



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



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

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

Narrative:

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

Personnel File:

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

Basic Training:

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

Current Peace Officer Status:

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

Training File:

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

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sources. Some of these classes include:

- Firearms Instructor: Weapon Training and Requalification
- Police Rifle–Carbine Instructor
- Investigating Use of Force
- Reid Technique for Interview and Interrogation – Basic
- Rapid Response to Active Shooter Incidents
- Select Fire Weapon Instructor
- Field Training Officer (FTO) Program – Ohio
- Civil Liability and Deadly Force Issues
- Judgmental Firearms Simulator
- Advanced Building Clearing
- First Line Supervision
- Policing in the 21st Century
- Trauma Informed Policing
- Ethics and Professionalism
- Human Trafficking
- Evidence Collection and Preservation
- Sovereign Citizens
- Domestic Violence with Lethality Factors
- Crisis Conflict Management
- Vicarious Trauma
- Use of Deadly Force and Legal Guidelines
- Crisis Intervention
- Critical Thinking in Use of Force Situations
- Mental Health Response
- Arrest, Search and Seizure
- Objective Reasonableness
- Sniper
- Advanced Sniper
- SWAT
- Precision Marksmanship
- Sniper Instructor
- Tactical Team Leader

Firearms Qualification:

██████████ qualified with a WPD Patrol Rifle on November 14, 2023.

Disciplinary Records:

██████████ has no discipline related to the use of force.

The OPOTA Polaris Report, WPD Personnel File, Training File, and WPD Qualification records are attached to this report. For further details, please refer to the attached reports.

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Attachments:

- Attachment # 01: 2024-1837 WPD [REDACTED] OPOTC POLARIS REPORT
- Attachment # 02: [REDACTED] Training Certificates and Record
- Attachment # 03: [REDACTED] Qualifications Record
- Attachment # 04: [REDACTED] Trg Record
- Attachment # 05: Personnel File - [REDACTED]

References:

No references.

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



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

██████████ Wadsworth Police Department, ID: ██████████

Appointment History*

Agency	Employee Status	Start Date	End Date
Wadsworth Police Department	Full-time	██████████	

Basic Academy Records

School Number	School	Start Date	End Date	Exam Date	Certificate Number	Certificate Date	Appointed By	Appointe Date
██████████	University of Akron Police Academy	██████████	██████████		██████████	██████████	Wadsworth Police Department	██████████

OPOTA Advanced Training Records**

Course Title	Start Date	End Date
ODH Alcohol Testing - Intoxilyzer 5000 Senior Operator	4/15/2004	4/16/2004
Physical Fitness Specialist	5/9/2005	5/13/2005
Firearms Instructor: Weapon Training and Requalification	8/14/2006	8/15/2006
Police Rifle-Carbine Instructor	8/28/2006	9/1/2006
Investigating Use of Force	12/4/2006	12/4/2006
Cultivating Confidential Informants	5/14/2008	5/14/2008
Body Worn Cameras and Microphones	6/3/2008	6/5/2008
Reid Technique for Interview & Interrogation - Basic	8/25/2008	8/27/2008
Rapid Response to Active Shooter Incidents	9/17/2008	9/18/2008

OPOTA Advanced Training Records**

Combat Marksmanship	11/3/2008	11/5/2008
Prescription Drug Abuse and Diversion Investigation	3/3/2009	3/3/2009
Instructor 14 Hour Update Course	12/17/2009	12/18/2009
Criminal Procedure Update	3/18/2010	3/18/2010
Introduction to Proposed POBT Pistol Qualification Course	4/28/2010	4/28/2010
Select Fire Weapon Instructor	6/7/2010	6/11/2010
Field Training Officer (FTO) Program (Ohio Model)	11/29/2010	12/3/2010
Civil Liability and Deadly Force Issues	6/17/2011	6/17/2011
Range Medical Emergencies and the Firearms Instructor	7/8/2011	7/8/2011
OPOTC New Pistol Qualification Scoring Seminar	2/22/2012	2/22/2012
Sexual Assault Investigation	9/12/2012	9/14/2012
Judgmental Driving Simulator	9/24/2013	9/26/2013
Judgmental Firearms Simulator	9/24/2013	9/26/2013
Conductive Energy Device (CED) Instructor	2/20/2014	2/21/2014
Range Medical Emergencies and the Firearms Instructor	3/3/2014	3/3/2014
Advanced Building Clearing	3/11/2014	3/13/2014
Impact Weapons Instructor	8/28/2014	8/29/2014
Judgmental Firearms Simulator	2/10/2015	2/12/2015
Judgmental Driving Simulator	2/10/2015	2/12/2015
Ballistics 411 Workshop	4/30/2015	4/30/2015
First Line Supervision	9/8/2015	9/11/2015
The Supervisor's Role During and After Pursuits	10/7/2015	10/7/2015
Policing in the 21st Century	5/9/2016	5/9/2016
Trauma Informed Policing	10/10/2017	10/10/2017
Subject Control Instructor	5/7/2018	5/25/2018

OPOTA Advanced Training Records**

Gracie Academy	11/26/2018	11/30/2018
Gracie Academy	3/9/2020	3/13/2020

LMS Training Records

Date Completed	Course Title	Officer Number	Officer
7/2/2008	Ethics and Professionalism		
7/2/2008	Street Cons		
9/1/2008	Bridging the Gap		
9/1/2008	Death Notification		
10/29/2008	Miranda Rights Part 1		
10/30/2008	Credit Card Fraud		
10/30/2008	Miranda Rights Part 2		
11/8/2008	Document Authentication		
11/29/2008	Automobile Inventory		
10/19/2009	Cybercrime		
1/1/2010	Electronic Evidence Gathering		
7/17/2010	Responding to Human Trafficking		
7/17/2010	Awareness of Human Trafficking		
6/30/2011	CODIS Arrestee and Convicted Offender DNA Collections		
6/21/2012	Evidence Collection and Preservation		
10/15/2012	OH 1 Crash Report Update		
5/19/2013	Sovereign Citizens Part One		
5/19/2013	Sovereign Citizens Part Two		
5/19/2013	West Memphis Arkansas Stop		
10/24/2014	Finding Words		
4/9/2015	Domestic Violence with Lethality Factors		

