On Nov. 28, I reviewed Sgt. Gorrington's participation in the pursuit with him in the presence of a shift rep, Officer PJ Armstead. I noted it was good that he had units that were behind him on I-76 east to back out of the chase and it was a good idea to keep the number of units he had in the chase due to the potential of leaving the city and the possibility of losing radio communication. He believed Gregory may be headed to his home in Ravenna. (The car was registered to an address in Ravenna.)

I noted the following specific issues about the pursuit.

1. Gregory was not under arrest and had the right to change his mind about coming to the station for an interview. I reminded Sgt. Gorrington about the recent review we had in roll call in regard to Right to Approach v. Right to Detain.
2. I understand [REDACTED] believed Gregory to be a robbery suspect, however, Gregory was not compelled to come to the station and was free to change his mind. He did, however, go through the red light on S. Broadway at Bowery St. Why was the pursuit not

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

12/27/2014

TO: Chief Nice and Captain Ball
FROM: Lt. Christman
RE: Vehicle pursuit by [REDACTED] on Oct. 11, 2014

canceled until it was 15 minutes underway and traveling at speeds reaching 95 mph and in other jurisdictions for essentially a red light violation?

3. Why didn't he order [REDACTED] not to attempt to disable Gregory's vehicle as he said he was going to do three different times on the radio including at least once in another jurisdiction (Tallmadge Circle) when it was a violation of the Vehicle Pursuit Procedure P-2010-17?

Also on Nov. 28, I met with [REDACTED] and shift rep, Officer Armstead, and asked him to type on why he intentionally struck Gregory's vehicle with a cruiser, when it is a prohibited action per Vehicle Pursuit Procedure P-2010-017 when it was not necessary to prevent serious injury or death. I gave him a copy of the procedure for his reference.

On Dec. 24, Capt. Ball gave me Sgt. Gorrington's typed response to my questions above. Sgt. Gorrington wrote that [REDACTED] initiated the pursuit "after Terry Gregory demonstrated reckless operation of his vehicle causing a risk of serious physical harm or death to others." In regard to why he did not order [REDACTED] not to intentionally disable Gregory's vehicle, he responded that he thought [REDACTED] meant to "...pin Gregory's unit in if the traffic got congested or force him off the side of the road. I understood that to mean when Gregory's vehicle had slowed enough and got 'jammed up' behind other traffic." He added that "Gregory had for several minutes caused a risk of serious physical harm or death to others by his actions."

On Dec. 9, [REDACTED] gave me his typed response to my above question. He stated that, "I intentionally struck Mr. Gregory's vehicle in an attempt to disable it before he caused a serious crash." He wrote, "The sole reason for my decision to eliminate Gregory from the pursuit was to prevent him from injuring someone." He provided additional information on his response, which is included in this packet.

In Summary

Included in this package are Sgt. Gorrington's supervisor checklist on the use of force, the pursuit package and other relevant reports. Both Sgt. Gorrington's and [REDACTED] responses to questions posed are included, as well.

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

12/27/2014

TO: Chief Nice and Captain Ball

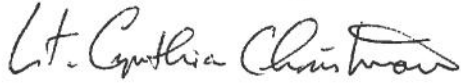
FROM: Lt. Christman

RE: Vehicle pursuit by [REDACTED] on Oct. 11, 2014

In my opinion, some errors in judgment and procedure were made during this incident.

Our goal is for these officers to learn from these errors and not repeat them.

Respectfully Submitted,




Lt. Cynthia Christman

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

12/9/2014

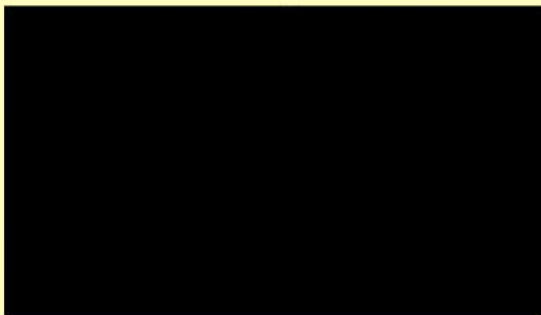
TO: Lt. Christman

FROM: 

RE: Vehicular pursuit of Terry Gregory

Madam,

I intentionally struck Mr. Gregory's vehicle in an attempt to disable it before he caused a serious crash. This decision came fourteen minutes into the pursuit after Gregory committed numerous violations, at times reaching speeds of nearly 100 mph. Gregory was a robbery suspect who had held up a female clerk with the threat of a gun. Throughout the pursuit, I could see him screaming back at me in his mirror and flailing his arms. He was desperate to get away. Further, I was concerned that Gregory, facing prison, would commit more robberies before fleeing to Arizona from where he had recently arrived. My decision was bolstered by the fact that we were about to enter the Chapel Hill shopping district which is always congested with pedestrians and vehicles. We had just left the jurisdictions of Tallmadge and Brimfield and were about to re-enter either Tallmadge or Cuyahoga Falls. I was also operating under the knowledge and training we received during an in-service class some years back where intentional contact was discussed and reviewed. That training was the result of the Supreme Court decision Scott vs. Harris which is referenced in our pursuit procedure. That decision states in part: "A police officer's attempt to terminate a dangerous, high-speed car chase that threatens the lives of innocent bystanders does not violate the 4th amendment, even when it places the fleeing motorist at risk of serious injury or death." The sole reason for my decision to eliminate Gregory from the pursuit was to prevent him from injuring someone.

524 Rec'd
12-9-14

CITY OF AKRON

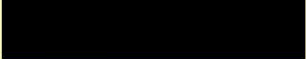
DEPARTMENT
POLICE/ SERVICES

11/27/2014

TO: 

FROM: Lt. Christman

RE: Vehicular Pursuit of Terry Gregory Oct. 11, 2014



In regard to your vehicular pursuit of Terry Gregory on Oct. 11, 2014, please respond in writing to the following question. Per the contract, consult with a FOP representative if you choose.

1. Why did you intentionally strike Gregory's vehicle with a cruiser when it is a prohibited action per Vehicle Pursuit Procedure P-2010-017 when it was not necessary to prevent serious injury or death?

A copy of the procedure is attached for your reference.

Respectfully,



Lt. Cindy Christman



CITY OF AKRON, OHIO
POLICE DIVISION
AUGUSTUS A. HALL, CHIEF OF POLICE

| | | |
|--------------------------------------|------------------------------------|---------------------------------------------|
| NUMBER P-2010-017 | EFFECTIVE DATE October 13, 2010 | RESCINDS P-2009-017 Issued 11-24-08 |
| SUBJECT Vehicle Pursuit Procedure | | ISSUING AUTHORITY Chief Augustus A. Hall |

I. POLICY

The department understands and accepts the need for vehicle pursuits in the performance of police work. While the decision to pursue rests with the officer, it is the department's responsibility to assist officers in the safe performance of their duties by providing necessary guidelines to aid in balancing the necessity of the pursuit against the risks involved. Ultimately the decision to initiate a pursuit must be based on an officer's conclusion that the immediate danger to the officer and the public created by the pursuit is less than the immediate or potential danger if the suspect remains at large.

II. DEFINITIONS

Vehicle pursuit – An active attempt by an officer in an authorized emergency vehicle to apprehend a fleeing suspect who is actively attempting to elude the police.

III. PROCEDURE

A. PURSUIT DECISION

Factors officers shall consider include, but are not limited to:

1. Nature and seriousness of the original offense.
2. Road, traffic and weather conditions.
3. Time and location.
4. Police vehicle condition and type.
5. The presence of other persons in both the police and suspect vehicles.
6. The performance capabilities of both the police and suspect vehicles.
7. Whether the identity of the driver is known.

B. OFFICER'S RESPONSIBILITIES

1. Activate both emergency lights and siren when engaged in a vehicle pursuit and continuously use both throughout the entire pursuit. Officers are reminded that the warning effect of the siren decreases rapidly as the speed of the vehicle increases.

2. Immediately notify the dispatcher once a pursuit is initiated. The transmitting officer shall convey the following information as it becomes available:
 - a. Police vehicle number.
 - b. Location.
 - c. Direction of travel.
 - d. Known reasons for pursuit.
 - e. Description of vehicle, number of occupants, license plate number, etc.
 - f. Estimated rate of speed.
 - g. Traffic conditions.
3. With the exception of emergency traffic, radio transmissions not concerning the pursuit shall cease until the channel is clear.
4. When engaged in a pursuit, officers shall operate with due regard for the safety of others.
5. Complete a Pursuit Report.

C. SAFETY COMMUNICATIONS RESPONSIBILITIES

1. Ensure that a field supervisor is monitoring the pursuit.
2. Broadcast on all dispatch channels that a vehicle pursuit is taking place.
3. Repeat all pertinent information relayed by the transmitting officer.
4. Refrain from dispatching nonemergency calls. If another call requires immediate attention, the dispatcher will have the appropriate unit go to another channel to receive the information.
5. Notify bordering jurisdictions if it appears the pursuit is approaching their city.
6. When a pursuit enters the city from another jurisdiction, ask the reason for the pursuit and broadcast this information.

D. FIELD SUPERVISOR'S RESPONSIBILITIES

1. Monitor incident and information. Coordinate and direct activities as needed.
2. Terminate the pursuit, if appropriate.
3. When possible, a supervisor will respond to the location where the vehicle has been stopped.

4. Review the pursuit with the officer involved and complete a written critique determining if the involved officers complied with departmental procedures and whether any training needs have been identified.

E. POLICE VEHICLES AUTHORIZED TO ENTER INTO A VEHICLE PURSUIT¹

1. Only marked police vehicles equipped with operable emergency lights and siren will be used.
2. Officers operating trucks, vans, wagons, SUV's, and motorcycles that are equipped with operable emergency lights and siren may initiate a pursuit. However, officers operating these types of vehicles will discontinue the pursuit when a marked police cruiser enters the pursuit, unless otherwise directed by a supervisor.
3. If an officer in an unmarked vehicle has probable cause to believe that a criminal offense has taken place and that it warrants immediate police action, he may attempt to follow the vehicle until a marked police vehicle equipped with operable emergency lights and siren arrives.
4. Vehicles that have nonpolice passengers will not become involved in vehicle pursuits. This restriction does not apply to vehicles with authorized civilian observers.

F. NUMBER OF POLICE UNITS PARTICIPATING

1. The primary and secondary units will be the only vehicles involved in the pursuit.
2. Officers involved in a pursuit may request additional vehicles.

G. PROHIBITED ACTIONS

1. Roadblocks used for the purpose of terminating a pursuit are prohibited.
2. No deliberate contact shall be made between any police vehicle and the vehicle of a suspect during a pursuit situation, unless contact is necessary to prevent serious injury or death.²
3. Discharging a firearm at a motor vehicle solely to disable it is prohibited.

H. PURSUITS WHICH LEAVE THE CITY OF AKRON

1. The assigned field supervisor or a Uniform Subdivision commander will determine if it is necessary to leave this jurisdiction.
2. When pursuits leave the City of Akron, consideration should be given, but not limited to, the following:
 - a. Nature of offense.
 - b. Familiarity of the area.
 - c. Limitation of radio communications.
 - d. Availability of back up units.

I. PURSUITS INITIATED BY OUTSIDE AGENCIES

1. Officers may become involved in a pursuit initiated by an outside agency, unless otherwise directed.
2. Involved officers shall abide by the guidelines of this procedure.

J. TERMINATION OF A PURSUIT

1. A pursuit may be terminated by any of the following:
 - a. Personnel in the primary vehicle.
 - b. The assigned field supervisor.
 - c. Any commanding officer.
2. Factors to consider:
 - a. Seriousness of the crime.
 - b. Length of the pursuit.
 - c. Possibility of identifying the suspect.

K. SUMMARY

This procedure is not intended to be used as a standard of care in a negligence lawsuit, but rather it is intended to be used as a set of guidelines to be followed during vehicle pursuits in order to minimize the danger and risks to life, health, and property.

By Order Of,

Augustus A. Hall
Chief of Police

Date _____

¹ Ohio Revised Code Section 4511.01(D)

² Scott v. Harris, 550 U.S. 372 (2007)

CITY OF AKRON

DEPARTMENT

TO: Chief Nice, Captain Ball, Lieutenant Christman

FROM: Sgt. Gorrington

RE: [REDACTED] Vehicular Pursuit October 11, 2014

Sirs/Ma'am,

This pursuit was initiated after Terry Gregory demonstrated reckless operation of his vehicle causing a risk of serious physical harm or death to others. Officer [REDACTED] a radio transmission at the beginning of the pursuit was that Gregory had driven off the road onto the sidewalk. Gregory was already a felony suspect; who now committed the felony traffic offense. The red light violation was not confirmed until reviewing the IVS footage from APD unit 23 later.

The transmitted speed of 95 MPH was on I-76E leaving the City of Akron. The expressway is 3 lanes wide in that stretch. As noted in the Supervisor's critique, the weather was clear and dry and the pursuit was on a Saturday morning with less traffic volume. The radio transmission was by Officer Armstead who was the original secondary unit but had dropped back to the third unit while continuing to call out. He gave a thorough description of the pursuit, noting that Gregory was using his directional signals and being mindful of other drivers. He included that traffic was yielding to the audible sirens. The experienced and knowledgeable Officers involved in this pursuit sounded in complete control by their radio transmissions throughout. I terminated the pursuit after hearing Officer Armstead's transmission that Gregory had avoided the attempt to neutralize his vehicle. I determined that the duration of the pursuit was becoming stressful on Gregory and the Officers involved. My experience was that until then, there did not seem to be any risk in attempting to afford the Officers a chance of making the apprehension while travelling the main roadways.

[REDACTED] first transmitted that he would "take out" Gregory's vehicle on CR 18/East Av. The radio transmission was that the speeds had slowed on the 2 lane roadway. I believed that [REDACTED] meant that he would pin Gregory's unit in if the traffic got congested or force him off the side of the road. I understood that to mean when Gregory's vehicle had slowed enough and got "jammed up" behind other traffic. [REDACTED] was not able to find an opportunity until Gregory slowed at E Tallmadge Av and Brittain Rd. Gregory had for several minutes caused a risk of serious physical harm or death to others by his actions. Procedure P-2010-17 has an exception to prohibited intentional contact to prevent this risk.

Respectfully submitted,
Sgt. DM Gorrington 751

Sgt. (DM) [Signature] 751

REC'D 12-24-14
S24

CITY OF AKRON

DEPARTMENT
POLICE/ SERVICES

11/27/2014

TO: Sgt. Gorrington

FROM: Lt. Christman

RE: [REDACTED] Vehicular Pursuit Oct. 11, 2014

Sergeant Gorrington:

In regard to [REDACTED] pursuit of Terry Gregory on Oct. 11, please respond in writing to the following questions. Per the contract, consult with a FOP representative if you choose.

1. I understand [REDACTED] believed Gregory to be a robbery suspect, however, Gregory was not compelled to come to the station and was free to change his mind. He did, however, go through the red light on S. Broadway at Bowery St. Why was the pursuit not canceled until it was 15 minutes underway and traveling at speeds reaching 95 mph and in other jurisdictions for essentially a red light violation?
2. Why didn't you order [REDACTED] not to attempt to disable Gregory's vehicle as he said he was going to do three different times on the radio including at least once in another jurisdiction (Tallmadge Circle) when it was a violation of the Vehicle Pursuit Procedure P-2010-17?

Respectfully,



Lt. Cindy Christman

CITY OF AKRON**DEPARTMENT**

TO: Captain Ball, Lt. Christman, Training Bureau

FROM: Sgt. Gorrington

RE: Vehicle pursuit critique on 10/11/14

Sirs/Maam,

On 10/11/14 at 10:29 [REDACTED] Car 4, using cruiser 23) initiated a vehicular pursuit at Summit St and E Market St. Other Officers involved were PJ Armstead 1045 (Car 601), DC McConnell 1197 (Car 604), DM Sanzone (Car 3), JT Rowan (Car 2) and myself (Car 42, using cruiser 41). Car 4 traveled approximately 18 miles in 16 minutes. The pursuit traveled from Summit/E Market east to Goodkirk Av, south onto SR 8S to I-77S, exited at E Archwood, then re-entered I-77N, continuing onto I-76E out of the city of Akron, into Tallmadge OH, exiting at SR 532 only to continue on I-76E, exited County Rd 18/Tallmadge Rd Brimfield OH, westbound back into Tallmadge and through the Tallmadge Circle, west on West Ave, back into Akron on E Tallmadge Ave, north on Brittain Rd and then east of Howe Rd into Tallmadge when chase was terminated. Car 601 entered SR8 behind Car 4 and continued until termination. Car 604 entered from I-77S north of E Archwood Av and continued until termination. Car 3 entered I-76E from S Arlington St and was terminated at SR 532. Car 2 entered in emergency response from SR 8S to I-76E and was terminated at SR 532. Car 2 followed parallel on Munroe Av to East Av then followed until termination of pursuit. Car 42 entered SR 8S from Perkins St in emergency response to monitor, observe and follow up traffic flow, then terminated after passing County Rd 18 in Brimfield. Tallmadge PD Officer M Dornack entered on East Av and followed pursuit to termination. He then handled the crash scene at Howe Rd/North Av.

Car 4 attempted to disable Suspect vehicle as it slowed to make the wide right turn from the left turn lane from E Tallmadge Av onto Brittain. Car 4 bumped the rear end of Suspect vehicle with the push bar but was unable to square up the push bar with left rear fender and made contact with cruiser 23's right front corner resulting in damage to both vehicles. Suspect recovered from spin out and continued flight.

Vehicle pursuit was terminated as units left the City limits for a second time and was heading into a residential area. Lead units had just turned eastbound onto Howe Rd from Brittain Rd. Suspect vehicle continued approximately .6 mile before being involved in a traffic crash in the city of Tallmadge.