LMS Training Records

4/27/2015	Crisis Conflict Management
5/21/2015	Responding To Sexual Assault Module 4 - Evidence Collection
5/21/2015	Responding to Sexual Assault Module 1 - Realities Myths and Misconceptions
5/21/2015	Responding to Sexual Assault Module 2 - Initial Response and Understanding Trauma
5/21/2015	Responding To Sexual Assault Module 3 - Report Writing
8/31/2015	Crimes Against Children
2/28/2016	Disability Training for First Responders
3/21/2016	Human Trafficking 2016 Update
7/1/2016	Companion Animal Encounters
4/9/2017	Missing Children Clearinghouse
4/11/2017	Missing Persons
7/24/2017	01 Blue Courage Foundations
7/24/2017	02 Blue Courage The Nobility of Policing
7/28/2017	03 Blue Courage Positive Psychology
7/29/2017	04 Blue Courage Health and Wellness
11/12/2020	BCI Lethal Use of Force and OIS Investigations Part 1
11/12/2020	BCI Lethal Use of Force and OIS Investigations Part 2
11/12/2020	BCI Lethal Use of Force and OIS Investigations Part 3
12/28/2020	Darrel Lunsford Murder
12/28/2020	Kehoe Brothers Shootout
1/2/2021	The Timothy McVeigh Stop
1/2/2021	Graduated Driver Licensing
1/30/2021	Trooper Coates Murder
4/6/2021	Restraint or Confinement of a Pregnant Suspect

LMS Training Records

1/4/2022	Vicarious Trauma
1/5/2022	Officer Wellness Seminar
1/6/2022	BCI Lethal Use of Force and OIS Investigations
1/10/2022	Hazing
1/11/2022	Use of Deadly Force and Legal Guidelines
1/12/2022	Ohio Public Records Law
1/14/2022	Ethics and Professionalism
1/17/2022	Crisis Intervention
1/22/2022	Use of Restraints
1/28/2022	New and Updated Criminal Charges
2/18/2022	Sexual Assault Investigations
6/3/2022	Domestic Violence Legal Updates
9/28/2022	Objective Reasonableness
9/29/2022	Qualified Immunity
9/30/2022	Critical Thinking in Use of Force Situations
10/19/2022	Mental Health Response
11/28/2022	Biological Evidence Collection for Sexual Assaults
11/29/2022	Responding to Sexual Assault
2/17/2023	Ohio School Threat Assessment
3/15/2023	Arrest, Search, and Seizure 2023
5/20/2023	Part 1 - Legal Updates 2023
5/20/2023	Part 2 - Legal Updates 2023
7/2/2023	Part 3 - Legal Updates 2023



Canine Training Records

Canine School	Certificate Date	Canine Unit	Certificate Type	Specialty	Renewal Date
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Employee Training

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		BASIC BATON COURSE	03/31/2003		0.00	EXPANDABLE BATON BASIC COURSE	
		CPR/AED	04/17/2003		0.00	CPR-AED	
		FIRST AID	04/18/2003		0.00		
		BASIC TRAINING	05/14/2003		0.00	BASIC TRAINING-UNIVERSITY OF AKRON POLICE ACADEMY	
		METH LAB AWARENESS	06/04/2003	4.00	0.00	METHAMPHETAMINE LAB AWARENESS	
		FIREARMS TRAINING	06/13/2003		0.00		
		PATROL STOPS	06/13/2003		0.00	STRATEGIES AND TACTICS OF PATROL STOPS	
		ELECTRONIC SPEED	06/13/2003	24.00	0.00	ELECTRONIC SPEED MEASURING INSTRUCTION	
		A.D.A.P.	06/13/2003		0.00		
		O.C. SPRAY	06/13/2003		0.00		
		INTERDICTION	06/24/2003		0.00	HIGHWAY INTERDICTION-HIDDEN COMPARTMENTS	
		SAFE ESCAPE	10/02/2003		0.00	SAFE ESCAPE; BOB STUBER SAFETY SYSTEMS	
		EMER. RESPONSE	10/13/2003	16.00	0.00	EMERGENCY RESPONSE-PURSUIT TRAINING	
		E.R.O.C. (2-Day)	10/13/2003	16.00	395.00	Emergency Response Operations Course (E.R.O.C.); DriveTeam	
		OHIO TERRORISM AWAREI	10/17/2003		0.00	OHIO TERRORISM AWARENESS & PREVENTION	
		CRISIS INTERVENTION TE/	11/06/2003	8.00	0.00	CRISIS INTERVENTION TEAM POLICE	
		ARMORER CERTIFICATION	02/03/2004	24.00	0.00		
		CRISIS INTERVENTION TE/	04/05/2004	40.00	0.00	CRISIS INTERVENTION TEAM TRAINING	
		INTOXILYZER 5000	04/15/2004	16.00	0.00		
		URBAN-RURAL SNIPER	05/10/2004	16.00	0.00		
		ADVANCED SNIPER	05/12/2004	24.00	0.00		
		ADVANCED TASER CERT.	05/20/2004		0.00	ADVANCED TASER CERTIFICATION	
		HOTEL-MOTEL INTERDICTI	05/20/2004		0.00		

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		SWAT SCHOOL	07/05/2004	40.00	0.00		
		OHIO TACTICAL COMPETIT	09/25/2004		0.00	4TH ANNUAL OHIO TACTICAL COMPETITION; CORRECTIONS CENTER OF NORTHWEST OHIO	
		O.P.O.T.C.	10/18/2004	40.00	0.00	O.P.O.T.C. INSTRUCTIONAL SKILLS	
		SHOTGUN INSTRUCTOR	11/08/2004	24.00	0.00	SHOTGUN INSTRUCTOR CERTIFICATE	
		REVOLVER INSTRUCTOR	01/24/2005	32.00	0.00	REVOLVER INSTRUCTOR CERTIFICATE	
		SEMI-AUTO PISTOL INSTR.	02/28/2005	32.00	0.00	SEMI-AUTO PISTOL INSTRUCTOR CERTIFICATE	
		INTOXILYZER 5000	04/16/2005		0.00		
		PHYSICAL FITNESS SPEC.	05/09/2005	40.00	0.00	PHYSICAL FITNESS SPECIALIST	
		EMOTIONAL SURVIVAL	06/02/2005	8.00	0.00	EMOTIONAL SURVIVAL FOR L.E.	
		B.A.C. DATAMASTER	06/08/2005		0.00		
		I.C.S.	08/04/2005		0.00		
		N.I.M.S.	08/05/2005		0.00		
		BESLAN RESPONSE	08/10/2005		0.00		
		OHIO TACTICAL COMP.	09/24/2005		0.00	5TH ANNUAL OHIO TACTICAL COMPETITION	
		PRECISION MARKSMANSH	10/22/2005		0.00	PRECISION MARKSMANSHIP COURSE; RIFLES ONLY	
		METH LAB AWARENESS	12/08/2005	2.00	0.00	METHAMPHETAMINE AWARENESS TRAINING	
		SNIPER-LEVEL 1	01/30/2006	35.00	0.00		
		COUNTER SNIPER -LEVEL	01/30/2006	21.00	0.00		
		ADV. SNIPER SKILLS	01/30/2006	20.00	0.00	ADVANCED SNIPER SKILLS-LEVEL 3	
		SNIPER INSTRUCTOR	01/30/2006	20.00	0.00	SNIPER INSTRUCTOR-LEVEL 4	
		BAC DATAMASTER	03/01/2006		0.00		
		MCMILLAN SNIPER COMP.	03/08/2006	24.00	0.00	3RD ANNUAL MCMILLAN SNIPER COMPETITION	
		TASER RECERTIFICATION	03/14/2006		0.00		
		LEGAL UPDATE	03/15/2006	2.00	0.00		
		SWAT	03/30/2006	8.00	0.00		
		SWAT	04/27/2006	8.00	0.00		

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		GLOCK 21, M700 QUAL.	05/25/2006		0.00	QUALIFICATION: GLOCK 21, M700	
		SWAT	05/25/2006	8.00	0.00		
		WOUND BALLISTICS WORK	06/15/2006	3.00	0.00		
		S.W.A.T.	06/29/2006	8.00	0.00		
		DOMESTIC VIOLENCE TAP	07/24/2006	0.50	0.00	DOMESTIC VIOLENCE VIDEOTAPE	
		SWAT	07/27/2006	8.00	0.00		
		FIREARMS INSTRUCTOR	08/14/2006	16.00	0.00	FIREARMS INSTRUCTOR: WEAPON TRAINING	
		C.I.D. INSTRUCTION	08/17/2006	8.00	0.00		
		SWAT	08/24/2006	8.00	0.00		
		RIFLE CARBINE INSTRUCT	08/28/2006	40.00	0.00	POLICE RIFLE CARBINE INSTRUCTOR	
		FIREARMS	09/13/2006	1.00	0.00		
		OHIO TACTICAL COMPETIT	09/15/2006		0.00	6TH ANNUAL OHIO TACTICAL COMPETITION	
		SWAT	09/21/2006	10.00	0.00		
		SAFE COMMUNITIES BREAKFAST	09/22/2006	3.00	0.00	SAFE COMMUNITIES AWARDS BREAKFAST; MEDINA SAFE COMMUNITIES	
		TACTICAL TEAM LEADER	10/04/2006	24.00	0.00		
		SNIPER TRAINING	10/11/2006	8.00	0.00		
		WADSWORTH COURT SEMINAR	10/20/2006	1.50	0.00	WADSWORTH MUNICIPAL COURT SEMINAR	
		SUICIDE BOMBERS	10/23/2006	32.00	0.00	PREVENTION AND RESPONSE TO SUICIDE BOMBING	
		INVESTIGATE USE OF FORCE	12/04/2006	8.00	0.00	INVESTIGATING THE USE OF FORCE	
		HEARTSAVER CPR	01/18/2007	3.00	0.00		
		BATON	03/26/2007	2.00	0.00		
		INTERVIEW & INTERROGATION	06/06/2007	8.00	0.00		
		RESPONSE TO TERRORIST BOMBING	09/18/2007	32.00	0.00	INCIDENT RESPONSE TO TERRORIST BOMBING	
		SAFE COMM. BREAKFAST	09/28/2007	2.00	0.00	MEDINA COUNTY SAFE COMMUNITIES BREAKFAST	
		COMMUNICATION ANALYSIS	10/02/2007	8.00	0.00	COMMUNICATION ANALYSIS: THE ART OF DETECTING...	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		WHO'S IN CHARGE?	10/15/2007	4.50	0.00	WHO'S IN CHARGE? ATTACKING THE STRESS MYTH	
		PROSECUTOR'S SEMINAR	01/18/2008	1.00	0.00		
		CRIMINAL PATROL	02/19/2008	32.00	0.00	CRIMINAL PATROL-DRUG INTERDICTION	
		SWAT	02/28/2008	8.00	0.00		
		CUSTOMER SERVICE	03/25/2008	2.00	0.00		
		CHILD ABDUCTION INV.	04/30/2008	3.00	0.00	CHILD ABDUCTION INVESTIGATIVE STRATEGIES	
		SNIPER TRAINING	05/13/2008	4.00	0.00		
		CULTIVATING INFORMANTS	05/14/2008	8.00	0.00	CULTIVATING CONFIDENTIAL INFORMANTS	
		AR-15 INSTRUCTOR DEVELOPMENT	05/21/2008	24.00	0.00	AR-15 INSTRUCTOR DEVELOPMENT	
		L.E. INSTRUCTOR DEVELOPMENT	05/29/2008	8.00	0.00	LAW ENFORCEMENT INSTRUCTOR DEVELOPMENT	
		BODY WORN CAMERAS	06/03/2008	24.00	0.00	BODY WORN CAMERAS AND MICROPHONES	
		LESS LETHAL OPTIONS	06/09/2008	8.00	0.00		
		F.A.S.T.	06/23/2008	40.00	0.00		
		STREET CON	07/02/2008	1.50	0.00		
		REID TECH. INTERVIEWS	08/25/2008	24.00	0.00	REID TECHNIQUE FOR INTERVIEW AND INTERROGATION	
		DEATH NOTIFICATION	09/01/2008	1.00	0.00		
		BRIDGING THE GAP	09/01/2008	1.00	0.00		
		RAPID RESPONSE-ACTIVE	09/17/2008	16.00	0.00	ACTIVE RESPONSE TO ACTIVE SHOOTER INCIDENTS	
		MIRANDA RIGHTS PART 1	10/29/2008	0.50	0.00		
		MIRANDA RIGHTS PART 2	10/29/2008	0.50	0.00		
		CREDIT CARD FRAUD	10/29/2008	1.50	0.00		
		DOCUMENT AUTHENTICATION	11/07/2008	1.00	0.00		
		AUTOMOBILE INVENTORY	11/28/2008	0.50	0.00		
		UNIT INSTRUCTOR CERT.	12/04/2008		0.00	UNIT INSTRUCTOR CERTIFICATION	
		AMMUNITION PRESENTATION	12/12/2008	2.00	0.00		
		SCOPED RIFLE TRAINING	12/19/2008	4.00	0.00	SCOPED RIFLE TRAINING PROGRAM CREATION	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		PRESCRIPTION DRUG ABL	03/03/2009	8.00	0.00	PRESCRIPTION DRUG ABUSE AND DIVERSION INVESTIGATION	
		MUST SHIELD TRAINING	08/27/2009	8.00	0.00		
		GLOCK ARMORER'S COUR	11/05/2009	8.00	0.00		
		L.E. SEMINAR (LEGAL)	11/06/2009	2.50	0.00	LAW ENFORCEMENT SEMINAR (LEGAL UPDATE)	
		INSTRUCTOR 14 HOUR UP	12/17/2009	16.00	0.00		
		INTOXILYZER 8000	12/29/2009	8.00	0.00	INTOXILYZER 8000 TRAINING/CERTIFICATION	
		SHOT SHOW	01/19/2010		0.00		
		CRIMINAL PROCEDURE UF	03/18/2010	3.00	0.00		
		BASIC TRAINING PISTOL	04/28/2010	2.00	0.00	PEACE OFFICER BASIC TRAINING PISTOL QUALIFICATION	
		SUB-MACHINE GUN INSTR	06/07/2010	40.00	0.00	SUB-MACHINE GUN INSTRUCTOR	
		ADAP REFRESHER	06/15/2010	8.00	0.00		
		AWARENESS HUMAN TRAF	07/17/2010	1.00	0.00	AWARENESS OF HUMAN TRAFFICKING	
		RESPONDING HUMAN TRA	07/17/2010	1.00	0.00	RESPONDING TO HUMAN TRAFFICKING	
		SCOPED RIFLE	08/20/2010	8.00	0.00		
		OUTLAW MOTORCYCLE G	10/20/2010	4.00	0.00	OUTLAW MOTORCYCLE GANG AWARENESS	
		FTO PROGRAM	11/29/2010	40.00	0.00	FIELD TRAINING OFFICER PROGRAM	
		BAC DATAMASTER RECER	01/14/2011	2.00	0.00	BAC DATAMASTER RECERTIFICATION	
		INTOXILYZER 8000 TESTIN	01/31/2011		0.00	INTOXILYZER 8000 PROFICIENCY TESTING	
		CIVIL LIABILITY	06/17/2011	3.00	0.00	CIVIL LIABILITY AND DEADLY FORCE ISSUES	
		RANGE MEDICAL EMERGE	07/08/2011	5.00	0.00	RANGE MEDICAL EMERGENCIES	
		Sundance Records	07/13/2011	3.00	0.00		
		LEADS INQUIRY TEST	07/31/2011		0.00		
		OPOTC NEW PISTOL QUAL	02/22/2012	1.50	0.00	OPOTC NEW PISTOL QUALIFICATION SCORING	
		AK OPERATOR'S COURSE	02/23/2012	16.00	0.00		
		Taser Recertification	02/29/2012	1.00	0.00	Taser Recertification; W.P.D. (Shannon)	
		Glock 21 Qualification	04/05/2012	1.00	0.00	Weapons Qualification (Glock 21); W.P.D. (Elchlinger)	25