CITY OF AKRON**DEPARTMENT**

TO: Captain Ball, Lt. Christman, Training Bureau

FROM: Sgt. Gorrington

RE: Vehicle pursuit critique on 10/11/14

Following Procedure 10-017, the pursuit decision factors included that the original offense was a Robbery on 9/24/14 where a gun was implicated. The Suspect vehicle was loaded with property or evidence that would have been lost now that Suspect was aware that APD investigators were interested in him. The roads travelled were mostly 4 lane highway. The traffic was light to medium, with some congestion in the expressway interchanges. Only the portion of County Rd 18/East Av was limited to two lanes. The weather was clear and dry. Chase was initiated in the downtown area on a Saturday morning when there was less vehicle and foot traffic. The primary unit is a brand new Ford Explorer in excellent condition. The other police units were in good to excellent condition. Upon reviewing the IVS, it appears the Suspect vehicle was in good condition and a similar model to the police units. There were no other persons in police vehicles or Suspect vehicle. Being able to review the IVS footage, it appears the Suspect was a capable driver, keeping his vehicle under control, using lane indicators at time and braking at intersections to avoid collisions and continue flight.

All APD units used emergency lights and sirens during the pursuit. [REDACTED] pointed out that the new designed SUV with the audible siren up front in the grille seemed to attract the other drivers' attention sooner. After notification and initiating chase procedure [REDACTED] and Armstead transmitted clear and complete locations, directions, speeds and traffic conditions. On IVS, Officer McConnell is seen using emergency signals and vehicle to slow traffic merging from I-76E to I-77S at Lovers Lane. APD Officers operated police vehicles with a high level of due regard for safety to other traffic and themselves during this incident.

As the road supervisor, I monitored, coordinated and directed APD units during the vehicle pursuit by cutting the number of units responding and calling for the termination when the length became extreme, the Suspect showed no indication of complying and the direction was becoming more high risk, travelling towards Barney's Busy Corners. It first appeared that the Suspect was heading toward his address in Ravenna. With the primary and secondary units, I permitted the second K9 unit to stay involved due to the distance between Akron and Ravenna and the uncertainty of available backup units from other jurisdictions. The IVS and audio transmissions were reviewed later with the Officers involved.

CITY OF AKRON

DEPARTMENT

TO: Captain Ball, Lt. Christman, Training Bureau

FROM: Sgt. Gorrington

RE: Vehicle pursuit critique on 10/11/14

In reference to prohibited actions per procedure, there were no roadblocks used or shots fired at the Suspect vehicle. There was intentional contact by [REDACTED] between unit 23 and the Suspect vehicle in an attempt to disable his vehicle and end his flight. It was found after the termination of the chase that the Suspect would continue at high speeds, causing an accident and a risk of serious physical harm with his vehicle. Unfortunately APD has not trained in "pit" maneuvers and [REDACTED] technique and application did not resolve the incident at hand.

The pursuit did leave the city limits and at first it was thought Suspect was heading home. Pursuit stretched just outside of the city/county border and units were still in radio contact. The seriousness of the original suspicion of his involvement in the robbery only escalated by his actions and desire to escape. Notifications to outside jurisdictions were being handled by the Radio Room. APD units after primary and secondary were called out of pursuit, with the exception of one additional K9. All units being 1-man, the 2 K9 units, provided 2 extra Officers.

Per procedure, the pursuit was terminated by the field supervisor after taking into factor that the crime Suspect was involved did not just occur and no weapon was seen at either the time of incident or time of original traffic stop. The origin of the pursuit was the traffic (red light) violation at S Broadway St and Bowery St. The duration was clearly putting stress on all drivers. [REDACTED] had confirmed a positive identification on the Suspect to forward to Det. Looney.

In retrospect, this pursuit was successful. The conditions were overall favorable. There was minimal damage to police equipment. Injuries were limited to Suspect and [REDACTED] right hand only. After reviewing IVS from units 23 and 2, I should have terminated pursuit when it exited I-76E onto the 2 lane County Rd 18/East Av and Suspect changed his direction away from his Ravenna address. Although, Suspect did seem to be in total control of his vehicle at all times and continued braking and slowing at intersections and in congested spots.

Terry Gregory was charged with the original Robbery he was suspected in.

Respectfully submitted

[Signature] 751
S24 REC-D
12-12-14

AKRON POLICE DEPARTMENT CONFIDENTIAL PURSUIT DRIVING REPORT

| | | | | | | | |
|----------------------------------------------------------------------------------------------------------------|----|----------------------------------------------------------------------------------------------------|----------------------------------------------|------------------------------------------|-----------------------------------------|-------------------------------------------------------|---------------|
| TO: Capt. Ball, Lt. Christman, Sgt. Gorrington | | | | DATE: 10-11-14 | | | |
| FROM: [REDACTED] | | | | DAY: Saturday | | | |
| ARRESTED: Terry L. Gregory | | | | | | | |
| CHARGES: Fail to Comply, Resisting Arrest | | | | | | | |
| DID YOU INITIATE PURSUIT? | | YES <input checked="" type="checkbox"/> | NO <input type="checkbox"/> | IVS Activated | YES <input checked="" type="checkbox"/> | NO <input type="checkbox"/> (Explain in Narrative) | |
| TIME INITIATED: 1029 (MILITARY) | | TIME ENDED: 1045 (MILITARY) | | TOTAL TIME: 16 MINUTES | | | |
| PLACE PURSUIT INITIATED: Summit St. @ E. Market St. | | | | | | | |
| PLACE PURSUIT TERMINATED: Howe Ave. in Tallmadge | | | | | | | |
| LEAVE CITY LIMITS? | | YES <input checked="" type="checkbox"/> | | NO <input type="checkbox"/> | | | |
| REASON FOR PURSUIT: | | Robbery suspect sped off and blew a red light as he was driving in to be interviewed by detectives | | | | | |
| OTHER: | | | | | | | |
| REASON FOR TERMINATION: Pursuit left city for second time | | | | | | | |
| ACCIDENT? No | | [REDACTED] | | | | | |
| OTHER ACCIDENT CAUSED: After termination, suspect caused a crash at Howe Ave. @ North Ave. in Tallmadge | | | | | | | |
| WEATHER CONDITIONS: (check applicable) | | CLEAR <input checked="" type="checkbox"/> | RAIN <input type="checkbox"/> | SNOW <input type="checkbox"/> | FOG <input type="checkbox"/> | | |
| ROAD CONDITIONS: (check applicable) | | DRY <input checked="" type="checkbox"/> | WET <input type="checkbox"/> | ICY <input type="checkbox"/> | SNOW <input type="checkbox"/> | | |
| TRAFFIC CONDITIONS: (check applicable) | | LIGHT <input type="checkbox"/> | MEDIUM <input checked="" type="checkbox"/> | HEAVY <input type="checkbox"/> | | | |
| CHECK LOCALS: (check applicable) | | RESIDENTIAL <input checked="" type="checkbox"/> | BUSINESS <input checked="" type="checkbox"/> | XWAY <input checked="" type="checkbox"/> | OTHER <input type="checkbox"/> | | |
| HIGHEST SPEED REACHED: 95mph | | NAME OF STREET/HIGHWAY: 76E | | | | | |
| APD UNIT# | 23 | YEAR: | 2013 | MAKE: | Ford | MODEL: | Explorer |
| DESCRIBE UNIT PURSUED: | | YEAR | 2004 | MAKE | Mercury | MODEL | Grand Marquis |
| | | COLOR | Light Blue | LICENSE NO. | FET6353 | STATE: | Oh |

AKRON POLICE DEPARTMENT

CONFIDENTIAL PURSUIT DRIVING REPORT

REMARKS: (Brief account of involvement to include streets, direction traveled, speeds and violations).

At 10:02 at Mogadore Rd. @ E. Market St., I pulled over a suspect and vehicle that very closely matched the description given in a recent robbery. After consultation with DB and recorded consent given by the suspect, Terry Gregory, he agreed to follow me down to the station to be interviewed. At one point, he exited behind me but I was able to merge off and ask if he had changed his mind. Gregory indicated that he had not. Once we reached the station, I was pulling up to University Ave. and realized Gregory was no longer behind me. When I backed up to see where he had gone, I saw his car at a reckless speed northbound on Broadway and drive through the red light at Bowery St. When he blew the light, I activated my lights and siren but he did not yield. He turned right onto Mill St. then left on Summit. The pursuit was initiated when he made a right turn onto Market St. and when he encountered traffic, drove onto the sidewalk and passed several cars. Speeds on Market reached approximately 55mph. He turned right onto Goodkirk and ran the stop sign at the Rt. 8 exit ramp. He crossed over Buchtel and ran the light at Carroll St. The suspect was signaling and slowing for the intersections. He entered Rt 8 and drove southbound weaving in and out of traffic at approximately 75mph. 601, Armstead became secondary unit. The driver exited at Archwood Ave. and made a left through the red light before re-entering 77 to go north again. 604, McConnell was now secondary. We drove north on 77 then eastbound on 76. At the 76 E ramp, the suspect drove on the right berm to pass several cars. As we continued east, speeds reached between 80 and 90mph. We left the city and the suspect exited at S.R. 532 but crossed through the intersection and re-entered 76E. Speeds reached approximately 95mph until he exited at Tallmadge Rd. in Brimfield. After he exited, he drove the wrong way on Mogadore Rd. which is divided from the exit from 76 by a concrete barrier. He entered Tallmadge Rd. and drove west again weaving through traffic. He ran the red light at the western entrance to the Cascades shopping area. We continued westbound at speeds between 50 and 70mph with the suspect passing cars in the middle turn lane. We entered Tallmadge where Tallmadge Rd. becomes East Ave. We crossed over Munroe Rd. and approached Tallmadge Circle. The suspect slowed somewhat as we approached the circle and we drove around the circle exiting at West Ave. The suspect weaved in and out of traffic at speeds of approximately 55mph. We re-entered Akron when West Ave. became E. Tallmadge Ave. I radioed units behind me that I was going to try to "take out" the car if I had an opportunity. When the driver reached Brittain Rd., he slowed to a near stop to make a right turn around stopped traffic from the left turn lane. I saw a break in southbound traffic and bumped into the rear of the suspect's car to temporarily distract him. I then used my vehicle's push bumper to engage his left rear quarter panel which sent him off of the road on the west side of Brittain into a grassy embankment and landscaping. The suspect was able to maneuver out of the skid and continue northbound on Brittain. The suspect went through the red light and turned right onto Howe Ave. which becomes Tallmadge again. Speeds reached approximately 85 mph on Howe Ave. Shortly after re-entering Tallmadge, Sgt. Goring terminated the chase. I shut off my lights and siren and slowed down, allowing the suspect to gain a large amount of distance. About 30 seconds later, I saw what I believed to be a crash ahead at the intersection of Howe and S.R. 91 (North Ave.) I accelerated to the scene and quickly checked for injuries. I saw the suspect's car careening through the grass toward the Summit Co. D.D. Board parking lot. The crash appeared minor so I drove across the street and jumped out of my cruiser when I saw the suspect bailing on foot. I ordered him several times to get on the ground but he yelled twice.. "I've got a gun!" He dived into a large bush where he was engaged by McConnell's K-9. After a struggle, Gregory was taken into custody.

OFFICERS

SUPERVISOR

Sgt. DM Nowing 751

SHIFT COMMAND

AKRON POLICE DEPARTMENT CONFIDENTIAL PURSUIT DRIVING REPORT

| | | | |
|----------------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------|--------------------------------------------------------------------------------------------|
| TO: Captain Ball, Lt. Christman, Sgt. Gorrington | | DATE: 10-11-2014 | |
| FROM: Off. P. Armstead #1045 | | DAY: Saturday | |
| ARRESTED: Terry L. Gregory | | | |
| CHARGES: Failure to Comply, Resisting Arrest | | | |
| DID YOU INITIATE PURSUIT? | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| | | IVS Activated | YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> (Explain in Narrative) |
| TIME INITIATED: 10:29 (MILITARY) | TIME ENDED: 10:45 (MILITARY) | TOTAL TIME: 16 MINUTES | |
| PLACE PURSUIT INITIATED: Summit and Market | | | |
| PLACE PURSUIT TERMINATED: Howe Ave east of Brittain Rd | | | |
| LEAVE CITY LIMITS? | | YES <input checked="" type="checkbox"/> | NO <input type="checkbox"/> |
| REASON FOR PURSUIT: Traffic Violations with an Aggravated Robbery suspect | | | |
| OTHER: | | | |
| REASON FOR TERMINATION: Sgt. Gorrington for erratic driving conditions | | | |
| ACCIDENT? NO | | IF YES, ENTER APPROPRIATE TEXT HERE: NO ACCIDENT | |
| OTHER ACCIDENT CAUSED: Involved in an accident following the termination | | | |
| WEATHER CONDITIONS: (check applicable) | CLEAR <input checked="" type="checkbox"/> | RAIN <input type="checkbox"/> | SNOW <input type="checkbox"/> FOG <input type="checkbox"/> |
| ROAD CONDITIONS: (check applicable) | DRY <input checked="" type="checkbox"/> | WET <input type="checkbox"/> | ICY <input type="checkbox"/> SNOW <input type="checkbox"/> |
| TRAFFIC CONDITIONS: (check applicable) | LIGHT <input checked="" type="checkbox"/> | MEDIUM <input checked="" type="checkbox"/> | HEAVY <input type="checkbox"/> |
| CHECK LOCALS: (check applicable) | RESIDENTIAL <input checked="" type="checkbox"/> | BUSINESS <input checked="" type="checkbox"/> | XWAY <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> |
| HIGHEST SPEED REACHED: 95MPH | | NAME OF STREET/HIGHWAY: 76 Eastbound at 532 | |
| APD UNIT# 601 | YEAR: 2006 | MAKE: Chevrolet | MODEL: Impala STYLE 4s |
| DESCRIBE UNIT PURSUED: | YEAR 2004 | MAKE Mercury | MODEL Grand Marquis STYLE 4s |
| COLOR Blue | | LICENSE NO. FET6353 | STATE: Oh |

AKRON POLICE DEPARTMENT
CONFIDENTIAL PURSUIT DRIVING REPORT

REMARKS: (Brief account of involvement to include streets, direction traveled, speeds and violations).

I, was working with my K-9 partner, Mylo on October 11, 2014. I responded to [REDACTED] to assist with his stop of a robbery suspect. Mr. Gregory volunteered to follow [REDACTED] to the station to speak with detectives. I was headed to another call which was in the same direction that [REDACTED] and Gregory were traveling. [REDACTED] was headed for the S. Main St exit on 76W when Gregory exited behind him at Grant St. [REDACTED] pulled alongside. Gregory then stated that he intended to go to the station by way of Akron University. I followed again for a short time before losing both [REDACTED] and Gregory in traffic. Shortly thereafter, [REDACTED] radioed that Gregory had once again turned off. I heard [REDACTED] call out that he was involved in a vehicle pursuit with an aggravated robbery suspect at Summit and Market. [REDACTED] stated that the suspect was possibly armed. [REDACTED] stated that the suspect was merging onto Route 8 south. I was a short distance behind [REDACTED] at this point and became the secondary unit. [REDACTED] called out that the suspect was going southbound on 77 from the central interchange as Off. McConnell 1197 was approaching the central interchange from 76. McConnell merged onto 77 South as the suspect vehicle and [REDACTED] changed lanes into the right lane to exit at Archwood Ave. McConnell became the secondary unit at this point, but I continued to call out the pursuit.

The suspect went eastbound on Archwood and then turned northbound back onto 77 north. He traveled north until we got to 76 east reaching speeds of 85mph. The traffic was light as he merged onto 76 east. Speeds reached 90mph as we passed Innovation way and continued eastbound on 76. Traffic was light as we reached 90mph passing Gilchrist Rd. The suspects speed reached 95mph just before ret 532. The suspect got off of 76 at Rte 532 and then immediately merged back onto 76 east. The suspect got off at Rte 18 in Tallmadge and went westbound on Tallmadge Rd. passing the Brimfield Wal-Mart. His speeds reached 55mph as he went left of center to pass traffic. Traffic was light to medium while on Tallmadge Rd. His speed reached about 70mph as he approached the Tallmadge Circle. He entered the circle and continued westbound on West Ave. His speeds reached 65mph as we were approaching Brittain Rd. The suspect turned northbound onto Brittain. At this point [REDACTED] attempted to end the pursuit by touching the left, rear of the suspect's auto with the right, front of the police cruiser. The suspect's car lost control, but only briefly. The suspect continued to go north on Brittain Rd reaching speeds of 55mph. The suspect turned eastbound onto Howe Ave and reached speeds of 85mph. At this point, due to his driving, Sgt. Gorrington terminated the pursuit. I turned off my overhead lights and siren and slowed down. I advised dispatch that I intended to continue to RT 91 and head south. I caught a glimpse of Gregory's car rolling through a parking lot and then saw Gregory hiding in some bushes. McConnell deployed his K9 Recon. When I went into the bushes to assist McConnell, Recon had a hold of Gregory's right flank. We pulled Gregory from the bushes. I realized that Gregory had injury to his right arm and the back of his head as well. I went to my car to get latex gloves and by the time I returned Gregory had been handcuffed.

My patrol vehicle, 601, is not equipped with an IVS camera system.