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		BAC DATAMASTER	04/06/2012	1.00	0.00		
		Glock 22 Qualification	04/13/2012	1.00	0.00	Weapons Qualification (Glock 22); W.P.D. (Burg)	25
		FIRST AID KITS	04/24/2012	0.50	0.00		
		Subgun Qualification	05/03/2012	1.00	0.00	Weapons Qualification (Subgun); W.P.D. (Elchlinger)	Pass
		AR-15 Qualification	05/22/2012	1.00	0.00	Weapons Qualification (AR-15); W.P.D. (Elchlinger)	Pass
		Kahr CW9 Qualification	05/22/2012	1.00	0.00	Weapons Qualification (Kahr CW9); W.P.D. (Elchlinger)	Pass
		Glock 19 Qualification	05/22/2012	1.00	0.00	Weapons Qualification (Glock 19); W.P.D. (Elchlinger)	Pass
		SNIPER TRAINING	06/09/2012	16.00	0.00		
		EVIDENCE COLLECTION	06/21/2012	1.00	0.00	EVIDENCE COLLECTION AND PRESERVATION	
		SOLO ENGAGEMENT TACT	07/16/2012	24.00	0.00		
		Firearms Training	08/01/2012	1.00	0.00	Firearms Training; W.P.D. (Elchlinger)	
		Sexual Assault Invest.	09/12/2012	24.00	150.00	Sexual Assault Investigation; O.P.O.T.A. (Richfield)	
		Controlled F.O.R.C.E.	09/26/2012	3.00	0.00	Controlled F.O.R.C.E.; W.P.D. (Markley)	
		S.W.A.T.	10/04/2012	8.83	0.00	S.W.A.T. Monthly Training; W.P.D./M.C.S.O.	
		Firearms Instruction	10/08/2012	30.00	0.00	Firearms Instruction (Glock 22 & 23 and AR-15); W.P.D. [REDACTED]	
		Firearms Training	10/09/2012	1.00	0.00	Firearms Training (Glock 21 and AR-15); W.P.D. (Elchlinger)	
		OH-1 Crash Report Update	10/15/2012	1.00	0.00	OH-1 Crash Report Update; e.O.P.O.T.A.	
		Armorer's Course (Glock)	10/25/2012	8.00	195.00	Armorer's Course (Glock); Glock Professional at MetroHealth System	
		Controlled F.O.R.C.E.	11/14/2012	3.00	0.00	Controlled F.O.R.C.E.; W.P.D. (Markley)	
		Sniper Training	11/20/2012	4.00	0.00	Sniper Training; W.P.D.	
		Intoxilyzer 8000	11/20/2012	1.00	0.00	Intoxilyzer 8000 Proficiency Testing; W.P.D. and O.D.H.	
		DriveTeam Training	12/10/2012	8.00	275.00	DriveTeam Training (Classroom of Vehicle Dynamics, Braking, ORC & Driver/Vehicle Limits; Range Exercises of Driver/Vehicle Limits, Advanced Vehicle Dynamics, Safe & Effective Emergency Response Driving); DriveTeam	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		S.W.A.T. (Monthly)	12/13/2012	9.00	0.00	S.W.A.T. (Monthly Training); W.P.D./M.C.S .O.	
		Intoxilyzer 8000	12/31/2012	1.00	0.00	Intoxilyzer 8000 Proficiency Testing; W.P.D . and O.D.H.	
		Shot Show	01/14/2013	40.00	0.00	1) Driving Down Police Line-of-Duty Deaths: How to Cut L.O.D.D.'s in Half Now! 2) Techniques for First Reponders. 3) Tactical Truths & Tools. 4) Contemporary/ Controversial Issues in L.E./SWAT in Today 's World. 5) Range Safety. 6) Firearms Curriculum	
		ALiCE Train-the Trainer	03/02/2013	8.00	0.00	A.L.i.C.E. Train-the Trainer; Adam Innocenti	
		C.P.R. and A.E.D.	03/05/2013	3.00	0.00	C.P.R. and A.E.D. Training/Certification; Wadsworth E.M.S. and the American Heart Association	
		Arresting Communications	03/21/2013	16.00	0.00	Arresting Communications: Essential Interaction Skills for Law Enforcement; LifeLine (Jim Glennon)	
		A.L.i.C.E. Presentation	03/28/2013	8.00	0.00	A.L.i.C.E. Presentation to the Wadsworth City Schools; W.P.D.	
		Active Shooter Response	04/02/2013	8.00	0.00	Active Shooter Response; Presented by the Medina County S.W.A.T. Team, including ██████████	
		Sovereign Citizens Part 1	05/19/2013	0.50	0.00	Sovereign Citizens Part 1; e.O.P.O.T.A.	
		Sovereign Citizens Part 2	05/19/2013	0.50	0.00	Sovereign Citizens Part 2; e.O.P.O.T.A.	
		Armorers Certificate	05/21/2013	8.00	0.00	Armorers Certificate (M&P Centerifre Pistol); Smith & Wesson Academy (Barberton P. D.)	
		StopStick Training/Review	07/03/2013	1.00	0.00	Stop Stick Training and Review; W.P.D. (Sergeant Dorland)	
		Active Shooter Response	07/22/2013	3.00	0.00	Active Shooter Response; Special Response Team (S.R.T.), Ohio State Highway Patrol (O.S.H.P.)	Left Early
		Firearms Simulator	09/25/2013	1.00	0.00	Judgmental Firearms Simulator; OPOTA (Montville P.D.)	
		Driving Simulator	09/25/2013	1.00	0.00	Judgmental Driving Simulator; OPOTA (Mo ntville P.D.)	
		Criminal Patrol Baseline	01/28/2014	16.00	0.00	Criminal Patrol Baseline Awareness Training; O.S.H.P. Criminal Patrol Troopers , O.S.H.P. Regional Training Unit, and B.M. V. Investigators	
		CED Instructor	02/20/2014	16.00	220.00	Conductive Energy Device (CED) Instructor /Taser Instructor; OPOTA (Richfield)	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Range Medical Emergencies	03/03/2014	4.00	0.00	Range Medical Emergencies and the Firearms Instructor; O.P.O.T.A. (Richfield)	
		QuikClot Combat Gauze	03/10/2014	1.00	0.00	QuikClot Combat Gauze; Z-Medica, LLC	