OFFICERS #1 P. Armstead #1045
#2 [Signature]

SUPERVISOR Sgt. [Signature] 751

SHIFT COMMANDERS REVIEW

AKRON POLICE DEPARTMENT

CONFIDENTIAL PURSUIT DRIVING REPORT

| | | | |
|---------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------------|--------------------------------------------------------------------------------------------|
| TO: Captain Trundle, Lt. Simcox, Sgt. Goring | | DATE: 10-11-14 | |
| FROM: Officer McConnell #1187 | | DAY: Saturday | |
| ARRESTED: Terry L. Gregory | | | |
| CHARGES: Failure to Comply and Resisting Arrest | | | |
| DID YOU INITIATE PURSUIT? | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| | | IVS Activated | YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> (Explain in Narrative) |
| TIME INITIATED: 1029 (MILITARY) | TIME ENDED: 1045 (MILITARY) | TOTAL TIME: 16 MINUTES | |
| PLACE PURSUIT INITATED: Summit and Market | | | |
| PLACE PURSUIT TERMINATED: Howe Ave east of Brittain Rd | | | |
| LEAVE CITY LIMITS? | | YES <input checked="" type="checkbox"/> | NO <input type="checkbox"/> |
| REASON FOR PURSUIT: | | Traffic Violations with an Aggravated Robbery suspect | |
| OTHER: | | | |
| REASON FOR TERMINATION: Sgt. Goring for erratic driving conditions | | | |
| ACCIDENT? NO | | IF YES, ENTER APPROPRIATE TEXT HERE : NO ACCIDENT | |
| OTHER ACCIDENT CAUSED: Involved in an accident following the termination | | | |
| WEATHER CONDITIONS: (check applicable) | CLEAR <input checked="" type="checkbox"/> | RAIN <input type="checkbox"/> | SNOW <input type="checkbox"/> FOG <input type="checkbox"/> |
| ROAD CONDITIONS: (check applicable) | DRY <input checked="" type="checkbox"/> | WET <input type="checkbox"/> | ICY <input type="checkbox"/> SNOW <input type="checkbox"/> |
| TRAFFIC CONDITIONS: (check applicable) | LIGHT <input checked="" type="checkbox"/> | MEDIUM <input checked="" type="checkbox"/> | HEAVY <input type="checkbox"/> |
| CHECK LOCALS: (check applicable) | RESIDENTIAL <input checked="" type="checkbox"/> | BUSINESS <input checked="" type="checkbox"/> | XWAY <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> |
| HIGHEST SPEED REACHED: 95MPH | | NAME OF STREET/HIGHWAY: 76 Eastbound at 532 | |
| APD UNIT# 604 | YEAR: 2009 | MAKE: Ford | MODEL: Crown Vic STYLE 4s |
| DESCRIBE UNIT PURSUED: | YEAR 2004 | MAKE Mercury | MODEL Grand Marquis STYLE 4s |
| COLOR Blue | | LICENSE NO. FET6353 | STATE: Oh |

AKRON POLICE DEPARTMENT
CONFIDENTIAL PURSUIT DRIVING REPORT

REMARKS: (Brief account of involvement to include streets, direction traveled, speeds and violations).

I, Officer D. McConnell #1187, was working with my K-9 partner, Recon on October 11, 2014. I was driving to the station at approximately 1029 to begin my patrol shift. I heard [REDACTED] call out that he was involved in a vehicle pursuit with an aggravated robbery suspect at Summit and Market. [REDACTED] stated that the suspect was possibly armed. [REDACTED] stated that the suspect was merging onto Route 8 south. I got onto 76E from Main Street in an attempt to assist in the pursuit. [REDACTED] called out that the suspect was going southbound on 77 from the central interchange as I was approaching the central interchange from 76. Officer Armstead #1045 stated he was now the secondary unit. I merged onto 77 south as the suspect vehicle and [REDACTED] changed lanes into the right lane to exit at Archwood Ave. I became the secondary unit at this point, but Officer Armstead continued to call out the pursuit.

The suspect went eastbound on Archwood and then turned northbound back onto 77 north. He traveled north until we got to 76 east reaching speeds of 85mph. The traffic was light as he merged onto 76 east. Speeds reached 90mph as we passed Innovation way and continued eastbound on 76. Traffic was light as we reached 90mph passing Gilchrist Rd. The suspects speed reached 95mph just before ret 532. The suspect got off of 76 at Rte 532 and then immediately merged back onto 76 east. The suspect got off at Rte 18 in Tallmadge and went westbound on Tallmadge Rd. passing the Brimfield Wal-Mart. His speeds reached 55mph as he went left of center to pass traffic. Traffic was light to medium while on Tallmadge Rd. His speed reached about 70mph as he approached the Tallmadge Circle. He entered the circle and continued westbound on West Ave. His speeds reached 65mph as we were approaching Brittain Rd. The suspect turned northbound onto Brittain. At this point [REDACTED] attempted to end the pursuit by touching the left, rear of the suspect's auto with the right, front of the police cruiser. The suspect auto lost control, but only briefly. The suspect continued to go north on Brittain Rd reaching speeds of 55mph. The suspect turned eastbound onto Howe Ave and reached speeds of 85mph. At this point, due to his driving, Sgt. Gorrington terminated the pursuit. I turned off my overhead lights and siren and slowed down. As I was coming down the hill on Howe Ave approaching North Ave. I noticed the suspect vehicle had been involved in an accident in that intersection. The suspect was driving through the grass at 630 North Ave in Tallmadge. I pulled into the lot and noticed the suspect running on foot northwest through the parking lot. I deployed K-9 Recon who made the apprehension.

Cruiser #604 is not equipped with the I.V.S.

| | | | |
|--------------------------------|--------------------------------------------|-------------------|----------------|
| OFFICERS | #1 McConnell #1187 #2 [REDACTED] - 1187 | SUPERVISOR | [REDACTED] 751 |
| SHIFT COMMANDERS REVIEW | | | |

AKRON POLICE DEPARTMENT

CONFIDENTIAL PURSUIT DRIVING REPORT

| | | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------|--|------------------------------------------------|--|----------------------------------------------------------------------------------------------------------|--|
| TO: Capt. Ball, Lt Christman, Sgt Gorrington | | | | DATE: 10/11/2014 | | | |
| FROM: Ofc. Rowan 1094 | | | | DAY: Saturday | | | |
| ARRESTED: Terry L. Gregory | | | | | | | |
| CHARGES: Failure to Comply and Resisting Arrest | | | | | | | |
| DID YOU INITIATE PURSUIT? | | YES <input type="checkbox"/> | | NO <input checked="" type="checkbox"/> | | IVS Activated YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> (Explain in Narrative) | |
| TIME INITIATED: 10:29 (MILITARY) | | TIME ENDED: 10:45 (MILITARY) | | TOTAL TIME: 16 MINUTES | | | |
| PLACE PURSUIT INITIATED: Summit and E Market | | | | | | | |
| PLACE PURSUIT TERMINATED: Howe Rd between Brittain and SR 91 | | | | | | | |
| LEAVE CITY LIMITS? | | YES <input checked="" type="checkbox"/> | | NO <input type="checkbox"/> | | | |
| REASON FOR PURSUIT: TRAFFIC VIOLATION and Agg Robbery Suspect | | | | | | | |
| OTHER: | | | | | | | |
| REASON FOR TERMINATION: Sgt Gorrington, driving conditions | | | | | | | |
| ACCIDENT? NO | | IF YES, ENTER APPROPRIATE TEXT HERE: NO ACCIDENT | | | | | |
| OTHER ACCIDENT CAUSED: After termination | | | | | | | |
| WEATHER CONDITIONS: (check applicable) | | CLEAR <input checked="" type="checkbox"/> | | RAIN <input type="checkbox"/> | | SNOW <input type="checkbox"/> | |
| ROAD CONDITIONS: (check applicable) | | DRY <input checked="" type="checkbox"/> | | WET <input type="checkbox"/> | | ICY <input type="checkbox"/> | |
| TRAFFIC CONDITIONS: (check applicable) | | LIGHT <input checked="" type="checkbox"/> | | MEDIUM <input checked="" type="checkbox"/> | | HEAVY <input type="checkbox"/> | |
| CHECK LOCALS: (check applicable) | | RESIDENTIAL <input checked="" type="checkbox"/> | | BUSINESS <input checked="" type="checkbox"/> | | XWAY <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> | |
| HIGHEST SPEED REACHED: 95 MPH | | | | NAME OF STREET/HIGHWAY: I76 East SR 532 | | | |
| APD UNIT# B2 | | YEAR: 2013 | | MAKE: Ford | | MODEL: Explorer | |
| DESCRIBE UNIT PURSUED: | | YEAR 2004 | | MAKE Mercury | | MODEL Grand Marquis | |
| | | COLOR Lt Blue | | LICENSE NO. FET6353 | | STATE: Oh | |
| REMARKS: (Brief account of involvement to include streets, direction traveled speeds and violations). I was working Car B2 and responded to assist car B4, [REDACTED] as he was in pursuit of an Agg. Robbery suspect that he was escorting to the station for questioning. I called out from the area of Home Ave and Success to assist. As I was headed south on SR 8 the suspect was headed from I77 north onto 76 East through the central interchange. I entered the pursuit at that point; I fell in line behind car B42, Sgt Gorrington. I continued east behind Sgt Gorrington (approximate speed was 90-95 MPH) from there to the exit of I76 east and SR532. It was at that point on the exit ramp to SR 532, that Sgt Gorrington told all officers behind (west) of him, to terminate their involvement in the pursuit. I then went left onto SR 532 to head through Tallmadge, Oh and back to the city towards District 2. I was sitting at the light at SR 532 and Monroe in Tallmadge, that is when [REDACTED] called out that Terry Gregory, the suspect, had exited I76 east at SR 18 and was headed on SR18 / East Ave toward Monroe. I then went east on Monroe to see if I could assist in the apprehension of Gregory. As I approached East from Monroe, the suspect and [REDACTED] along with other Akron and Tallmadge officers that were assisting, passed me. I then called out that I was reengaging in the pursuit. We went around the Tallmadge Circle, traffic conditions were light to medium, and speeds were around 65-70 MPH. Gregory then left the circle and was west bound on West Ave. I was behind the last Tallmadge unit involved. As we approached Brittain Rd, the Tallmadge unit allowed me to pass him, since we were now in Akron. We were now north on Brittain and approaching Howe Rd at Barney's Busy Corners. Gregory went east onto Howe Rd, it was on Howe Rd that Sgt Gorrington ordered the pursuit terminated and I turned off my overhead lights and sirens. As I was approaching SR 91, to head back towards the circle, I saw Gregory running across the parking lot of the Summit DD property, hiding behind some bushes. Gregory was stopped by K-9 Recon in the bushes, was placed in hand cuffs and in custody. | | | | | | | |
| OFFICERS | | #1 J Rowan 1094 | | SUPERVISOR | | Sgt. [Signature] 751 | |
| | | #2 | | | | | |
| SHIFT COMMANDERS REVIEW | | | | | | | |

AKRON POLICE DEPARTMENT CONFIDENTIAL PURSUIT DRIVING REPORT

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| TO: Capt. Ball, Lt. Christman, Sgt. Gorrington | | DATE: 10-11-14 | |
| FROM: D. Sanzone 1035 | | DAY: Saturday | |
| ARRESTED: Terry Gregory | | | |
| CHARGES: Fail To Comply, resisting arrest | | | |
| DID YOU INITIATE PURSUIT? | | YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> IVS Activated YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> (Explain in Narrative) X | |
| TIME INITIATED: 1029 (MILITARY) | TIME ENDED: 1045 (MILITARY) | TOTAL TIME: 16 | |
| PLACE PURSUIT INITIATED: Summit St / E. Market st. | | | |
| PLACE PURSUIT TERMINATED: Howe Av in Tallmadge | | | |
| LEAVE CITY LIMITS? | | YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> | |
| REASON FOR PURSUIT: Robbery suspect sped off and driving reckless | | | |
| OTHER: | | | |
| REASON FOR TERMINATION: Pursuit left city limits | | | |
| ACCIDENT? NO | | NO ACCIDENT | |
| OTHER ACCIDENT CAUSED: Yes, after chase was terminated. | | | |
| WEATHER CONDITIONS: (check applicable) | CLEAR <input checked="" type="checkbox"/> | RAIN <input type="checkbox"/> | SNOW <input type="checkbox"/> FOG <input type="checkbox"/> |
| ROAD CONDITIONS: (check applicable) | DRY <input checked="" type="checkbox"/> | WET <input type="checkbox"/> | ICY <input type="checkbox"/> SNOW <input type="checkbox"/> |
| TRAFFIC CONDITIONS: (check applicable) | LIGHT <input type="checkbox"/> | MEDIUM <input checked="" type="checkbox"/> | HEAVY <input type="checkbox"/> |
| CHECK LOCALS: (check applicable) | RESIDENTIAL <input checked="" type="checkbox"/> | BUSINESS <input checked="" type="checkbox"/> | XWAY <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> |
| HIGHEST SPEED REACHED: 95 | | NAME OF STREET/HIGHWAY: 76E | |
| APD UNIT# 3 | YEAR: 2012 | MAKE: Ford | MODEL: Crown Victoria |
| DESCRIBE UNIT PURSUED: | | STYLE | |
| YEAR 2004 | | MAKE Merc | MODEL Grand marquis |
| COLOR Blue | | LICENSE NO. FET-6353 | STYLE 4 |
| STATE: Oh | | | |
| REMARKS: (Brief account of involvement to include streets, direction traveled, speeds and violations). A pursuit of a robbery suspect approached the central interchange while I was at S. Arlington and I76. The pursuit continued on to I76E. I entered I76E just as the pursuit passed the on ramp. I initiated lights and sirens and continued East bound behind 3 other marked Units. Speeds approached 90-95 MPH. As the pursuit neared Rt 532 in Tallmadge, Sgt. Gorrington ordered a few units to back out. The suspect exited at 532 but got right back on and continued East bound on 76. As I exited at Rt. 532 I terminated my pursuit. The IVS in my car was turned on but it did not work. It has only worked intermittently but since has been repaired. The Techs at Triplett stated there was a short circuit in the wiring. | | | |
| OFFICERS | | SUPERVISOR | |
| #1 D. Sanzone 1035 | | [Signature] 757 | |
| #2 [Signature] 1035 | | | |
| SHIFT COMMANDERS REVIEW | | | |

AKRON POLICE DEPARTMENT CONFIDENTIAL PURSUIT DRIVING REPORT

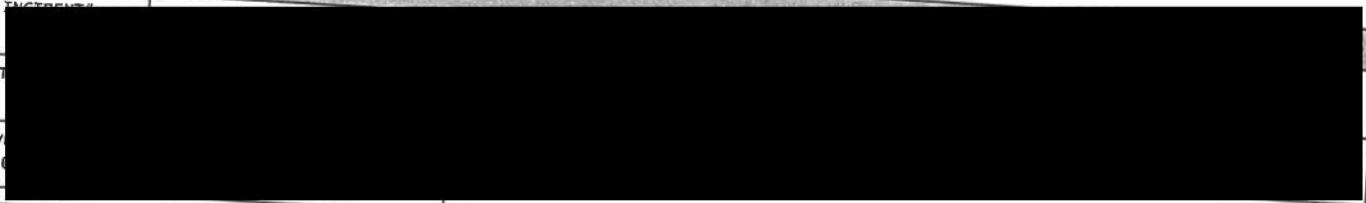
| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------------------------------|
| TO: Capt Ball, Lt Christman | | DATE: 10/11/14 | |
| FROM: Sgt. Gorrington | | DAY: Saturday | |
| ARRESTED: Terry L Gregory | | | |
| CHARGES: Fail to Comply, Resisting Arrest | | | |
| DID YOU INITIATE PURSUIT? | | YES <input type="checkbox"/> | NO <input checked="" type="checkbox"/> |
| | | IVS Activated | YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> (Explain in Narrative) |
| TIME INITIATED: 1029 (MILITARY) | TIME ENDED: 1045 (MILITARY) | TOTAL TIME: 16 MINUTES | |
| PLACE PURSUIT INITIATED: Summit St/E Market St | | | |
| PLACE PURSUIT TERMINATED: Howe Rd, Tallmadge, OH | | | |
| LEAVE CITY LIMITS? | | YES <input checked="" type="checkbox"/> | NO <input type="checkbox"/> |
| REASON FOR PURSUIT: TRAFFIC VIOLATION | | | |
| OTHER: Robbery Suspect | | | |
| REASON FOR TERMINATION: Driver identified, length, leaving city limits and entering residential area | | | |
| ACCIDENT? NO | | IF YES, ENTER APPROPRIATE TEXT HERE: NO ACCIDENT | |
| OTHER ACCIDENT CAUSED: Suspect vehicle involved on Howe Rd at North Av(SR 91) after termination | | | |
| WEATHER CONDITIONS: (check applicable) | CLEAR <input checked="" type="checkbox"/> | RAIN <input type="checkbox"/> | SNOW <input type="checkbox"/> FOG <input type="checkbox"/> |
| ROAD CONDITIONS: (check applicable) | DRY <input checked="" type="checkbox"/> | WET <input type="checkbox"/> | ICY <input type="checkbox"/> SNOW <input type="checkbox"/> |
| TRAFFIC CONDITIONS: (check applicable) | LIGHT <input type="checkbox"/> | MEDIUM <input checked="" type="checkbox"/> | HEAVY <input type="checkbox"/> |
| CHECK LOCALS: (check applicable) | RESIDENTIAL <input checked="" type="checkbox"/> | BUSINESS <input checked="" type="checkbox"/> | XWAY <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> |
| HIGHEST SPEED REACHED: 95 | | NAME OF STREET/HIGHWAY: I-76E | |
| APD UNIT# 41 | YEAR: 2011 | MAKE: Chevy | MODEL: Impala STYLE 4 dr |
| DESCRIBE UNIT PURSUED: | YEAR 2004 | MAKE Mercury | Grand Marquis STYLE 4 dr. |
| | COLOR Light blue | LICENSE NO. FET6353 | STATE: OH |
| REMARKS: (Brief account of involvement to include streets, direction traveled, speeds and violations). While assigned as Car 42, using cruiser 41, I responded and monitored as Car 4 [redacted] initiated this pursuit. As units were heading in the direction of SR8 South, I entered the expressway from Perkins St southbound. I could see pursuit involving 2 units (Cars 4 and 601) far ahead of me. I continued in emergency response, SR8 South, I-77 South, exiting at E Archwood Av, then re-entering I-77 North and continuing onto I-76 East. I heard 604 transmit that he was involved as secondary unit. On the long stretch of I-76E, I could see 4 sets of emergency flashing lights. My highest speed was between 80 mph and 85 mph on I-76E in an attempt to catch up. At SR 532, units exited and re-entered I-76E. At that time I limited pursuit personnel to Cars 4, 604 and 601. Car 3, who was just in front of me, and Car 2, who was just behind me, ended their pursuit. I continued back onto I-76E, but when units again exited County Rd 18/Tallmadge Rd, I stayed to the left on the expressway, first thinking Suspect was continuing to his address in Ravenna, and then I could now exit safely do to slowed traffic. At that time I ended my pursuit and monitored while moving toward the direction of travel as called out by 601. | | | |
| APD unit 41 is not equipped with IVS. | | | |
| OFFICERS | | SUPERVISOR | |
| #1 Sgt. DM Gorrington | | [Signature] 751 | |
| #2 | | | |
| SHIFT COMMANDERS REVIEW | | | |



Incident
POLICE, DIVISION, AKRON, OHIO

Sunday, October 12, 2014 13:52
Page 1 of 3

INCIDENT



| Unit | Dispatch | Enroute | Arrived | Open Rpt | Cleared |
|------|----------|----------|----------|----------|----------|
| B4 | 10:01:46 | | | | |
| B3 | 10:02:03 | 10:02:10 | 15:56:51 | 11:01:31 | 17:14:59 |
| 601 | 10:25:15 | 10:25:15 | | | 10:22:21 |
| B2 | 10:30:36 | 10:30:40 | 10:25:15 | | 15:12:47 |
| B42 | 10:47:47 | 10:48:17 | 11:07:15 | | 13:00:33 |
| BW86 | 10:48:02 | 10:48:05 | 11:05:45 | | 17:14:59 |
| B5 | 10:49:57 | 10:49:57 | | | 10:55:19 |
| 604 | 11:05:40 | | 10:49:57 | | 12:23:23 |
| DW86 | 14:51:48 | 14:53:03 | 11:05:45 | | 16:19:10 |
| | | | | | 16:55:05 |

| Time | Notes |
|----------|-------------------------------------------------------------------|
| 10:02:42 | POSSIBLY RELATED TO SIG 6 (42DRS) |
| 10:09:01 | Timer reset on unit B4 at 10:09:01 |
| 10:21:54 | Unit B4 current location: 18 (DRS) |
| 10:25:15 | Unit 601 Dispatched 10:05:26, Enroute 10:05:26, On scene 10:05:26 |
| 10:25:15 | Unit 601 Available 10:22:07 |
| 10:29:41 | CHASE (42DRS) |
| 10:29:49 | SUMMIT MARKET/B (42DRS) |
| 10:29:57 | E/B MARKET (42DRS) |
| 10:30:23 | B2 (42DRS) |
| 10:30:25 | 55MPH (42DRS) |
| 10:30:32 | UNION/RT8 (42DRS) |
| 10:30:36 | Unit B2 Dispatched 10:02:05, Enroute 10:02:10 |
| 10:30:36 | Unit B2 Available 10:04:19 |
| 10:31:10 | BUCHTEL/CARROL (42DRS) |
| 10:31:16 | S/B RT8 (42DRS) |
| 10:31:42 | CENTRAL (42DRS) |
| 10:31:57 | S/B 77 (42DRS) |
| 10:32:02 | LOVERS LN (42DRS) |
| 10:32:07 | 601 SECONDARY (42DRS) |
| 10:32:20 | ARMED ROBBERY SUSPECT (42DRS) |
| 10:32:26 | 75MPH (42DRS) |
| 10:32:38 | ARCHWOOD/FIRESTONE (42DRS) |
| 10:32:42 | SCSO NOTIFIED (09PRM) |
| 10:32:50 | 604 (42DRS) |
| 10:33:08 | S/B PAST ARCHWOOD (42DRS) |
| 10:33:13 | E/B ARCHWOOD (42DRS) |
| 10:33:27 | N/B 77 (42DRS) |

| Time | Notes |
|----------|----------------------------------------------------------------|
| 10:33:51 | 76 E/B 80MPH (42DRS) |
| 10:34:31 | 76 E/B 85 MPH (42DRS) |
| 10:35:05 | 76 E/B 90 MPH MARKET ST (42DRS) |
| 10:35:15 | 90 MPH (42DRS) |
| 10:35:27 | LT TRAFFIC CONDITION (42DRS) |
| 10:35:58 | 76 PAST MARKET (42DRS) |
| 10:36:10 | LIVES SANDY LAKE RD (42DRS) |
| 10:36:15 | 76/GILCHREST (42DRS) |
| 10:36:45 | 76 E/B 532 (42DRS) |
| 10:36:55 | 4082 SANDY LAKE RD (42DRS) |
| 10:37:19 | CANTON AND RAVENNA OSP NOTIFIED (09PRM) |
| 10:37:27 | GETTING OFF AT 532 (42DRS) |
| 10:37:56 | 76 E/B AGAIN (42DRS) |
| 10:38:06 | UNITS DROP OUT PER 42 (42DRS) |
| 10:38:33 | 601 42 4 STILL WITH M/V (42DRS) |
| 10:38:51 | 95 MPH (42DRS) |
| 10:38:59 | GETTING OFF ON RT 18 (42DRS) |
| 10:39:42 | W/B ON TALLMADGE RD IN BRIMFIELD 55 MPH (42DRS) |
| 10:40:04 | LT BLUE MARQUIS (42DRS) |
| 10:40:09 | W/M DRIVER 40 - 50 (42DRS) |
| 10:40:23 | MONROE BY THE HIGH SCHOOL (42DRS) |
| 10:41:02 | W/B TALLMADGE/MONROE (42DRS) |
| 10:41:05 | 70 MPH (42DRS) |
| 10:41:32 | TALLMADGE PD WITH APD (42DRS) |
| 10:42:59 | W/B WEST AVE (42DRS) |
| 10:43:13 | MAC 11 (42DRS) |
| 10:43:19 | BRITTAIN RD (42DRS) |
| 10:43:45 | N/B BRITTAIN (42DRS) |
| 10:43:53 | PASSING ALPHADA (42DRS) |
| 10:44:30 | N/B PASSING INDEPENDENCE (42DRS) |
| 10:45:02 | HOWE E/B 91 (42DRS) |
| 10:45:11 | 85 MPH LT TRAFFIC (42DRS) |
| 10:45:29 | TERMINATE CHASE PER 42 (42DRS) |
| 10:45:34 | 91 IN TALLMADGE (42DRS) |
| 10:45:53 | SIG 8 AT 91 (42DRS) |
| 10:46:10 | BLUE SHIRT (42DRS) |
| 10:46:24 | APPREHENSION (42DRS) |
| 10:46:43 | SUMMIT COUNTY DD PARKING LOT (42DRS) |
| 10:47:01 | NEED AMBULANCE/MED UNIT (42DRS) |
| 10:47:03 | DOG BITE (42DRS) |
| 10:47:47 | Unit B42 Dispatched 10:03:22, Enroute 10:03:26 |
| 10:47:47 | Unit B42 Available 10:10:41 |
| 11:01:54 | Unit B4 current location: 18 (DJW) |
| 11:05:28 | Unit B4 current location: 18 (DJW) |
| 11:07:11 | Unit B2 current location: CITY HOSP W/13 (BLC) |
| 11:12:09 | Unit 601 current location: NRT TO CITY W/CAR 2 AND TALLM (DJW) |
| 11:14:26 | Unit 604 current location: CITY HOSP (BLC) |
| 11:31:22 | Unit B42 current location: CITY HOSP (BLC) |
| 11:31:41 | Unit B5 current location: CSU GARAGE W/VEH (BLC) |

| Time | Notes |
|----------|-----------------------------------------------------------------------|
| 12:38:12 | Unit 604 current location: 18/PPWK (BLC) |
| 12:39:17 | Unit 842 current location: 18 (BLC) |
| 12:52:05 | Incident location changed from: RAMP MARKET TO I76W/E MARKET ST (BLC) |
| 12:52:18 | LINKED TO POLICE SUB INCIDENT # 14191700 10/11/14 |
| 12:52:25 | *POLICE RPT # 14-024466 (43BLC) |
| 12:52:44 | Unit 84 current location: 18 (BLC) |
| 13:54:09 | Timer reset on unit 84 at 13:54:09 |
| 14:51:55 | Unit DW86 current location: 40/CITY (DJW) |
| 15:56:56 | Unit 84 current location: 18 (BLC) |
| 15:56:59 | Timer reset on unit 84 at 15:56:59 |
| 16:30:56 | Unit DW86 current location: NRT TO JAIL (DJW) |



TRAFFIC CRASH REPORT

LOCAL REPORT NUMBER *

CRASH SEVERITY

HIT/SNIP
1 - SOLVED
2 - UNSOLVED

LOCAL INFORMATION

PHOTO TAKEN
☐ OH-2
☐ OH-1P
☐ OH-3
☐ OTHERPDD UNDER STATE REPORTING
DOLLAR AMOUNT

PRIVATE PROPERTY

REPORTING AGENCY NCIC *

REPORTING AGENCY NAME *

NUMBER OF UNITS

UNIT IN CRASH
98 - ANIMAL
99 - UNKNOWN

COUNTY *

CITY *
☐ VILLAGE *
☐ TOWNSHIP *

CITY, VILLAGE, TOWNSHIP *

CRASH DATE *

TIME OF CRASH

DAY OF WEEK

DEGREES / MINUTES / SECONDS

LATITUDE

LONGITUDE

DECIMAL DEGREES

LATITUDE

LONGITUDE

ROADWAY DIVISION
☐ DIVIDED
☒ UNDIVIDEDDIVIDED LANE DIRECTION OF TRAVEL
N - NORTHBOUND E - EASTBOUND
S - SOUTHBOUND W - WESTBOUND

NUMBER OF TRAIL LINES

ROAD TYPES OR MILEPOST *

AL - ALLEY CR - CIRCLE
AV - AVENUE CT - COURT
BL - BUILDING DR - DRIVE
HE - HEIGHTS HW - HIGHWAY
LA - LAKE PI - PIKEMP - MILEPOST PL - PLACE
PK - PARKWAY RD - ROAD
SQ - SQUARE TI - TRAILSI - STREET WA - WAY
TE - TERRACE

LOCATION ROUTE TYPE 1

LOCATION ROUTE NUMBER

LOC PREFIX
N, S, E, W

LOCATION ROAD NAME

LOCATION ROUTE TYPE 2

ROUTE TYPES *

IR - INTERSTATE ROUTE (INC. TURNPIKE)
US - US ROUTE CR - NUMBERED COUNTY ROUTE
SR - STATE ROUTE TR - NUMBERED TOWNSHIP ROUTEDISTANCE FROM REFERENCE
MILES
FEET
YARDSDIR FROM REF
N, S, E, W

REFERENCE ROUTE TYPE 1

REFERENCE ROUTE NUMBER

REF PREFIX
N, S, E, W

REFERENCE NAME (ROAD, MILEPOST, HOUSE #)

REFERENCE ROAD TYPE 2

REFERENCE POINT USED
1 - INTERSECTION
2 - MILE POST
3 - HOUSE NUMBER

CRASH LOCATION

01 - NOT AN INTERSECTION
02 - FOUR-WAY INTERSECTION
03 - T-INTERSECTION
04 - Y-INTERSECTION
05 - TRAFFIC CIRCLE/ROUNDBOAT
06 - FIVE POINT, OR MORE
07 - ON RAMP
08 - OFF RAMP
09 - CROSSOVER
10 - DRIVEWAY/ALLEY ACCESS
11 - RAILWAY GRADE CROSSING
12 - SHARED-USE PATHS OR TRAILS
99 - UNKNOWN

INTERSECTION RELATED

LOCATION OF FIRST HARMFUL EVENT

1 - ON ROADWAY
2 - ON SHOULDER
3 - IN MEDIAN
4 - ON ROADSIDE
5 - ON GORE
6 - OUTSIDE TRAFFICWAY
9 - UNKNOWN

ROAD CONTOUR

1 - STRAIGHT LEVEL
2 - STRAIGHT GRADE
3 - CURVE LEVEL
4 - CURVE GRADE
9 - UNKNOWN

ROAD CONDITIONS

PRIMARY
SECONDARY01 - DRY
02 - WET
03 - SNOW
04 - ICE
05 - SAND, MUD, DIRT, OIL, GRAVEL
06 - WATER (STANDING, MOVING)
07 - SLUSH
08 - DEBRIS09 - RUT, HOLES, BUMPS, UNEVEN PAVEMENT
10 - OTHER
99 - UNKNOWN

* SECONDARY CONDITION ONLY

MANNER OF CRASH COLLISION/IMPACT

1 - NOT COLLISION BETWEEN 2 - REAR-END
TWO MOTOR VEHICLES 3 - HEAD-ON
IN TRANSPORT 4 - REAR-TO-REAR
5 - BACKING 6 - ANGLE
7 - SIDESWIPES, SAME DIRECTION
8 - SIDESWIPES, OPPOSITE DIRECTION
9 - UNKNOWN

WEATHER

1 - CLEAR
2 - CLOUDY
3 - FOG, SMOG, SMOKE
4 - RAIN
5 - SLEET, HAIL
6 - SNOW
7 - SEVERE CROSSWINDS
8 - BLOWING SAND, SOIL, DIRT, SNOW
9 - OTHER/UNKNOWN

ROAD SURFACE

1 - CONCRETE
2 - BRICKTOP, BITUMINOUS, ASPHALT
3 - BRICK/BLOCK
4 - SLAG, GRAVEL, STONE
5 - DIRT
6 - OTHER

LIGHT CONDITIONS

PRIMARY
SECONDARY1 - DAYLIGHT
2 - DAWN
3 - DUSK
4 - DARK - LIGHTED ROADWAY
5 - DARK - ROADWAY NOT LIGHTED
6 - DARK - UNKNOWN ROADWAY LIGHTING
7 - GLARE
8 - OTHER

* SECONDARY CONDITION ONLY

SCHOOL BUS RELATED

YES, SCHOOL BUS DIRECTLY INVOLVED
YES, SCHOOL BUS INDIRECTLY INVOLVED

WORK ZONE RELATED

WORKERS PRESENT
LAW ENFORCEMENT PRESENT (MOTORIST)
LAW ENFORCEMENT PRESENT (VEHICLE ONLY)

TYPE OF WORK ZONE

1 - LANE CLOSURE
2 - LANE SHIFT/CROSSOVER
3 - WORK ON SHOULDER OR MEDIAN
4 - INTERMITTENT OR MOVING WORK
5 - OTHER

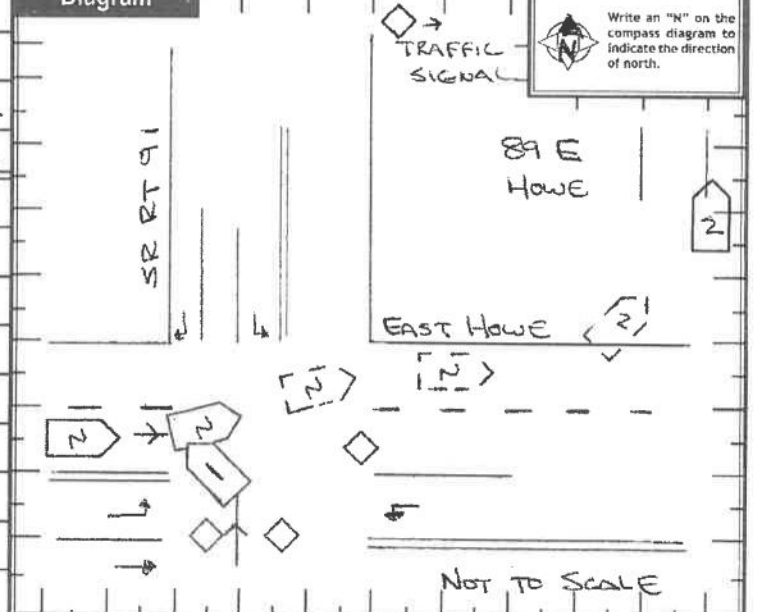
LOCATION OF CRASH IN WORK ZONE

1 - BEFORE THE FIRST WORK ZONE WARNING SIGN
2 - ADVANCE WARNING AREA
3 - TRANSITION AREA
4 - ACTIVITY AREA
5 - TERMINATION AREA

NARRATIVE

UNIT #2 DROVE LEFT OF CENTER AND THROUGH A RED LIGHT STRIKING UNIT #1 ON THE RIGHT FRONT CAUSING DAMAGE AFTER STRIKING UNIT #1 UNIT #2 CONTINUED EASTBOUND ON HOWE ROAD JUMPED THE CURB AND STRUCK A FENCE POST AT 89 EAST HOWE ROAD

Diagram



REPORT TAKEN BY

☒ POLICE AGENCY
☐ MOTORIST

SUPPLEMENT (CORRECTION OR ADDITION TO AN EXISTING REPORT SENT TO ODPSS)

DATE CRASH REPORTED

TIME CRASH REPORTED

DISPATCH TIME

ARRIVAL TIME

TIME CLEARED

OTHER INVESTIGATION TIME

TOTAL MINUTES

OFFICER'S NAME *

DORNACK

OFFICER'S BADGE NUMBER

80

CHECKED BY

SGT. CHRISTOPHER

PAGE OF



MOTORIST / Non-MOTORIST / OCCUPANT

LOCAL REPORT NUMBER

[REDACTED]

Motorist/Non-Motorist

| | | | | |
|--------------------------------------|---------------------------|-----------------------------------|-----------------------------------|------------------------|
| UNIT NUMBER | NAME: LAST, FIRST, MIDDLE | DATE OF BIRTH | AGE | GENDER |
| 1011 | MAZUR JILL A | 10/9/11/19/5/19 | 55 | F - FEMALE M - MALE |
| Address, City, State, Zip | | CONTACT PHONE - INCLUDE AREA CODE | | |
| 142 E. GARWOOD DR TALLMADGE OH 44278 | | [REDACTED] | | |
| INJURIES | INJURED TAKEN BY | EMS AGENCY | MEDICAL FACILITY INJURED TAKEN TO | SAFETY EQUIPMENT USED |
| 1 | | | | 04 |
| OL STATE | OPERATOR LICENSE NUMBER | OL CLASS | No VALID OL | M/C END. |
| OH | [REDACTED] | 4 | | |
| OFFENSE CHARGED (LOCAL CODE) | OFFENSE DESCRIPTION | CITATION NUMBER | HANDS-FREE DEVICE USED | DRIVER DISTRACTED BY |
| | | | | |

Motorist/Non-Motorist

| | | | | |
|-------------------------------------|---------------------------|-----------------------------------|-----------------------------------|------------------------|
| UNIT NUMBER | NAME: LAST, FIRST, MIDDLE | DATE OF BIRTH | AGE | GENDER |
| 1021 | GREGGORY TERRY L. | 10/8/28/19/6/31 | 51 | M - MALE F - FEMALE |
| Address, City, State, Zip | | CONTACT PHONE - INCLUDE AREA CODE | | |
| 4082 SANDY LAKE RD RAVENNA OH 44266 | | [REDACTED] | | |
| INJURIES | INJURED TAKEN BY | EMS AGENCY | MEDICAL FACILITY INJURED TAKEN TO | SAFETY EQUIPMENT USED |
| 3 | 2 | TALLMADGE | AKRON CITY | 01 |
| OL STATE | OPERATOR LICENSE NUMBER | OL CLASS | No VALID OL | M/C END. |
| OH | [REDACTED] | 4 | | |
| OFFENSE CHARGED (LOCAL CODE) | OFFENSE DESCRIPTION | CITATION NUMBER | HANDS-FREE DEVICE USED | DRIVER DISTRACTED BY |
| 4511.20 | RECKLESS OP | | | |