		Building Clearing	03/11/2014	8.00	0.00	Building Clearing; O.P.O.T.A. (Portable Training Facility)(Reimer Road Baptist Christian School)	
		Reserve Deputy	03/26/2014	0.00	0.00	Reserve Deputy, Criminal Patrol Task Force; M.C.S.O.	
		ARIDE	04/07/2014	16.00	0.00	Advanced Roadside Impaired Driving Enforcement (ARIDE); Ohio Department of Public Safety (Ohio DPS)	
		Firearms; WPD Range	04/25/2014	1.00	0.00	Firearms; WPD Range	
		OTOA Conference	05/18/2014	40.00	199.00	Ohio Tactical Officers Association (OTOA) ; Dayton, Ohio: 1)Tactical Mechanical and Ballistic Breaching Course (8 hours); 2) Surviving Deadly Force Encounters (8 hours).	
		RR&D; High Risk Stops	08/08/2014	24.00	0.00	Rapid Response and Deployment and High Risk Traffic Stops; WPD [REDACTED]	
		Legal Update	08/22/2014	1.25	0.00	Law Enforcement Legal Update; Prosecutors Page Schrock and Tom Morris	
		Impact Weapons Instructor	08/28/2014	16.00	100.00	Impact Weapons Instructor Course; OPOTA (Richfield)	
		Firearms Qualification	09/23/2014	1.00	0.00	Firearms Qualification; WPD Range	
		Finding Words	10/24/2014	1.00	0.00	Finding Words; eOPOTA	
		MACH 1-5 Techniques	11/13/2014	1.00	0.00	MACH 1-5 Techniques; Rose and Markley	
		MACH 1-5 Techniques	12/18/2014	1.00	0.00	MACH 1-5 Techniques; Rose and Markley	
		Judgmental Driving Sim.	02/12/2015	1.00	0.00	Judgmental Driving Simulator; OPOTA Mobile Academy	
		Judgmental Firearms Sim.	02/12/2015	1.00	0.00	Judgmental Firearms Simulator; OPOTA Mobile Academy	
		Cyber Security; Wombat	02/28/2015	3.00	0.00	Cyber Security; Wombat	
		Domestic Violence	04/09/2015	0.00	0.00	CPT Domestic Violence with Lethality Factors; eOPOTA	
		Vehicle Operations	04/14/2015	7.00	0.00	Mid-Ohio Advanced Emergency Vehicle Operations; Ohio State Highway Patrol	
		Firearms	04/15/2015	2.00	0.00	Firearms; WPD (Chafin)	
		Firearms	04/15/2015	1.00	0.00	Firearms (Chafin)	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Crisis Conflict	04/26/2015	0.00	0.00	CPT Crisis Conflict Management; eOPOTA	
		Ballistics 411 Workshop	04/30/2015	5.00	0.00	Ballistics 411 Workshop; OPOTA (Portage County S.O.)	
		CPR and AED	05/06/2015	2.50	0.00	CPR and AED; AMP Ohio	
		MACH Self-Defense	05/13/2015	2.00	0.00	MACH Self-Defense (Markley and Rose)	
		Sexual Assault 1	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 1 - Realities Myths and Misconceptions	
		Sexual Assault 2	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 2 - Initial Response and Understanding Trauma	
		Sexual Assault 3	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 3 - Report Writing	
		Sexual Assault 4	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 4 - Evidence Collection	
		FEMA National Framework	05/26/2015	0.00	0.00	National Response Framework, An Introduction; IS-00800.b	
		OTOA Conference	05/31/2015	32.00	0.00	Ohio Tactical Officers Association (OTOA) ; "The Bulletproof Mind: Mental Preparation for the Tactically Minded Police Officer"; ASP Tactical Flashlight Instructor; General Session;	
		ASP Tac. Flashlight Inst.	06/01/2015	8.00	0.00	ASP Tactical Flashlight Instructor Course;	
		Tact. Man-Tracking for LE	06/03/2015	16.00	0.00	Tactical Man-Tracking for Law Enforcement	
		FEMA	06/15/2015	0.00	0.00	FEMA IS-00200.b; ICS for Single Resources and Initial Action incident, ICS-200	
		L.E.A.D.S. Inquiry Test	06/16/2015	1.00	0.00	LEADS Inquiry Test	
		Crimes Against Children	08/31/2015	0.00	0.00	CPT Crimes Against Children; eOPOTA	
		Front Line Supervision	09/08/2015	0.00	0.00	Front Line Supervision; OPOTA Richfield	
		Pursuit Supervision	10/07/2015	8.00	75.00	The Supervisor's Role During and After Pursuits; OPOTA (Richfield)	
		Exploring Active Shooter	02/17/2016	1.50	0.00	Exploring Active Shooter, Response and Training (Webinar); Violence Reduction Network and USDOJ	
		Disability Training/EP	02/27/2016	1.00	0.00	CPT; Disability Training for Emergency Planners (First Responders); eOPOTA	
		Firearms (M&P, AR-15)	03/09/2016	1.00	0.00	Firearms training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		ILEETA Conference	03/13/2016	40.00	1132.00	ILEETA Conference: 1)What is with all the questions? 2)Edge Weapon Awareness 3) Neuroanatomy of Street Survival Deadly Force Panel 4)Weapons Influence 5)Shots Fired! Now what? 6)Active Shooter Panel 7)Integrated Response to Active Shooter8)A ctive Shooter	
		Human Trafficking 2016	03/21/2016	1.00	0.00	CPT Human Trafficking 2016 Update; eOPOTA	
		Human Trafficking 2016	03/21/2016	1.00	0.00	CPT; Human Trafficking 2016 Update	
		MILO System	03/23/2016	0.50	0.00	MILO System; SIMTAC Services and WPD	