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| INJURIES | INJURED TAKEN BY | SAFETY EQUIPMENT USED | 99 - UNKNOWN SAFETY EQUIPMENT | Non-Motorist |
| 1 - NO INJURY - NONE REPORTED 2 - POSSIBLE 3 - NON-INCAPACITATING 4 - INCAPACITATING 5 - FATAL | 1 - NOT TRANSPORTED / TREATED AT SCENE 2 - EMS 3 - POLICE 4 - OTHER 9 - UNKNOWN | MOTORIST 01 - NONE USED - VEHICLE OCCUPANT 02 - SHOULDER BELT ONLY USED 03 - LAP BELT ONLY USED 04 - SHOULDER AND LAP BELT USED | 05 - CHILD RESTRAINT SYSTEM - FORWARD FACING 06 - CHILD RESTRAINT SYSTEM - REAR FACING 07 - BOOSTER SEAT 08 - HELMET USED | 09 - NONE USED 10 - HELMET USED 11 - PROTECTIVE PADS USED (KNEES, ELBOWS, ETC.) 12 - REFLECTIVE CLOTHING 13 - LIGHTING 14 - OTHER |
| SEATING POSITION | | | | |
| 01 - FRONT - LEFT SIDE (MOTORCYCLE DRIVER) 02 - FRONT - MIDDLE 03 - FRONT - RIGHT SIDE 04 - SECOND - LEFT SIDE (MOTORCYCLE PASSENGER) 05 - SECOND - MIDDLE 06 - SECOND - RIGHT SIDE 07 - THIRD - LEFT SIDE (MOTORCYCLE SIDE CAR) 08 - THIRD - MIDDLE 09 - THIRD - RIGHT SIDE 10 - SLEEPER SECTION IN CAB/THRU 11 - PASSENGER IN OTHER ENCLOSED CABIN AREA (Not Trailing Unit Seated as a Bel. Person with Cab) 12 - PASSENGER IN UNENCLOSED CABIN AREA 13 - TRAILING UNIT 14 - RIDING ON VEHICLE EXTERIOR (Not Trailing Unit) 15 - Non-Motorist 16 - OTHER 99 - UNKNOWN | | | | |
| EJECTION | | | | |
| 1 - NOT EJECTED 2 - EJECTED BY MECHANICAL MEANS 3 - EJECTED BY NON-MECHANICAL MEANS 4 - NOT APPLICABLE | | | | |
| TRAPPED | | | | |
| 1 - NOT TRAPPED 2 - EJECTED BY MECHANICAL MEANS 3 - EJECTED BY NON-MECHANICAL MEANS | | | | |
| OPERATOR LICENSE CLASS | | | | |
| 1 - CLASS A 2 - CLASS B 3 - CLASS C 4 - REGULAR CLASS (OTHER "DT") 5 - MOTORCYCLE ONLY | | | | |
| CONDITION | | | | |
| 1 - APPARENTLY NORMAL 2 - PHYSICAL IMPAIRMENT 3 - EMOTIONAL (DEPRESSED, ANGRY, DISTRESSED) 4 - ILLNESS 5 - FULL ASLEEP, FANDED, FAULTED 6 - UNDER THE INFLUENCE OF MEDICATIONS, DRUGS, ALCOHOL 7 - OTHER | | | | |
| ALCOHOL TEST STATUS | | | | |
| 1 - NONE GIVEN 2 - TEST REFUSED 3 - TEST GIVEN, CONTAMINATED SAMPLE/UNUSABLE 4 - TEST GIVEN, RESULTS KNOWN 5 - TEST GIVEN, RESULTS UNKNOWN | | | | |
| ALCOHOL TEST TYPE | | | | |
| 1 - NONE 2 - BLOOD 3 - URINE 4 - BREATH 5 - OTHER | | | | |
| DRUG TEST STATUS | | | | |
| 1 - NONE GIVEN 2 - TEST REFUSED 3 - TEST GIVEN, CONTAMINATED SAMPLE/UNUSABLE 4 - TEST GIVEN, RESULTS KNOWN 5 - TEST GIVEN, RESULTS UNKNOWN | | | | |
| DRUG TEST TYPE | | | | |
| 1 - NONE 2 - BLOOD 3 - URINE 4 - OTHER | | | | |
| DRIVER DISTRACTED BY | | | | |
| 1 - NO DISTRACTION REPORTED 2 - PHONE 3 - TEXTING/E-MAILING 4 - ELECTRONIC COMMUNICATION DEVICE 5 - OTHER ELECTRONIC DEVICE (Navigation Device, Radio, DVD) 6 - OTHER (INSIDE THE VEHICLE) 7 - EXTERNAL DISTRACTION | | | | |

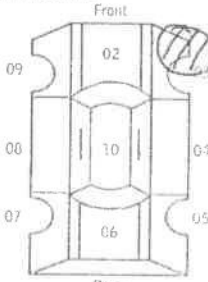
Occupant

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Unit

Local Report Number

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| Unit Number 011 | Owner Name: Last, First, Middle (X Same As Driver) | Owner Phone Number - inc. area code (X Same As Driver) | Damage Scale 4 | Damaged Area  |
| Owner Address: City, State, Zip (X Same As Driver) | | | 1 - None | |
| LP State OH | License Plate Number ECZ 6377 | Vehicle Identification Number 2T118R3Z1E77C832282 | 2 - Minor | |
| Vehicle Year 2007 | Vehicle Make TOYOTA | Vehicle Model 4S | 3 - Functional | |
| | Vehicle Color WHITE | | 4 - Destroyed | |
| Insurance Company STATE FARM | Policy Number [REDACTED] | Towed By PHIL'S | 5 - Unknown | |
| Carrier Name, Address, City, State, Zip | | | Carrier Phone - include area code | |
| US DOT | Vehicle Weight GVWR/GCWR 1 - 1750 lbs. or less 2 - 10,001 to 26,000 lbs. 3 - More than 26,000 lbs. 1 | Cargo Body Type 01 - No Cargo Body Type (Not Applicable) 02 - Box Van (9-15' length, not divided) 03 - Box Truck (20' or longer) 04 - Vehicle Carrying Another Vehicle 05 - Tanker 06 - Intermediate Container (Tanker) 07 - Cargo Van (Divided Box) 08 - Garbage Truck 09 - Other 01 | Trafficway Description 1 - Two-Way, Not Divided 2 - Two-Way, Not Divided, Continuous Left Turn Lane 3 - Two-Way, Divided, No Median, Median Separation 4 - Two-Way, Divided, Positive Median Barrier 5 - One-Way Trafficway 1 | |
| HM Placard ID No. | HM Class Number | Hazardous Material Released | Non-Motorist Location Prior to Impact 01 - Intersection - Marked Crosswalk 02 - Intersection - No Crosswalk 03 - Intersection - Other 04 - Midblock - Marked Crosswalk 05 - Travel Lane - Other Location 06 - Bicycle Lane 07 - Shoulder/Roadside 08 - Sidewalk 09 - Median/Crossing Island 10 - Driveway Access 11 - Shared Use Path or Trail 12 - Non-Trafficway Area 99 - Other/Unknown 01 | |
| Type of Use 1 - Personal 2 - Commercial 3 - Government 1 | Unit Type 01 - Subcompact 02 - Compact 03 - Mid Size 04 - Full Size 05 - Minivan 06 - Sport Utility Vehicle 07 - Pickup 08 - Van 09 - Motorcycle 10 - Motorized Bicycle 11 - Snowmobile/ATV 12 - Other Passenger Vehicle 99 - Unknown or Not a Unit 02 | Passenger Vehicles or Less (9 Passengers) 01 - Subcompact 02 - Compact 03 - Mid Size 04 - Full Size 05 - Minivan 06 - Sport Utility Vehicle 07 - Pickup 08 - Van 09 - Motorcycle 10 - Motorized Bicycle 11 - Snowmobile/ATV 12 - Other Passenger Vehicle 99 - Unknown or Not a Unit 02 | Med-Heavy Trucks or Combo Units > 10k lbs. 13 - Single Unit Truck or Van 2 axle, 6 tires 14 - Single Unit Truck, 3+ axles 15 - Single Unit Truck / Trailer 16 - Truck/Tractor (Boat/Haul) 17 - Tractor/Seam Trailer 18 - Tractor/Double 19 - Tractor/Triples 20 - Other Med/Heavy Vehicle 21 - Bus/Van/Limo (9 or more seating areas) 22 - Bus (9 or more seating areas) 23 - Animal with Rider 24 - Animal with Buggy, Wagon, Sleigh 25 - Bicycle/Pedacyclist 26 - Pedestrian/Skater 27 - Other Non-Motorist 03 | |
| Special Function 01 - None 02 - Taxi 03 - Rental Truck (over 10k lbs) 04 - Bus - School (Public or Private) 05 - Bus - Transit 06 - Bus - Charter 07 - Bus - Shuttle 08 - Bus - Other 09 - Ambulance 10 - Fire 11 - Highway Maintenance 12 - Military 13 - Police 14 - Public Utility 15 - Other Government 16 - Construction Equip. 17 - Farm Vehicle 18 - Farm Equipment 19 - Motorhome 20 - Golf Cart 21 - Train 22 - Other (Specify in Narrative) 01 | Most Damaged Area 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 - Traction Area 14 - Other 03 | Impact Area 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 - Traction Area 14 - Other 03 | Action 1 - Non-Contact 2 - Non-Collision 3 - Striking 4 - Struck 5 - Striking/Struck 9 - Unknown 4 | |
| Pre-Crash Actions Motorist 01 - Straight Ahead 02 - Backing 03 - Changing Lanes 04 - Overtaking/Passing 05 - Making Right Turn 06 - Making Left Turn 07 - Making U Turn 08 - Entering Traffic Lane 09 - Leaving Traffic Lane 10 - Parked 11 - Slowing or Stopped in Traffic 12 - Driveway 13 - Negotiating a Curve 14 - Other Motorist Action Non-Motorist 15 - Entering or Crossing Specified Location 16 - Walking, Running, Jogging, Playing, Cycling 17 - Working 18 - Pushing Vehicle 19 - Approaching or Leaving Vehicle 20 - Standing 21 - Other Non-Motorist Action 06 | | | | |
| Contributing Circumstances Primary 01 - None 02 - Failure to Yield 03 - Run Red Light 04 - Run Stop Sign 05 - Exceeded Speed Limit 06 - Unsafe Speed 07 - Improper Turn 08 - Left of Center 09 - Followed Too Closely/ACDA 10 - Improper Lane Change / Passing/Off Road 11 - Improper Backing 12 - Improper Start From Parked Position 13 - Stopped or Parked Illegally 14 - Operating Vehicle in Negligent Manner 15 - Swerving to Avoid (Due to External Conditions) 16 - Wrong Side/Wrong Way 17 - Failure to Control 18 - Vision Obstruction 19 - Operating Defective Equipment 20 - Load Shifting/Falling/Spilling 21 - Other Improper Action Non-Motorist 22 - None 23 - Improper Crossing 24 - Daring 25 - Lying and/or Illegally in Roadway 26 - Failure to Yield Right of Way 27 - Not Visible (Dark Clothing) 28 - Inattentive 29 - Failure to Obey Traffic Signs / Signals/Officer 30 - Wrong Side of the Road 31 - Other Non-Motorist Action Vehicle Defects 01 - Turn Signals 02 - Head Lamps 03 - Tail Lamps 04 - Brakes 05 - Steering 06 - Tire Blowout 07 - Worn or Slick Tires 08 - Trailer Equipment Defective 09 - Motor Trouble 10 - Disabled From Prior Accident 11 - Other Defects 01 | | | | |
| Sequence of Events 1 - First Harmful Event 2 - Most Harmful Event 3 - Other 4 - Other 5 - Other 6 - Other 7 - Other 8 - Other 9 - Other 10 - Other 11 - Other 12 - Other 13 - Other 14 - Other 15 - Other 16 - Other 17 - Other 18 - Other 19 - Other 20 - Other 21 - Other 22 - Other 23 - Other 24 - Other 25 - Other 26 - Other 27 - Other 28 - Other 29 - Other 30 - Other 31 - Other 32 - Other 33 - Other 34 - Other 35 - Other 36 - Other 37 - Other 38 - Other 39 - Other 40 - Other 41 - Other 42 - Other 43 - Other 44 - Other 45 - Other 46 - Other 47 - Other 48 - Other 49 - Other 50 - Other 51 - Other 52 - Other 53 - Other 54 - Other 55 - Other 56 - Other 57 - Other 58 - Other 59 - Other 60 - Other 61 - Other 62 - Other 63 - Other 64 - Other 65 - Other 66 - Other 67 - Other 68 - Other 69 - Other 70 - Other 71 - Other 72 - Other 73 - Other 74 - Other 75 - Other 76 - Other 77 - Other 78 - Other 79 - Other 80 - Other 81 - Other 82 - Other 83 - Other 84 - Other 85 - Other 86 - Other 87 - Other 88 - Other 89 - Other 90 - Other 91 - Other 92 - Other 93 - Other 94 - Other 95 - Other 96 - Other 97 - Other 98 - Other 99 - Other 100 - Other 101 - Other 102 - Other 103 - Other 104 - Other 105 - Other 106 - Other 107 - Other 108 - Other 109 - Other 110 - Other 111 - Other 112 - Other 113 - Other 114 - Other 115 - Other 116 - Other 117 - Other 118 - Other 119 - Other 120 - Other 121 - Other 122 - Other 123 - Other 124 - Other 125 - Other 126 - Other 127 - Other 128 - Other 129 - Other 130 - Other 131 - Other 132 - Other 133 - Other 134 - Other 135 - Other 136 - Other 137 - Other 138 - Other 139 - Other 140 - Other 141 - Other 142 - Other 143 - Other 144 - Other 145 - Other 146 - Other 147 - Other 148 - Other 149 - Other 150 - Other 151 - Other 152 - Other 153 - Other 154 - Other 155 - Other 156 - Other 157 - Other 158 - Other 159 - Other 160 - Other 161 - Other 162 - Other 163 - Other 164 - Other 165 - Other 166 - Other 167 - Other 168 - Other 169 - Other 170 - Other 171 - Other 172 - Other 173 - Other 174 - Other 175 - Other 176 - Other 177 - Other 178 - Other 179 - Other 180 - Other 181 - Other 182 - Other 183 - Other 184 - Other 185 - Other 186 - Other 187 - Other 188 - Other 189 - Other 190 - Other 191 - Other 192 - Other 193 - Other 194 - Other 195 - Other 196 - Other 197 - Other 198 - Other 199 - Other 200 - Other 201 - Other 202 - Other 203 - Other 204 - Other 205 - Other 206 - Other 207 - Other 208 - Other 209 - Other 210 - Other 211 - Other 212 - Other 213 - Other 214 - Other 215 - Other 216 - Other 217 - Other 218 - Other 219 - Other 220 - Other 221 - Other 222 - Other 223 - Other 224 - Other 225 - Other 226 - Other 227 - Other 228 - Other 229 - Other 230 - Other 231 - Other 232 - Other 233 - Other 234 - Other 235 - Other 236 - Other 237 - Other 238 - Other 239 - Other 240 - Other 241 - Other 242 - Other 243 - Other 244 - Other 245 - Other 246 - Other 247 - Other 248 - Other 249 - Other 250 - Other 251 - Other 252 - Other 253 - Other 254 - Other 255 - Other 256 - Other 257 - Other 258 - Other 259 - Other 260 - Other 261 - Other 262 - Other 263 - Other 264 - Other 265 - Other 266 - Other 267 - Other 268 - Other 269 - Other 270 - Other 271 - Other 272 - Other 273 - Other 274 - Other 275 - Other 276 - Other 277 - Other 278 - Other 279 - Other 280 - Other 281 - Other 282 - Other 283 - Other 284 - Other 285 - Other 286 - Other 287 - Other 288 - Other 289 - Other 290 - Other 291 - Other 292 - Other 293 - Other 294 - Other 295 - Other 296 - Other 297 - Other 298 - Other 299 - Other 300 - Other 301 - Other 302 - Other 303 - Other 304 - Other 305 - Other 306 - Other 307 - Other 308 - Other 309 - Other 310 - Other 311 - Other 312 - Other 313 - Other 314 - Other 315 - Other 316 - Other 317 - Other 318 - Other 319 - Other 320 - Other 321 - Other 322 - Other 323 - Other 324 - Other 325 - Other 326 - Other 327 - Other 328 - Other 329 - Other 330 - Other 331 - Other 332 - Other 333 - Other 334 - Other 335 - Other 336 - Other 337 - Other 338 - Other 339 - Other 340 - Other 341 - Other 342 - Other 343 - Other 344 - Other 345 - Other 346 - Other 347 - Other 348 - Other 349 - Other 350 - Other 351 - Other 352 - Other 353 - Other 354 - Other 355 - Other 356 - Other 357 - Other 358 - Other 359 - Other 360 - Other 361 - Other 362 - Other 363 - Other 364 - Other 365 - Other 366 - Other 367 - Other 368 - Other 369 - Other 370 - Other 371 - Other 372 - Other 373 - Other 374 - Other 375 - Other 376 - Other 377 - Other 378 - Other 379 - Other 380 - Other 381 - Other 382 - Other 383 - Other 384 - Other 385 - Other 386 - Other 387 - Other 388 - Other 389 - Other 390 - Other 391 - Other 392 - Other 393 - Other 394 - Other 395 - Other 396 - Other 397 - Other 398 - Other 399 - Other 400 - Other 401 - Other 402 - Other 403 - Other 404 - Other 405 - Other 406 - Other 407 - Other 408 - Other 409 - Other 410 - Other 411 - Other 412 - Other 413 - Other 414 - Other 415 - Other 416 - Other 417 - Other 418 - Other 419 - Other 420 - Other 421 - Other 422 - Other 423 - Other 424 - Other 425 - Other 426 - Other 427 - Other 428 - Other 429 - Other 430 - Other 431 - Other 432 - Other 433 - Other 434 - Other 435 - Other 436 - Other 437 - Other 438 - Other 439 - Other 440 - Other 441 - Other 442 - Other 443 - Other 444 - Other 445 - Other 446 - Other 447 - Other 448 - Other 449 - Other 450 - Other 451 - Other 452 - Other 453 - Other 454 - Other 455 - Other 456 - Other 457 - Other 458 - Other 459 - Other 460 - Other 461 - Other 462 - Other 463 - Other 464 - Other 465 - Other 466 - Other 467 - Other 468 - Other 469 - Other 470 - Other 471 - Other 472 - Other 473 - Other 474 - Other 475 - Other 476 - Other 477 - Other 478 - Other 479 - Other 480 - Other 481 - Other 482 - Other 483 - Other 484 - Other 485 - Other 486 - Other 487 - Other 488 - Other 489 - Other 490 - Other 491 - Other 492 - Other 493 - Other 494 - Other 495 - Other 496 - Other 497 - Other 498 - Other 499 - Other 500 - Other 501 - Other 502 - Other 503 - Other 504 - Other 505 - Other 506 - Other 507 - Other 508 - Other 509 - Other 510 - Other 511 - Other 512 - Other 513 - Other 514 - Other 515 - Other 516 - Other 517 - Other 518 - Other 519 - Other 520 - Other 521 - Other 522 - Other 523 - Other 524 - Other 525 - Other 526 - Other 527 - Other 528 - Other 529 - Other 530 - Other 531 - Other 532 - Other 533 - Other 534 - Other 535 - Other 536 - Other 537 - Other 538 - Other 539 - Other 540 - Other 541 - Other 542 - Other 543 - Other 544 - Other 545 - Other 546 - Other 547 - Other 548 - Other 549 - Other 550 - Other 551 - Other 552 - Other 553 - Other 554 - Other 555 - Other 556 - Other 557 - Other 558 - Other 559 - Other 560 - Other 561 - Other 562 - Other 563 - Other 564 - Other 565 - Other 566 - Other 567 - Other 568 - Other 569 - Other 570 - Other 571 - Other 572 - Other 573 - Other 574 - Other 575 - Other 576 - Other 577 - Other 578 - Other 579 - Other 580 - Other 581 - Other 582 - Other 583 - Other 584 - Other 585 - Other 586 - Other 587 - Other 588 - Other 589 - Other 590 - Other 591 - Other 592 - Other 593 - Other 594 - Other 595 - Other 596 - Other 597 - Other 598 - Other 599 - Other 600 - Other 601 - Other 602 - Other 603 - Other 604 - Other 605 - Other 606 - Other 607 - Other 608 - Other 609 - Other 610 - Other 611 - Other 612 - Other 613 - Other 614 - Other 615 - Other 616 - Other 617 - Other 618 - Other 619 - Other 620 - Other 621 - Other 622 - Other 623 - Other 624 - Other 625 - Other 626 - Other 627 - Other 628 - Other 629 - Other 630 - Other 631 - Other 632 - Other 633 - Other 634 - Other 635 - Other 636 - Other 637 - Other 638 - Other 639 - Other 640 - Other 641 - Other 642 - Other 643 - Other 644 - Other 645 - Other 646 - Other 647 - Other 648 - Other 649 - Other 650 - Other 651 - Other 652 - Other 653 - Other 654 - Other 655 - Other 656 - Other 657 - Other 658 - Other 659 - Other 660 - Other 661 - Other 662 - Other 663 - Other 664 - Other 665 - Other 666 - Other 667 - Other 668 - Other 669 - Other 670 - Other 671 - Other 672 - Other 673 - Other 674 - Other 675 - Other 676 - Other 677 - Other 678 - Other 679 - Other 680 - Other 681 - Other 682 - Other 683 - Other 684 - Other 685 - Other 686 - Other 687 - Other 688 - Other 689 - Other 690 - Other 691 - Other 692 - Other 693 - Other 694 - Other 695 - Other 696 - Other 697 - Other 698 - Other 699 - Other 700 - Other 701 - Other 702 - Other 703 - Other 704 - Other 705 - Other 706 - Other 707 - Other 708 - Other 709 - Other 710 - Other 711 - Other 712 - Other 713 - Other 714 - Other 715 - Other 716 - Other 717 - Other 718 - Other 719 - Other 720 - Other 721 - Other 722 - Other 723 - Other 724 - Other 725 - Other 726 - Other 727 - Other 728 - Other 729 - Other 730 - Other 731 - Other 732 - Other 733 - Other 734 - Other 735 - Other 736 - Other 737 - Other 738 - Other 739 - Other 740 - Other 741 - Other 742 - Other 743 - Other 744 - Other 745 - Other 746 - Other 747 - Other 748 - Other 749 - Other 750 - Other 751 - Other 752 - Other 753 - Other 754 - Other 755 - Other 756 - Other 757 - Other 758 - Other 759 - Other 760 - Other 761 - Other 762 - Other 763 - Other 764 - Other 765 - Other 766 - Other 767 - Other 768 - Other 769 - Other 770 - Other 771 - Other 772 - Other 773 - Other 774 - Other 775 - Other 776 - Other 777 - Other 778 - Other 779 - Other 780 - Other 781 - Other 782 - Other 783 - Other 784 - Other 785 - Other 786 - Other 787 - Other 788 - Other 789 - Other 790 - Other 791 - Other 792 - Other 793 - Other 794 - Other 795 - Other 796 - Other 797 - Other 798 - Other 799 - Other 800 - Other 801 - Other 802 - Other 803 - Other 804 - Other 805 - Other 806 - Other 807 - Other 808 - Other 809 - Other 810 - Other 811 - Other 812 - Other 813 - Other 814 - Other 815 - Other 816 - Other 817 - Other 818 - Other 819 - Other 820 - Other 821 - Other 822 - Other 823 - Other 824 - Other 825 - Other 826 - Other 827 - Other 828 - Other 829 - Other 830 - Other 831 - Other 832 - Other 833 - Other 834 - Other 835 - Other 836 - Other 837 - Other 838 - Other 839 - Other 840 - Other 841 - Other 842 - Other 843 - Other 844 - Other 845 - Other 846 - Other 847 - Other 848 - Other 849 - Other 850 - Other 851 - Other 852 - Other 853 - Other 854 - Other 855 - Other 856 - Other 857 - Other 858 - Other 859 - Other 860 - Other 861 - Other 862 - Other 863 - Other 864 - Other 865 - Other 866 - Other 867 - Other 868 - Other 869 - Other 870 - Other 871 - Other 872 - Other 873 - Other 874 - Other 875 - Other 876 - Other 877 - Other 878 - Other 879 - Other 880 - Other 881 - Other 882 - Other 883 - Other 884 - Other 885 - Other 886 - Other 887 - Other 888 - Other 889 - Other 890 - Other 891 - Other 892 - Other 893 - Other 894 - Other 895 - Other 896 - Other 897 - Other 898 - Other 899 - Other 900 - Other 901 - Other 902 - Other 903 - Other 904 - Other 905 - Other 906 - Other 907 - Other 908 - Other 909 - Other 910 - Other 911 - Other 912 - Other 913 - Other 914 - Other 915 - Other 916 - Other 917 - Other 918 - Other 919 - Other 920 - Other 921 - Other 922 - Other 923 - Other 924 - Other 925 - Other 926 - Other 927 - Other 928 - Other 929 - Other 930 - Other 931 - Other 932 - Other 933 - Other 934 - Other 935 - Other 936 - Other 937 - Other 938 - Other 939 - Other 940 - Other 941 - Other 942 - Other 943 - Other 944 - Other 945 - Other 946 - Other 947 - Other 948 - Other 949 - Other 950 - Other 951 - Other 952 - Other 953 - Other 954 - Other 955 - Other 956 - Other 957 - Other 958 - Other 959 - Other 960 - Other 961 - Other 962 - Other 963 - Other 964 - Other 965 - Other 966 - Other 967 - Other 968 - Other 969 - Other 970 - Other 971 - Other 972 - Other 973 - Other 974 - Other 975 - Other 976 - Other 977 - Other 978 - Other 979 - Other 980 - Other 981 - Other 982 - Other 983 - Other 984 - Other 985 - Other 986 - Other 987 - Other 988 - Other 989 - Other 990 - Other 991 - Other 992 - Other 993 - Other 994 - Other 995 - Other 996 - Other 997 - Other 998 - Other 999 - Other 1000 - Other 1001 - Other 1002 - Other 1003 - Other 1004 - Other 1005 - Other 1006 - Other 1007 - Other 1008 - Other 1009 - Other 1010 - Other 1011 - Other 1012 - Other 1013 - Other 1014 - Other 1015 - Other 1016 - Other 1017 - Other 1018 - Other 1019 - Other 1020 - Other 1021 - Other 1022 - Other 1023 - Other 1024 - Other 1025 - Other 1026 - Other 1027 - Other 1028 - Other 1029 - Other 1030 - Other 1031 - Other 1032 - Other 1033 - Other 1034 - Other 1035 - Other 1036 - Other 1037 - Other 1038 - Other 1039 - Other 1040 - Other 1041 - Other 1042 - Other 1043 - Other 1044 - Other 1045 - Other 1046 - Other 1047 - Other 1048 - Other 1049 - Other 1050 - Other 1051 - Other 1052 - Other 1053 - Other 1054 - Other 1055 - Other 1056 - Other 1057 - Other 1058 - Other 1059 - Other 1060 - Other 1061 - Other 1062 - Other 1063 - Other 1064 - Other 1065 - Other 1066 - Other 1067 - Other 1068 - Other 1069 - Other 1070 - Other 1071 - Other 1072 - Other 1073 - Other 1074 - Other 1075 - Other 1076 - Other 1077 - Other 1078 - Other 1079 - Other 1080 - Other 1081 - Other 1082 - Other 1083 - Other 1084 - Other 1085 - Other 1086 - Other 1087 - Other 1088 - Other 1089 - Other 1090 - Other 1091 - Other 1092 - Other 1093 - Other 1094 - Other 1095 - Other 1096 - Other 1097 - Other 1098 - Other 1099 - Other 1100 - Other 1101 - Other 1102 - Other 1103 - Other 1104 - Other 1105 - Other 1106 - Other 1107 - Other 1108 - Other 1109 - Other 1110 - Other 1111 - Other 1112 - Other 1113 - Other 1114 - Other 1115 - Other 1116 - Other 1117 - Other 1118 - Other 1119 - Other 1120 - Other 1121 - Other 1122 - Other 1123 - Other 1124 - Other 1125 - Other 1126 - Other 1127 - Other 1128 - Other 1129 - Other 1130 - Other 1131 - Other 1132 - Other 1133 - Other 1134 - Other 1135 - Other 1136 - Other 1137 - Other 1138 - Other 1139 - Other 1140 - Other 1141 - Other 1142 - Other 1143 - Other 1144 - Other 1145 - Other 1146 - Other 1147 - Other 1148 - Other 1149 - Other 1150 - Other 1151 - Other 1152 - Other 1153 - Other 1154 - Other 1155 - Other 1156 - Other 1157 - Other 1158 - Other 1159 - Other 1160 - Other 1161 - Other 1162 - Other 1163 - Other 1164 - Other 1165 - Other 1166 - Other 1167 - Other 1168 - Other 1169 - Other 1170 - Other 1171 - Other 1172 - Other 1173 - Other 1174 - Other 1175 - Other 1176 - Other 1177 - Other 1178 - Other 1179 - Other 1180 - Other 1181 - Other 1182 - Other 1183 - Other 1184 - Other 1185 - Other 1186 - Other 1187 - Other 1188 - Other 1189 - Other 1190 - Other 1191 - Other 1192 - Other 1193 - Other 1194 - Other 1195 - Other 1196 - Other 1197 - Other 1198 - Other 1199 - Other 1200 - Other 1201 - Other 1202 - Other 1203 - Other 1204 - Other 1205 - Other 1206 - Other 1207 - Other 1208 - Other 1209 - Other 1210 - Other 1211 - Other 1212 - Other 1213 - Other 1214 - Other 1215 - Other 1216 - Other 1217 - Other 1218 - Other 1219 - Other 1220 - Other 1221 - Other 1222 - Other 1223 - Other 1224 - Other 1225 - Other 1226 - Other 1227 - Other 1228 - Other 1229 - Other 1230 - Other 1231 - Other 1232 - Other 1233 - Other 1234 - Other 1235 - Other 1236 - Other 1237 - Other 1238 - Other 1239 - Other 1240 - Other 1241 - Other 1242 - Other 1243 - Other 1244 - Other 1245 - Other 1246 - Other 1247 - Other 1248 - Other 1249 - Other 1250 - Other 1251 - Other 1252 - Other 1253 - Other 1254 - Other 1255 - Other 1256 - Other 1257 - Other 1258 - Other 1259 - Other 1260 - Other 1261 - Other 1262 - Other 1263 - Other 1264 - Other 1265 - Other 1266 - Other 1267 - Other 1268 - Other 1269 - Other 1270 - Other 1271 - Other 1272 - Other 1273 - Other 1274 - Other 1275 - Other 1276 - Other 1277 - Other 1278 - Other 1279 - Other 1280 - Other 1281 - Other 1282 - Other 1283 - Other 1284 - Other 1285 - Other 1286 - Other 1287 - Other 1288 - Other 1289 - Other 1290 - Other 1291 - Other 1292 - Other 1293 - Other 1294 - Other 1295 - Other 1296 - Other 1297 - Other 1298 - Other 1299 - Other 1300 - Other 1301 - Other 1302 - Other 1303 - Other 1304 - Other 1305 - Other 1306 - Other 1307 - Other 1308 - Other 1309 - Other 1310 - Other 1311 - Other 1312 - Other 1313 - Other 1314 - Other 1315 - Other 1316 - Other 1317 - Other 1318 - Other 1319 - Other 1320 - Other 1321 - Other 1322 - Other 1323 - Other 1324 - Other 1325 - Other 1326 - Other 1327 - Other 1328 - Other 1329 - Other 1330 - Other 1331 - Other 1332 - Other 1333 - Other 1334 - Other 1335 - Other 1336 - Other 1337 - Other 1338 - Other 1339 - Other 1340 - Other 1341 - Other 1342 - Other 1343 - Other 1344 - Other 1345 - Other 1346 - Other 1347 - Other 1348 - Other 1349 - Other 1350 - Other 1351 - Other 1352 - | | | | |