		MACH and Self Defensive	03/29/2016	3.00	0.00	MACH and Self Defensive Tactics; WPD (Markley and Rose)	
		Firearms (M&P, AR-15)	04/28/2016	1.00	0.00	Firearms training	
		Policing in the 21st Cent	05/09/2016	8.00	0.00	CPT: Policing in the 21st Century; OPOTA. Community - Police Relations (4 hours); Crisis De-Escalation with Focus on Mental Illness (2 hours); Constituional Use of Force (2 hours).	
		Police Use of Lethal Forc	05/24/2016	3.00	0.00	Police Use of Lethal Force; Medina County Police Chief's Association (MCPCA)	
		Firearms (M&P, AR-15)	06/02/2016	1.00	0.00	Firearms training	
		Taser Instructor	06/24/2016	8.00	0.00	Taser Instructor Certification	
		Companion Animal Encntrs	06/30/2016	1.00	0.00	CPT; Companion Animal Encounters; eOPOTA	
		Intro to Active Shooter	08/04/2016	3.00	0.00	Instructing	
		Active shooter	08/12/2016	3.00	0.00	Active shooter	
		Firearms (M&P, AR-15)	10/18/2016	1.00	0.00	Firearms training	
		Cyber Security	12/01/2016	1.00	0.00	KnowBe4 Security Awareness training	
		Taser	12/18/2016	4.00	0.00	Taser recert	
		Legal Update	02/14/2017	2.00	0.00	CPT- Legal Update	
		MILO system	02/21/2017	0.50	0.00	MILO training	
		K-9 Training	03/14/2017	1.00	0.00	K-9 Training- Ptl Petit	
		Firearms (S&W, AR-15)	03/30/2017	1.00	0.00	Instructor	
		Missing Children's Clear	04/08/2017	0.50	0.00	Missing Children's Clearinghouse	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Missing Children-CPT	04/11/2017	0.50	0.00	CPT- Missing Children	
		Firearms	04/26/2017	1.00	0.00	Instructing	
		CPR and AED	05/05/2017	2.00	0.00	CPR and AED	
		Firearms	05/24/2017	1.00	0.00	Range Instruction	
		LEADS Inquiry test	05/27/2017	1.00	0.00	Range training	
		Ballistic wound seminar	06/29/2017	8.00	0.00	Ballistic wound seminar	
		Controlled Force	07/19/2017	1.00	0.00	Controlled Force	
		Blue Courage	07/23/2017	4.00	0.00	CPT- Blue Courage 1-4	
		Criminal Interdiction	08/07/2017	8.00	0.00	Criminal Interdiction and Street Level Narcotics	
		Dynamic/CQB range	09/07/2017	16.00	0.00	SWAT	
		Trauma Informed Policing	10/10/2017	1.00	0.00	CPT- Trauma Informed Policing	
		Narcan Training	10/23/2017	0.50	0.00	Narcan Training	
		Security Awareness	11/07/2017	1.00	0.00	Security Awareness and Ransomware	
		Application of Force	11/28/2017	4.00	0.00	CPT- Practical Application of Force	
		NTOA Special Course	01/22/2018	8.00	0.00	Special Course	
		Taser	01/30/2018	4.00	0.00	Taser training	
		Handcuffing and Weapons	02/05/2018	12.00	0.00	Handcuffing and Weapons: Instructor	
		Marsy's Law	03/08/2018	0.50	0.00	Marsy's Law review	
		ILEETA	03/19/2018	40.00	0.00	Multiple clases- see file	
		Defensive Tactics	04/12/2018	0.00	0.00	Defensive Tactics- instructing	
		Firearms	04/23/2018	1.00	0.00	Firearms training	
		LE Firearms Requal	04/27/2018	0.00	0.00	Law Enforcement Firearm Requalification: revolver, semi-auto, shotgun, carbine, submachine	
		Subject Control Instruct	05/07/2018	80.00	0.00	Subject Control Instructor	
		Subject Control Instruct	05/07/2018	80.00	0.00	Subject Control Instructor	
		Active Shooter	06/04/2018	6.00	0.00	Active Shooter training- Instructing	
		Firearms	07/28/2018	1.00	0.00	Range (handgun and rifle)	
		Tactical Defense training	09/06/2018	0.00	0.00	Tactical Defense training (SWAT)	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Defensive Tactics	09/17/2018	0.00	0.00	Defensive Tactics training	
		Firearms	10/24/2018	1.00	0.00	Firearms (pistol and rifle)	
		Taser Instructor Cert	11/14/2018	16.00	0.00	Taser Cew Instructor Certification	
		Gracie Survival Tactics	11/26/2018	40.00	0.00	Gracie Survival Tactics Level I	
		Defensive Tactics	12/03/2018	18.00	0.00	Defensive Tactics (instructing)	
		Security Awareness	12/18/2018	1.00	0.00	Security Awareness training	
		Ransomware	12/18/2018	1.00	0.00	Ransomware	
		DT Training	01/10/2019	8.00	0.00	Monthly Defensive Tactics Training	
		SWAT Training	02/07/2019	8.00	0.00	Monthly SWAT Training	
		DT Training	02/18/2019	8.00	0.00	Monthly Defensive Tactics Training	
		SWAT Training	03/07/2019	8.00	0.00	Monthly SWAT Training	
		DT Training	03/27/2019	8.00	0.00	Monthly Defensive Tactics Training	
		SWAT Training	04/04/2019	8.00	0.00	Monthly SWAT Training	
		Door Breaching / Forced	04/22/2019	1.00	0.00	Door Breaching / Forced Entry	
		Firearms	04/29/2019	8.00	0.00	Firearms Training, Instructing	
		L.E.A.D.S Inquiry Test	05/01/2019	1.00	0.00		
		SWAT Training	05/02/2019	8.00	0.00	Monthly SWAT Training	
		CPR and AED	05/24/2019	3.00	0.00	CPR and AED Training/Certification; Wadsworth EMS and the American Heart Association; Instructor Robert Lindner	