Unit

Local Report Number

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| Unit Number 1021 | Owner Name: Last, First, Middle (<input type="checkbox"/> Same As Driver) GREGGORY HOMER A | Owner Phone Number - inc. area code (<input checked="" type="checkbox"/> Same As Driver) | Damage Scale 4 | Damaged Area | |
| Owner Address: City, State, Zip (<input checked="" type="checkbox"/> Same As Driver) | LP State OH | License Plate Number FET 6353 | Vehicle Identification Number 2ME1F1M714W314161615161313 | # Occupants 01 | |
| Vehicle Year 2010 | Vehicle Make MERC | Vehicle Model 4s | Vehicle Color LT BLUE | | |
| <input type="checkbox"/> Proof of Insurance Sheet | Insurance Company | Policy Number | Towed By BOWER'S | | |
| Carrier Name, Address, City, State, Zip | | | | Carrier Phone - include area code | |
| US DOT | Vehicle Weight GVWR/GCWR 1 1 - Less Than or Equal to 10k Lbs. 2 - 10,001 to 26,000 Lbs. 3 - More Than 26,000 Lbs. | Cargo Body Type 01 01 - No Cargo Body Type/Not Applicable 02 - Bus/Van (9-15 Seats, Inc Driver) 03 - Bus (16+ Seats, Inc Driver) 04 - Vehicle Towing Another Vehicle 05 - Logging 06 - Intermodal Container Chassis 07 - Cargo Van/Enclosed Box 08 - Grain, Chips, Gravel 09 - Pole 10 - Cargo Tank 11 - Flat Bed 12 - Dump 13 - Concrete Mixer 14 - Auto Transporter 15 - Garbage/Refuse 99 - Other/Unknown | Trafficway Description 1 1 - Two-Way, Not Divided 2 - Two-Way, Not Divided, Continuous Left Turn Lane 3 - Two-Way, Divided, Unprotected (no median or 4-ft) Median 4 - Two-Way, Divided, Positive Median Barrier 5 - One-Way Trafficway <input type="checkbox"/> Hit / Skip Unit | | |
| HM Placard ID No. | HM Class Number | Hazardous Material Released <input type="checkbox"/> | Non-Motorist Location Prior to Impact 01 01 - Intersection - Marked Crosswalk 02 - Intersection - No Crosswalk 03 - Intersection - Other 04 - Midblock - Marked Crosswalk 05 - Travel Lane - Other Location 06 - Bicycle Lane 07 - Shoulder/Roadside 08 - Sidewalk 09 - Median/Crossing Island 10 - Driveway Access 11 - Shared-Use Path or Trail 12 - Non-Trafficway Area 99 - Other/Unknown | Type of Use 1 1 - Personal 2 - Commercial 3 - Government <input type="checkbox"/> In Emergency Response | Unit Type 04 99 - Unknown or Hit / Skip Passenger Vehicles (less than 9 passengers) 01 - Sub-Compact 02 - Compact 03 - Mid Size 04 - Full Size 05 - Minivan 06 - Sport Utility Vehicle 07 - Pickup 08 - Van 09 - Motorcycle 10 - Motorized Bicycle 11 - Snowmobile/ATV 12 - Other Passenger Vehicle Med/Heavy Trucks or Combo Units > 10k lbs 13 - Single Unit Truck or Van 2 axle, 6 tires 14 - Single Unit Truck 3+ axles 15 - Single Unit Truck / Trailer 16 - Truck/Tractor (Bobtail) 17 - Tractor/Semi-Trailer 18 - Tractor/Double 19 - Tractor/Triples 20 - Other Med/Heavy Vehicle Bus/Van/Limo (7 or More Including Driver) 21 - Bus/Van (7-15 Seats, Inc Driver) 22 - Bus (16+ Seats, Inc Driver) Non-Motorist 23 - Animal with Rider 24 - Animal with Duggy, Wagon, Surrey 25 - Bicycle/Pedacyclist 26 - Pedestrian/Skater 27 - Other Non-Motorist |
| Special Function 01 01 - None 02 - Taxi 03 - Rental Truck (over 10k Lbs) 04 - Bus - School (Public or Private) 05 - Bus - Transit 06 - Bus - Charter 07 - Bus - Shuttle 08 - Bus - Other 09 - Ambulance 10 - Fire 11 - Highway/Maintenance 12 - Military 13 - Police 14 - Public Utility 15 - Other Government 16 - Construction Equip. 17 - Farm Vehicle 18 - Farm Equipment 19 - Motorhome 20 - Golf Cart 21 - Train 22 - Other (Explain in Narrative) | Most Damaged Area 04 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 | Action 3 1 - Non-Contact 2 - Non-Collision 3 - Striking 4 - Struck 5 - Striking/Struck 9 - Unknown | | | |
| Pre-Crash Actions 04 01 - Straight Ahead 02 - Backing 03 - Changing Lanes 04 - Overtaking/Passing 05 - Making Right Turn 06 - Making Left Turn 07 - Making U-Turn 08 - Entering Traffic Lane 09 - Leaving Traffic Lane 10 - Parked 11 - Slowing or Stopped in Traffic 12 - Driveways 13 - Negotiating a Curve 14 - Other Motorist Action Non-Motorist 15 - Entering or Crossing Specified Location 16 - Walking, Running, Jogging, Playing, Cycling 17 - Working 18 - Pushing Vehicle 19 - Approaching or Leaving Vehicle 20 - Standing 21 - Other Non-Motorist Action | | | | | |
| Contributing Circumstances Primary 14 01 - None 02 - Failure to Yield 03 - Ran Red Light 04 - Ran Stop Sign 05 - Exceeded Speed Limit 06 - Unsafe Speed 07 - Improper Turn 08 - Left of Center 09 - Followed Too Closely/ACDA 10 - Improper Lane Change /Passing/Off Road Motorist 11 - Improper Backing 12 - Improper Start From Parked Position 13 - Stopped or Parked Illegally 14 - Operating Vehicle in Negligent Manner 15 - Swerving to Avoid (Due to External Conditions) 16 - Wrong Side/Wrong Way 17 - Failure to Control 18 - Vision Obstruction 19 - Operating Defective Equipment 20 - Load Shifting/Falling/Spilling 21 - Other Improper Action Non-Motorist 22 - None 23 - Improper Crossing 24 - Darting 25 - Lying and/or Illegally in Roadway 26 - Failure to Yield Right of Way 27 - Not Visible (Dark Clothing) 28 - Inattentive 29 - Failure to Obey Traffic Signs /Signals/Officer 30 - Wrong Side of the Road 31 - Other Non-Motorist Action | Vehicle Defects 01 01 - Turn Signals 02 - Head Lamps 03 - Tail Lamps 04 - Brakes 05 - Steering 06 - Tire Blowout 07 - Worn or Slick tires 08 - Trailer Equipment Defective 09 - Motor Trouble 10 - Disabled From Prior Accident 11 - Other Defects | | | | |
| Sequence of Events 1 20 2 43 3 46 4 00 5 00 6 00 First Harmful Event 1 Most Harmful Event 1 99 - Unknown | Non-Collision Events 01 - Overtake/Rollover 02 - Fire/Explosion 03 - Immersion 04 - Jackknife 05 - Cargo/Equipment Loss or Shift 06 - Equipment Failure (Blown Tire, Brake Failure, etc) 07 - Separation of Units 08 - Ran Off Road Right 09 - Ran Off Road Left 10 - Cross Median 11 - Cross Center Line Opposite Direction of Travel 12 - Downhill Runaway 13 - Other Non-Collision | Collision With Fixed Object 25 - Impact Attenuator/Crash Cushion 26 - Bridge Overhead Structure 27 - Bridge Pier or Abutment 28 - Bridge Parapet 29 - Bridge Rail 30 - Guardrail Face 31 - Guardrail End 32 - Portable Barrier 33 - Median Cable Barrier 34 - Median Guardrail Barrier 35 - Median Concrete Barrier 36 - Median Other Barrier 37 - Traffic Sign Post 38 - Overhead Sign Post 39 - Light/Luminaries Support 40 - Utility Pole 41 - Other Post, Pole or Support 42 - Culvert 43 - Curb 44 - Ditch 45 - Embankment 46 - Fence 47 - Mailbox 48 - Tree 49 - Fire Hydrant 50 - Work Zone Maintenance Equipment 51 - Wall, Building, Tunnel 52 - Other Fixed Object | | | |
| Collision with Person, Vehicle or Object Not Fixed 14 - Pedestrian 15 - Pedalcycle 16 - Railway Vehicle (Train, Engine) 17 - Animal - Farm 18 - Animal - Deer 19 - Animal - Other 20 - Motor Vehicle in Transport 21 - Parked Motor Vehicle 22 - Work Zone Maintenance Equipment 23 - Struck by Falling, Shifting Cargo or Anything Set in Motion by a Motor Vehicle 24 - Other Movable Object | Unit Speed 41.0 <input checked="" type="checkbox"/> Stated <input type="checkbox"/> Estimated | Posted Speed 35 | Traffic Control 04 01 - No Controls 02 - Stop Sign 03 - Yield Sign 04 - Traffic Signal 05 - Traffic Flashers 06 - School Zone 07 - Railroad Crossbucks 08 - Railroad Flashers 09 - Railroad Gates 10 - Construction Barricade 11 - Person (Flagger, Officer) 12 - Pavement Markings 13 - Crosswalk Lines 14 - Walk/Don't Walk 15 - Other 16 - Not Reported | Unit Direction From 4 To 3 1 - North 2 - South 3 - East 4 - West 5 - Northeast 6 - Northwest 7 - Southeast 8 - Southwest 9 - Unknown | |



TRAFFIC CRASH WITNESS STATEMENT

OH-3

| | | |
|-----------------------------------|---------------------------------|-------------------------------------|
| LOCAL REPORT NUMBER [REDACTED] | REPORTING AGENCY TALMADGE PD | DATE OF CRASH M 10 D 11 Y 14 |
|-----------------------------------|---------------------------------|-------------------------------------|

FOR LOCAL USE ONLY - DO NOT SUBMIT TO THE STATE EXCEPT FOR FATAL CRASHES

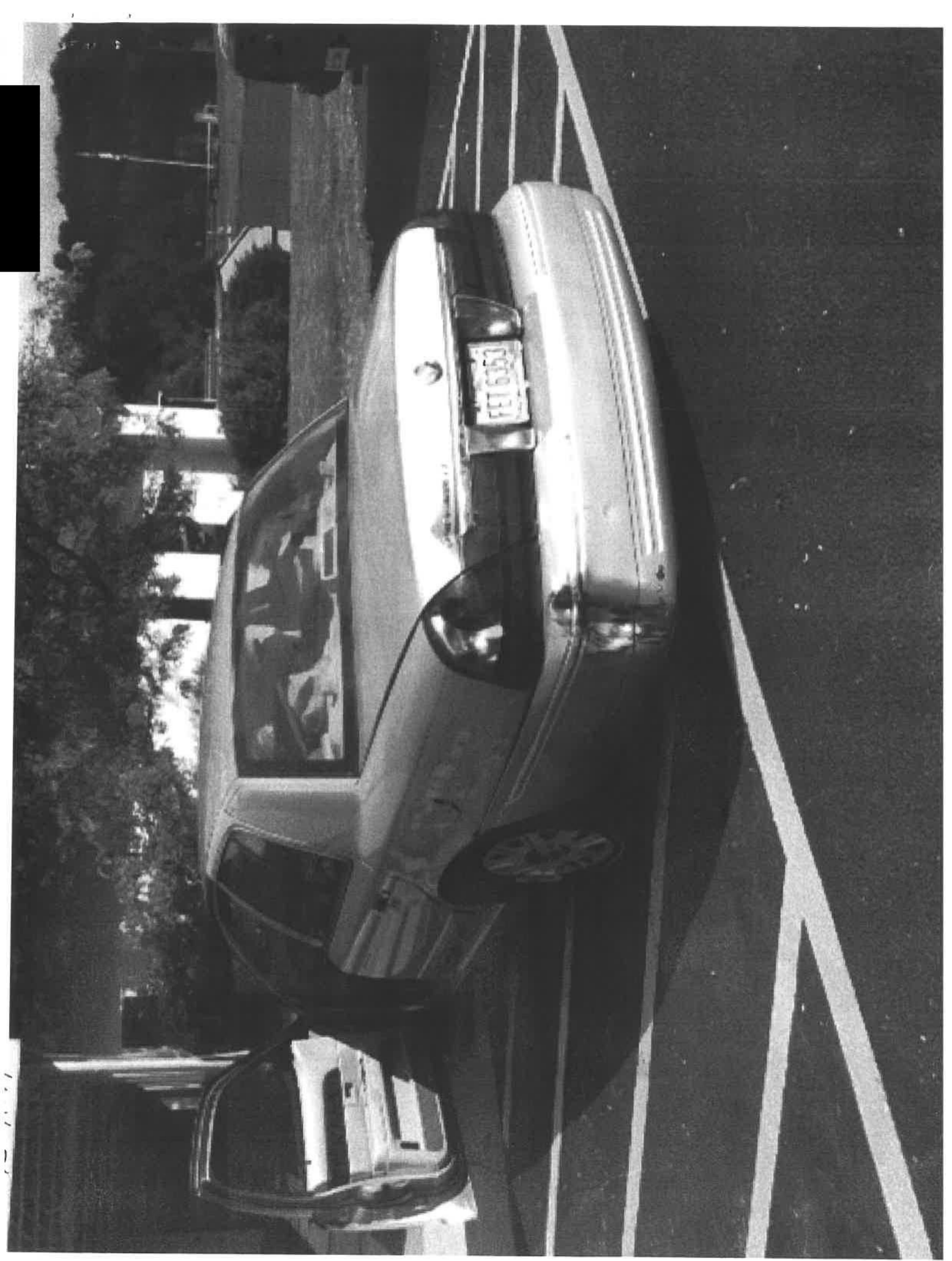
| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| I, <u>JASMIN HORINGER</u> HEREBY MAKE THIS VOLUNTARY STATEMENT TO | |
| PRINTED | |
| <u>DORNACK</u> | AT <u>SR 91 AT HOWE</u> |
| OFFICER'S NAME | LOCATION |
| <p>While turning east on Howe Rd a Blue car came through the red light striking a white car then proceeded to drive left of center crossing yellow line. Male then passed me on the left "drivers side" losing control of car turning left onto MRB's property, jumped out of car ran allowing his car to crash into Building</p> | |
| ADDRESS OF WITNESS <u>2331 E. Market St Apt 623 AKRON OH 44312</u> | |
| SIGNATURE OF WITNESS X <u>Jasmin Horinger</u> | OFFICER'S SIGNATURE X <u>[Signature]</u> |



CH-3

FOR LOCAL USE ONLY – DO NOT SUBMIT TO THE STATE EXCEPT FOR FATAL CRASHES

HSY 7003 4/07



Lost, Damaged, or Inoperable Property Report

☐ Inoperable - no apparent damage * ☐ Damage to Private Property

☐ Traffic Crash ☒ Offense (theft, damaging, etc.) ☐ Incident (lost, missing)

(All lost, stolen, or damaged equipment **must** be reported on either an Offense/Incident Report or a Traffic Crash Report.)

Date/time of report: 10/12/14 14:00

Date/time of occurrence: 10/11/14 10:43

Location: BRITTAIN RD / E TALLMAGE AV

Report Number: [REDACTED]

Investigating officer/supervisor:

SGT. GORRING

☒ Photos taken? (note in narrative number taken, by whom, and their present location) ATTACHED + PACKAGE

Description of property, including serial number and model if appropriate:

A.P.D. UNIT 23 (RIGHT FRONT CORNER)

Present location of damaged or inoperable equipment: IN SERVICE

Describe specifically the damage and how it occurred, or the specific circumstances of the loss.

DURING VEHICLE PURSUIT FROM SUMMIT ST AND E MARKET TO SR 8 SB / I 77 SB TO I 77 NB TO I 76 E TO ST RT 18 IN BRIMFIELD TO TALLMAGE TO ST RT 261 WB TO BRITTAIN RD AND E TALLMAGE - UNIT 23 (BY [REDACTED]) MADE INTENTIONAL CONTACT WITH RIGHT FRONT PUSH BAR AND RIGHT FRONT CORNER INTO SUSPECT VEHICLE'S LEFT REAR CORNER.

* PHOTOS OF SUSPECT VEHICLE TAKEN BY OFF. McCONNELL 1187 AT TERMINATION LOCATION, ST RT 91 AND HOWE RD TALLMAGE

PHOTOS OF CAR 23 TAKEN BY SGT. GORRING IN UCA DECK.

PHOTO DISC INCLUDED IN PACKAGE. (11 PHOTOS S24 12/22/14)

Copy to: Officer(s) Sub-Division Commander (original)

Equipment Control (yellow copy)

Services Sub-Division Commander (pink copy)

Reporting Officer(s): [REDACTED]

Supervisor:

Shift Commander:

*NOTE: When Damage is to Private Property: Yellow copy goes to Civil Liabilities.

Lost, Damaged, or Inoperable Property Report

☐ Inoperable - no apparent damage * ☐ Damage to Private Property

☐ Traffic Crash ☒ Offense (theft, damaging, etc.) ☐ Incident (lost, missing)

(All lost, stolen, or damaged equipment **must** be reported on either an Offense/Incident Report or a Traffic Crash Report.)

Date/time of report: 10-11-14 @ 1430 Date/time of occurrence: 10-11-14 @ 1030

Location: HOME AVE & SUCCESS Report Number: [REDACTED]

Investigating officer/supervisor:

SGT. GORRING

☒ Photos taken? (note in narrative number taken, by whom, and their present location) ATTACHED + PACKAGE

Description of property, including serial number and model if appropriate:

FUJITSU COMPUTER SCREEN CAR 2

Present location of damaged or inoperable equipment: 217 S. HIGH ST - BASEMENT

Describe specifically the damage and how it occurred, or the specific circumstances of the loss.

WHEN RESPONDING TO CAR 4'S SIG 5, MY SHOTGUN RELEASED & SLAMMED INTO THE MAB SCREEN & SHATTERED IT. I DON'T KNOW IF I BUMPED THE RELEASE BUTTON FOR THE "SHOTGUN" WHEN I ACTIVATED MY OVER HEAD LIGHTS, OR IF THE LARGE KID OF NARKINS BEHIND THE SHOTGUN KEPT THE LATCH FROM SECURING. BUT AT ONE POINT, I APPLIED MY BRAKES & THE SHOTGUN FELL FORWARD INTO THE SCREEN.

UNIT HAS SINCE BEEN USED, BUT COMPUTER SCREEN NEEDS REPLACED BY INFO SYSTEMS OR RADIO #5

[Signature] 751 10/12/14

Copy to: Officer(s) Sub-Division Commander
(original)

Equipment Control
(yellow copy)

Services Sub-Division Commander
(pink copy)

Reporting Officer(s): JT ROWAN 1094

Supervisor: [Signature] 751 10/12/14

Shift Commander: _____







INCIDENT REPORT

AKRON POLICE DEPARTMENT

| | |
|-----------------|--|
| INCIDENT | |
| [REDACTED] | |

| | | | | |
|--------------------------------------------------------------------|-------------------------|-----------------------------------------------|-----------------------------|-----------------------------|
| VICTIM NO. 1 | | | | |
| VICTIM NAME Quality Inn | PERSON TYPE Business | ADDRESS 2677 Gilchrist Rd, Akron, OH 44305 | PHONE 330-794-1050 | LINKED TO OFFENSES No. 1 |
| LINKED TO SUSPECTS (RELATION TO SUSPECT) No. 1 - Not Applicable | | | LINKED TO PROPERTY No. 1 | |

| | | | | | | | | | |
|-----------------------------------------------|---------------------------|-----------------------|-------------------------|---------------------------------------------------|---------------------------|------------------|---------------------|-------------------|---------------------|
| REPORTER NO. 1 | | | | | | | | | |
| REPORTER NAME Nicole R Maughan | PERSON TYPE Individual | SSN [REDACTED] | DOB [REDACTED]/1963 | RACE White | SEX Female | AGE 51 | HEIGHT 5'-05" | WEIGHT Unknown | |
| ADDRESS 2677 Gilchrist Rd, Akron, OH 44305 | | | | RESIDENT STATUS Resident | MARITAL STATUS Unknown | | HAIR COLOR Brown | | |
| HAIR LENGTH Medium | HAIR STYLE Medium | FACIAL HAIR None | EYE COLOR Brown | GLASSES Unknown | COMPLEXION Fair | BUILD Average | TEETH Normal | SPEECH Normal | HAND USE Unknown |
| CLOTHING WORN N/A | DRUG USAGE None | ALCOHOL USAGE None | EMPLOYER Quality Inn | EMP ADDRESS 2677 Gilchrist Rd, Akron, OH 44305 | | | | | |
| EMP PHONE 330-794-1050 | | | HOURS WORKED unk | JOB TITLE Clerk | | | | | |

| | | | | | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|--|--|--|--|
| ORAL STATEMENT BY REPORTER | | | | | | | | | |
| I was working the counter, and so the guy came up to the window asking about a room. He knew that we keep the doors locked. So i let him in the lobby area, then he said he was meeting someone from Brimfield to get a room. Then the guy says he is robbing me. I told him to get out of here. He said he needed money for his kids." I told him to get a job. The guy was looking at a phone book, then rolled it up and acted like he had a gun. I said to get out of here, so he started to leave, but could not get out because i hadlocked him inside. So, I had to let him out, then he walked around the corner to where he parked and left in a silver/gray car. I think that this is the same guy that robbed our other manager Paul not too long ago. | | | | | | | | | |

| | | | |
|-----------------------------------------------------------------------------------------------------|------------------------|----------------------------------------------|--------------------------------------------------------------|
| OFFENSE NO. 1 | | | |
| OFFENSE CODE & DESCRIPTION 2911.02 - Robbery | HATE BIAS Attempted | CRIMINAL ACTIVITY N - No Gang Involvement | SYNOPSIS / HOW COMMITTED Suspect entered the lobby and... |
| SYNOPSIS / HOW COMMITTED (CONT) stated he was robbing the victim(s). Nothing taken at this time. | | | LOCATION TYPE 18 - Hotel/Motel |
| LINKED TO VICTIMS No. 1 | | LINKED TO PROPERTY No. 1 | |