		SWAT Training	06/13/2019	8.00	0.00	Monthly SWAT Training	
		DT Training	07/01/2019	8.00	0.00	Monthly Defensive Tactics Training	
		Active Killer Response	08/02/2019	3.00	0.00	Instructed 4 new officers on "Intro to Crisis Response" training	
		Tactical Medical Instruct	08/13/2019	16.00	0.00	Basic Tactical Medical Instructor Training Program	
		Firearms	08/31/2019	8.00	0.00	Monthly Firearms Training, Instructing	
		SWAT Training	09/05/2019	16.00	0.00	Monthly SWAT Training	
		Crisis Response Training	09/11/2019	3.00	0.00	2019 Crisis Response Training with Instructor Ptl. Haas	
		SWAT Training	10/03/2019	8.00	0.00	Monthly SWAT Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Firearms	10/22/2019	8.00	0.00	Monthly Firearms Training, Instructing	
		Decision Making	11/05/2019	8.00	0.00	Decision Making: Foundation of Reasonable Force	
		SWAT Training	11/07/2019	8.00	0.00	Monthly SWAT Training	
		Rape Crisis Ctr Training	11/18/2019	0.50	0.00	Rape Crisis Center Roll Call Training	
		Firearms Qualification	11/25/2019	1.00	0.00	Firearms Qualification S&W 9 cal. 25 pts Pass, Secondary/Off Duty Sig P365 9 cal Pass, AR15 Semi-auto 19 pts Pass. Instructor Chafin #7	
		Firearms	11/25/2019	8.00	0.00	Monthly Firearms Training, Instructing	
		Security Awareness	12/10/2019	0.25	0.00	2019 Kevin Mitnick Security Awareness Training	
		2018 Ransomware	12/10/2019	0.50	0.00	2018 Ransomware	
		SWAT Training	12/12/2019	8.00	0.00	Monthly SWAT Training	
		SWAT Training	01/02/2020	8.00	0.00	Monthly SWAT Training	
		Fire Training for LE	01/03/2020	0.30	0.00	Fire Training for Law Enforcement with Chief Lindner	
		Taser Training	01/20/2020	3.00	0.00	Taser Training Refresher; Instructing	
		SWAT Training	02/06/2020	8.00	0.00	Monthly SWAT Training	
		Electrical Safety	02/10/2020	1.00	0.00	Electrical Safety Training for First Responders	
		Firearms	03/17/2020	40.00	0.00	Monthly Firearms Training, Instructing	
		Firearms	04/01/2020	40.00	0.00	Monthly Firearms Training, Instructing	
		QuikClot Combat Gauze	04/06/2020	8.00	0.00	QuikClot Combat Gauze LE Certificate of Completion	
		Spring 2020 LEADS Newslet	05/01/2020	1.00	0.00	Spring 2020 LEADS Newsletter	
		SWAT Training	05/07/2020	8.00	0.00	Monthly SWAT Training	
		SWAT Training	06/04/2020	8.00	0.00	Monthly SWAT Training	
		Riot Control	06/04/2020	8.00	0.00	Riot Control	
		Firearms	06/23/2020	32.00	0.00	June Firearms Instructing for Department	
		SWAT Training	07/02/2020	8.00	0.00	Monthly SWAT Training	
		Lexipol Webinar	07/07/2020	1.50	0.00	Lexipol Webinar - Duty to Intercede, Conceptual, Cultural and legal aspects	
		Active Killer Response	07/08/2020	24.00	0.00	Instructing; Active Killer Response Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Duty to Intercede	07/12/2020	1.00	0.00	Duty to Intercede; Conceptual, Cultural & Legal Aspects	
		Firearms Qualifications	07/13/2020	1.00	0.00	Firearms Qualifications; Daytime, 77 degrees S&W MP 9mm and RRA/BCM M4 .223. Instructor Haas #21	
		Firearms	07/13/2020	1.00	0.00	Qual S&W, SIG 365, AR15, Day 1535 hrs, 71 degrees, Pass. Instructor Ptl. Haas #21	
		Firearms	07/14/2020	24.00	0.00	Instructing July Firearms Training	
		Scenerio Based Force on Fo	07/20/2020	16.00	0.00	Instructing Scenerio Based Force on Force	
		SWAT Training	08/13/2020	8.00	0.00	Monthly SWAT Training	
		SWAT Training	09/03/2020	16.00	0.00	Monthly SWAT Training	
		SWAT Training	10/01/2020	8.00	0.00	Monthly SWAT Training	
		Ransomeware	10/11/2020	1.00	0.00	Micro-Module Introduction to Ransomware	
		Security Awareness Training	10/11/2020	1.00	0.00	2020 Kevin Mitnick Security Awareness Training	
		SWAT Training	10/29/2020	8.00	0.00	SWAT Training	
		SWAT Training	11/05/2020	8.00	0.00	Monthly SWAT Training	
		Firearms	11/09/2020	24.00	0.00	Instructing Monthly Firearms Training	
		Lethal Use of Force & OIS In	11/11/2020	1.00	0.00	BCI Lethal Use of Force and OIS Investigations	
		TASER Instructor	11/17/2020	16.00	0.00		
		Kehoe Brothers Shootout	12/27/2020	1.00	0.00		
		Darrel Lunsford Murder	12/27/2020	1.00	0.00		
		SWAT Training	01/07/2021	8.00	0.00	Monthly SWAT Training	
		Trooper Coates Murder	01/30/2021	1.00	0.00	Trooper Coates Murder	
		SWAT Training	02/04/2021	8.00	0.00	Monthly SWAT Training	
		Taser Training	02/15/2021	4.00	0.00	Instructing Taser Training	
		Firearms	02/23/2021	8.00	0.00	Firearms Instructing	
		Use of Force	03/04/2021	2.00	0.00	Use of Force: Policy or Tactics Webinar	
		SWAT Training	03/04/2021	8.00	0.00	Monthly SWAT Training	
		Lessons Learned from Prote:	03/09/2021	1.00	0.00	2021 Lessons Learned from Protests	