| | | | | | | | | | |
|----------------------------------------------------------------------------------|------------------------------------|---------------------------------------------------|---------------------|--------------------------------------------------------------------------|--------------------------|----------------------------|--------------------|--|--|
| SUSPECT/ARRESTEE NO. 1 (CONTINUED ON NEXT PAGE) | | | | | | | | | |
| SUSPECT/ARRESTEE NAME Terry L Gregory | PERSON TYPE Individual | ARREST STATUS Arrest Made | SSN [REDACTED] | DOB 08/28/1963 | RACE White | SEX Male | AGE 51 | | |
| HEIGHT 5'-10" - 6'-02" | WEIGHT 200 | ADDRESS 40822 Sandy Lake Rd, Ravenna, OH 44266 | | | PHONE [REDACTED] | RESIDENT STATUS Unknown | | | |
| MARITAL STATUS Unknown | HAIR COLOR Blonde or Strawberry | HAIR LENGTH Unknown | HAIR STYLE Short | FACIAL HAIR None | EYE COLOR Blue | GLASSES None | COMPLEXION Acne | | |
| BUILD Average | TEETH Unknown | SPEECH Normal | HAND USE Unknown | CLOTHING WORN Gray sweat shirt with blue Eagle on front, and black... | | | | | |
| CLOTHING WORN (CONT) cuffs on sleeves, blue jean shorts, and dark flip flops. | | | | DRUG USAGE Unknown | ALCOHOL USAGE Unknown | DRIV LIC NO. [REDACTED] | | | |

| SUSPECT/ARRESTEE NO. 1 (CONTINUED FROM PREVIOUS PAGE) | | | | | |
|------------------------------------------------------------------|--------------------------------|------------------------------------------|--------------------------------------|----------------------------------|-------------|
| DL STATE OH | DL ISSUED 08/10/2011 | SUSPECTED OF USING N - Not Applicable | WEAPON/FORCE USED U - Unknown | ARRESTEE ARMED WITH 99 - None | |
| LINKED TO VICTIMS (RELATION OF VICTIM) No. 1 - Not Applicable | | | LINKED TO PROPERTY No. 1 | | |
| ARREST NO. | OFFENSE NO/CODE 1 - 2911.02 | ARREST TYPE Warrant Arrest | ARREST DATE/TIME 10/12/2014 01:36 | ARREST BY 990 1129 | COUNTS 1 |

| PROPERTY NO. 1 | | | | | | |
|---------------------------|-----------------------------------|----------------------------|-----------------------|---------------------------------|-----------------------------|------------------------|
| PROPERTY CLASS Vehicle | PROPERTY TYPE 36 - Automobiles | VALUE Unknown | LOSS CODE 1 - None | VEHICLE ROLE Suspect Vehicle | MAKE Mercury | MODEL Grand Marquis |
| STYLE 4dr | COLORS Silver or lght blue | LINKED TO VICTIMS No. 1 | | LINKED TO OFFENSES No. 1 | LINKED TO SUSPECTS No. 1 | |

| NARRATIVE |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| OFFICER NARRATIVE I, Det. Looney#990 responded to this location after the manager called me to pick up video from a robbery that occurred from this location on 09-24-2014. Upon arriving on scene, the reporting party (clerk) stated, this same suspect of interest had come back in to rob them again on 10-03-2014, around 23:00 hours. No report had been made for the second robbery attempt, so I obtained the details. Report was made at the station, and video evidence was also recovered from the scene. Investigation Pending. Det Looney on scene. DB notified. |

| ADMINISTRATIVE | | | | |
|-----------------------------------------|-------------------------------|---------------------|--------------------------|-----------------------------|
| DETECTIVE NOTIFIED Det. Stephens 897 | DATE/TIME 10/10/2014 00:40 | STATUS Validated | SIGNED BY 990 TLOONEY | APPROVED BY 967 DWHIDDON |

This is an unredacted copy and is not intended for public distribution.
If needed, an official, redacted copy can be obtained from the Record Room.



INCIDENT REPORT

AKRON POLICE DEPARTMENT

INCIDENT

[REDACTED]

VICTIM NO. 1

| | | | | | |
|---------------------------------------------------|---------------------------|--------------------------------------------------------------|-------------------------------|---------------------------------|-----------|
| VICTIM NAME Paul D. Grna | PERSON TYPE Individual | DOB 03/21/1947 | RACE White | SEX Male | AGE 67 |
| ADDRESS 812 Jonathan Av, Akron, OH 44306 | | PHONE [REDACTED] | RESIDENT STATUS Resident | EMPLOYER Quality Inn | |
| EMP ADDRESS 2677 Gilchrist Rd, Akron, OH 44305 | | HOURS WORKED 0000-0800 | JOB TITLE Night desk clerk | INJURED No | |
| LINKED TO OFFENSES No. 1 | | LINKED TO SUSPECTS (RELATION TO SUSPECT) No. 1 - Stranger | | LINKED TO PROPERTY Nos. 1, 2 | |

VICTIM NO. 2

| | | | | | |
|-----------------------------|-------------------------|--------------------------------------------------------------------|-----------------------|---------------------------------|--|
| VICTIM NAME Quality Inn | PERSON TYPE Business | ADDRESS 2677 Gilchrist Rd, Akron, OH 44305 | PHONE 330-794-1050 | LINKED TO REPORTERS No. 1 | |
| LINKED TO OFFENSES No. 1 | | LINKED TO SUSPECTS (RELATION TO SUSPECT) No. 1 - Not Applicable | | LINKED TO PROPERTY Nos. 1, 2 | |

REPORTER NO. 1

| | | | |
|-------------------------------|---------------------------|------------------------------------|----------------------------|
| REPORTER NAME Paul D. Grna | PERSON TYPE Individual | PERSON DETAILS See Victim No. 1 | LINKED TO VICTIMS No. 2 |
|-------------------------------|---------------------------|------------------------------------|----------------------------|

OFFENSE NO. 1

| | | | |
|-------------------------------------------------|--------------------------------|----------------------------------------------|----------------------------------------------|
| OFFENSE CODE & DESCRIPTION 2911.02 - Robbery | HATE BIAS Completed | CRIMINAL ACTIVITY N - No Gang Involvement | METHOD OF OPERATION 70 - Threatens Victim |
| LOCATION TYPE 18 - Hotel/Motel | LINKED TO VICTIMS Nos. 1, 2 | | LINKED TO PROPERTY Nos. 1, 2 |

SUSPECT/ARRESTEE NO. 1

| | | | | | | | |
|------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------|--------------------------------------|-------------------------|------------------------------------------|-------------|-----------|
| SUSPECT/ARRESTEE NAME Terry L Gregory | PERSON TYPE Individual | ARREST STATUS Arrest Made | SSN [REDACTED] | DOB 08/28/1963 | RACE White | SEX Male | AGE 51 |
| HEIGHT 6'-00" | WEIGHT 200 | ADDRESS 4082 Sandy Lake Rd, Ravenna, OH 44266 | | PHONE [REDACTED] | HAIR COLOR Blonde or Strawberry | | |
| EYE COLOR Blue | CLOTHING WORN greyish / blue hoodie | DRIV LIC NO. [REDACTED] | DL STATE OH | DL ISSUED 08/10/2011 | SUSPECTED OF USING N - Not Applicable | | |
| WEAPON/FORCE USED U - Unknown | ARRESTEE ARMED WITH 99 - None | LINKED TO VICTIMS (RELATION OF VICTIM) Nos. 1 - Stranger, 2 - Not Applicable | | | LINKED TO PROPERTY Nos. 1, 2 | | |
| ARREST NO. [REDACTED] | OFFENSE NO/CODE 1 - 2911.02 | ARREST TYPE Custody | ARREST DATE/TIME 10/11/2014 00:00 | | ARREST BY 990 | COUNTS 1 | |

PROPERTY NO. 1

| | | | | | | |
|-----------------------------------------------------------|-----------------------------|------------------|--------------------------------|------------------------------|-----------------------------------------------------------|--|
| PROPERTY CLASS Cash | PROPERTY TYPE 01 - Money | VALUE Unknown | LOSS CODE 5 - Stolen, etc. | TOTAL CASH AMOUNT Unknown | ADDITIONAL DETAILS & REMARKS Unknown amount of cash... | |
| ADDITIONAL DETAILS & REMARKS (CONT) from the register. | | | LINKED TO VICTIMS Nos. 1, 2 | LINKED TO OFFENSES No. 1 | LINKED TO SUSPECTS No. 1 | |

Unofficial Copy

| | | | | | | |
|--------------------------------------------------------------------------------------------------------------------|--------------|-----------------------------------|-------------|-----------------------------|-----------------------------------------------------------------------------------|---------------------------------|
| PROPERTY NO. 2 | | | | | | |
| PROPERTY CLASS Vehicle | | PROPERTY TYPE 36 - Automobiles | | VALUE Unknown | LOSS CODE N - Not Used in Commission of Crime | VEHICLE ROLE Suspect Vehicle |
| YEAR 2002 | MAKE Ford | MODEL Crown Victoria | STYLE 4S | COLORS Grey | ADDITIONAL DETAILS & REMARKS Victim said the suspect's vehicle was an early... | |
| ADDITIONAL DETAILS & REMARKS (CONT) 2000s grey / blue Ford Crown Victoria, or possibly a Mercury Grand Marquis. | | | | | | LINKED TO VICTIMS Nos. 1, 2 |
| LINKED TO OFFENSES No. 1 | | | | LINKED TO SUSPECTS No. 1 | | |

NARRATIVE

OFFICER NARRATIVE

Grna, the night clerk at Quality Inn, said an unknown white male entered the business with his hood pulled up, concealing his face. Grna said the male had his hands inside his hoodie pockets, and made a gesture implying that he had a gun. Grna said the suspect demanded the money from the cash register, before leaving in the listed vehicle.

*Sergeant Cole was notified. Detective Looney was on scene.

ADMINISTRATIVE

| | | | | |
|------------------------------|-------------------------------|--------------------|---------------------------|---------------------------|
| DETECTIVE NOTIFIED Looney | DATE/TIME 09/24/2014 00:25 | STATUS Approved | SIGNED BY 1334 SCHETTO | APPROVED BY 1119 GCOLE |
|------------------------------|-------------------------------|--------------------|---------------------------|---------------------------|

This is an unredacted copy and is not intended for public distribution.
If needed, an official, redacted copy can be obtained from the Record Room.

REQUEST FOR SERVICE/INFORMATION REPORT

Police Division
Akron, Ohio

DATE 10/10/2014 TIME 02:00 am

☒ Request for Service/District ALL/4
Information

First Name Middle Last Address Phone

If business, name and telephone number of contact person

Nature of service requested or information

******* Help to Identify this Robbery Suspect *******

Suspect attempted to rob the **Quality Inn at 2677 Gilchrist Rd on 10/03/2014, around 23:00 hours**. The suspect entered after posing as a customer to use the telephone book, then stated he was robbing the clerk. The clerk refused to give him any money, and told him to get out! The suspect then tried to leave, but was locked inside. The clerk had to let him out, and the suspect fled southbound to his Mercury Grand Marquis, silver or light grayish blue in color. Stop and Fi if located. Send FI cards to Det Looney #990.



Suspect and/or Vehicle Information Section

1 Name-Address-D.O.B-Clothing-Scars-Etc.

| Race | Sex | Age: Ranges | Hgt: Ranges | Wt: Ranges | Hair Color | Hair Type | Eye Color | Glasses | Complexion | Speech | Beard | Mustache |
|------|-----|-------------|-------------|------------|------------|-----------|-----------|---------|------------|--------|-------|----------|
| W | M | 35-40's | 5'11"-6'2" | 175-220 | Unk | Unk | Unk | n/a | | | none | None |

Suspect Vehicle ☒ None used or N/A ☐ Unknown if used ☐ Used-No Description

| License | State | Year and Make | Model/Style | Color(s) | Remarks |
|---------|-------|---------------|--------------------|----------------------|---------|
| Unk# | Ohio | Unk Mercury | Grand Marquis -4dr | Silver or light Blue | clean |

Submitted by Det. T. Looney#990

Approved By Sgt. Lietke#1204

Roll Call: Dates

Dates

Dates

Platoon 1-

Platoon 2-

Platoon 3-

Platoon 4- 12/15

Platoon 5-

Follow-up if necessary assigned to _____ By _____ Date _____

Action Taken:

Canceled Uniform _____ Investigative _____ Radio _____ By _____ Date _____

Follow-up completed by _____ Approved By _____ Date _____

ef's Office ☐

Communications ☐

Uniform Subdivision ☒

Investigative Subdivision ☐

199
revised: 9/2007




Suspect is W/M/35-40/5'11" – 6'2"/175-200/ Unk hair/
Suspect wore a Gray hooded sweatshirt (with eagle on front)
Blue jeans shorts, dark flip flops.

Suspect drives a 1999- 2001 Mercury Grand Marquis, with unknown tags.
Possibly light gray or light blue.

See Reports

Acknowledgement of Viewing Cultural Competence for the Gay Games PowerPoint

I acknowledge that on 6-2-, 2014, I viewed the City's
Cultural Competence for the Gay Games PowerPoint Presentation


Please print your name

POLICE OFFICER

Title


Employee ID

PATROL

Department/Division

6-2-14

Date



CITY OF AKRON NETWORK ACTION REQUEST

RECEIVED
AKRON POLICE DEPT.
CHIEF'S OFFICE

Employee Name

Department/Division

Location

Banner



ACTION REQUESTED (PLEASE CHECK ALL THAT APPLY):

- ☒ Current User ☐ Delete from Current User
☐ New User ☐ Delete Current User
☐ Name of Previous User _____
☐ Add to Current User _____
☐ Last Name Change From _____ To _____
☐ Moved from this Location _____

City Applications (Please check those requested)

- ☐ Outlook (Email) ☐ InforEAM*
☒ Internet Access** ☐ onBase
☐ Banner (Accounting System)* ☐ CSR/3-1-1
☐ PeopleSoft (Payroll/HR System)* ☐ Mainframe (IMS, MAPPER)
☐ Fleet Anywhere (Motor Equipment) ☒ Outlook WebAccess (OWA)
☐ EnQuesta (Utilities)* ☐ VPN Access
☐ Other _____ ☐ Other _____
☐ Other _____ ☐ Other _____

* Requires an additional security form

**Internet Access: The Information Technology Department has been directed to monitor all website addresses being accessed as indicated in Executive Order #7-2013 (Computer/Electronic Main (E-mail)/Internet/Intranet Usage Policy). IT will attempt to block undesirable websites. If you should find an undesirable site, please email Bill Fatica wfatica@akronohio.gov with that site address. Additionally, if you feel a particular site should not be blocked, please contact IT.

Please review Executive Order #7-2013 (Computer/Electronic Main (E-mail)/Internet/Intranet Usage Policy) at <http://www.ci.akron.oh.us/MIS/Forms/ComputerUsePolicy2013.pdf>

By signing below, I have read and agree to the terms and conditions set forth in Executive Order #7-2013.

Employee Signature

Date 11-2-13

Manager Signature

Date 11/2/13

Department Director Signature
(Required)

Date

PLEASE RETURN TO IT DEPARTMENT, ROOM 801, MUNICIPAL BUILDING

This Section For Administrative Use Only
IT Accepted and Reviewed _____

Network 11-1-13

CITY OF AKRON SAFETY COMMUNICATIONS
CELL PHONE/PAGER PAGING AGREEMENT

Members of the City of Akron Safety Forces may now opt to have notification pages sent to their personal cell phones as well as their pagers. This county-wide system is an effort to deploy personnel and/or specialized units for emergency services only. Its purpose is for emergency notifications only.

The following information and signed agreement must be received by Safetyforces Information Systems in order to receive the notifications on cellular devices. If you do not want to receive notifications sign and return without listing any groups.

NAME: _____ PAYROLL ID NO.: _____

AGENCY/ASSIGNMENT: APD/ _____

CELL PHONE/PAGER NUMBER(S)/E-MAIL ADDRESS YOU WOULD LIKE PAGED ON:

(alpha pagers require us to know the provider)

CIRCLE ALL NOTIFICATION GROUPS APPLICABLE TO YOU (If a special unit is not listed, please mark it next to "Other"):

| | | | |
|-----------------------------------------------------|-------------------------|----------------------------|------|
| Chief's Office | Chief's Office Staff | Investigative Sub-Division | PIO |
| Major/Persons Crimes | Services Sub-Division | Uniform/Patrol | CIT |
| Uniform/Traffic | Accident Reconstruction | CLC Officers | CART |
| FOP Executive Board | Reserve Officer | Canine | CISD |
| Bus Driver | Gang | CLET | EMA |
| Domestic Response | Honor Guard | SWAT Negotiators | SWAT |
| Office of Professional Standards and Accountability | | Chaplain | |

Other: _____

I, _____ UNDERSTAND THAT I MUST ASSUME
RESPONSIBILITY FOR _____ CARRIER FOR ANY TEXT
MESSAGING GENERAT _____ RESPONSE TEAM DISPATCH
CENTER (i.e. Safety Com _____

MEMBER'S SIGNATURE _____

SUPERVISOR'S SIGNATURE _____

DATE: _____

Return completed form with signatures to the Chief's Office.

Please note: If you "opt out" of the notification pages and are needed for any reason, you will still be contacted via phone. "Opting out" does not mean that you will not be called to report to duty. See Akron Police Department Rules and Regulations 1100.01, 1100.05, 1100.06a and 1100.06b.

Rev: 7/26/2010

EMPLOYEE ACKNOWLEDGMENT

This procedure may be amended or revised as the need arises. Users will be provided with copies of amendments and revisions.

This policy is not intended to, and does not grant, any contractual rights.

I have read the above policy on the use of computer resources and agree to abide by it. I understand that violation of any of the above policies may result in disciplinary actions.

I have read the City of Akron Safety Division Computer Network's computer equipment procedure. I am fully aware of the policies and agree to abide by those policies.



Date