		Room Clearing Tactics	03/15/2021	12.00	0.00	Instructing Room Clearing Tactics Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Critical Thinking & Decision M	03/26/2021	2.00	0.00	2020 Critical Thinking & Decision Making for Tactical Operations	
		Response to People in Crisis	03/30/2021	2.00	0.00	Response to People in Crisis: Mitigating Harm & Enhancing the Safety of All Involved	
		SWAT Training	04/01/2021	8.00	0.00	Monthly SWAT Training	
		Restraint or Confinement of F	04/06/2021	1.00	0.00	Restraint or Confinement of Pregnant Suspect	
		Firearms Instructor Requalific	04/14/2021	8.00	0.00	Firearms Instructor Requalification	
		Training Artifacts	04/20/2021	2.00	0.00	Training "Artifacts": The Role Training - or lack of Training- Plays in Poor Decisions	
		The Truth About Time	04/21/2021	1.00	0.00	2020 The Truth about Time	
		Room Clearing Tactics	04/24/2021	8.00	0.00	Instructing Scenerio Based Training Room Clearing Tactics	
		SWAT Training	05/06/2021	16.00	0.00	SWAT Monthly Training	
		LEADS Inquiry Test	05/13/2021	1.00	0.00	LEADS Inquiry Test	
		LEADS 2020 TAC In-Service	05/13/2021	1.00	0.00	LEADS 2020 TAC In-Service Training	
		NICS (What & How)	05/13/2021	1.00	0.00	LEADS NICS (What & How)	
		CJIS Security Awareness Tra	05/13/2021	1.00	0.00	CJIS Security Awareness Training	
		Fall 2020 LEADS Newsletter	06/01/2021	1.00	0.00	Fall 2020 LEADS Newsletter	
		Spring 2021 LEADS Newslet	06/01/2021	1.00	0.00	Spring 2021 LEADS Newsletter	
		LEADS 2021 TAC In Service	06/02/2021	1.00	0.00	LEADS 2021 TAC In Service Notes	
		SWAT Training	06/03/2021	8.00	0.00	Monthly SWAT Training	
		SWAT Training	06/03/2021	8.00	0.00	Monthly SWAT Training	
		Anatomy of a Lawsuit	06/15/2021	1.00	0.00	Anatomy of a Lawsuit	
		SWAT Training	07/01/2021	8.00	0.00	Monthly SWAT Training	
		SWAT Training	08/12/2021	8.00	0.00	Monthly SWAT Training	
		CPR & AED	08/23/2021	4.00	0.00	CPR & AED Instructor Lindner	
		SWAT Training	09/02/2021	16.00	0.00	Monthly SWAT Training	
		Tactical EI for Law Enforcem	09/27/2021	1.50	0.00	2021 Tactical EI for Law Enforcement Webinar	
		Chemical Agent Aerosol Instr	09/30/2021	8.00	0.00	Chemical Agent Aerosol Instructor [REDACTED]	
		Managing a Critical Incident	10/07/2021	1.00	0.00	2020 Managing a Critical Incident: OIS & Manhunt Operational Debrief	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Building a Culture of Mental I	10/07/2021	1.00	0.00	2021 Building a Culture of Mental Preparedness in Tactical & Special Operations	
		SWAT Training	10/07/2021	8.00	0.00	Monthly SWAT Training	
		Security Awareness Training	10/14/2021	1.00	0.00	2021 Kevin Mitnick Security Awareness Training	
		Introduction to Ransomware	10/14/2021	1.00	0.00	Micro-Module Introduction to Ransomware	
		SWAT Training	11/04/2021	8.00	0.00	Monthly SWAT Training	
		2021 LEADS Fall Newsletter	11/30/2021	1.00	0.00	2021 LEADS Fall Newsletter	
		SWAT Training	12/09/2021	8.00	0.00	Monthly SWAT Training	
		Vicarious Trauma	01/04/2022	1.00	0.00	Vicarious Trauma	
		Officer Wellness Seminar	01/05/2022	3.00	0.00	Officer Wellness Seminar	
		BCI Lethal Use of Force& OI	01/05/2022	1.00	0.00	BCI Lethal Use of Force& OIS Investigations	
		SWAT Training	01/06/2022	8.00	0.00	Monthly SWAT Training	
		Hazing	01/10/2022	1.00	0.00	Hazing	
		Ohio Public Records Law	01/11/2022	2.50	0.00	Ohio Public Records Law	
		Use of Deadly Force and Leg	01/11/2022	1.00	0.00	Use of Deadly Force and Legal Guidelines	
		Ethics & Professionalism	01/14/2022	1.00	0.00	Ethics & Professionalism	
		Use of Force Taser Incident I	01/14/2022	8.00	0.00	Instructing Use of Force Taser Incident Debrief	
		Crisis Intervention	01/17/2022	1.00	0.00	Crisis Intervention	
		Use of Restraints	01/21/2022	1.00	0.00	Use of Restraints	
		New & Used Criminal Charge	01/28/2022	1.00	0.00	New & Used Criminal Charges	
		SWAT Training	02/03/2022	8.00	0.00	SWAT Training - Light Duty	
		Taser Scenario (Instructor)	02/09/2022	1.00	0.00	Instructor for WPD officers for Taser scenario-based training	
		Develpoing a Culture of Acco	02/16/2022	1.00	0.00	Develpoing a Culture of Accountability	
		Sexual Assault Investigations	02/18/2022	1.00	0.00	Sexual Assault Investigations	
		SWAT Training	03/03/2022	8.00	0.00	Monthly SWAT Training - Light Duty	
		Creating Order from Chaos	04/06/2022	1.00	0.00	The First 15 minutes of a disaster: Creating Order from Chaos	
		SWAT Training	05/05/2022	8.00	0.00	Monthly SWAT Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		SWAT Training	05/06/2022	8.00	0.00	Monthly SWAT Training	
		Diversity Equity & Inclusion	05/19/2022	8.00	0.00	Diversity Equity & Inclusion	
		SWAT Training	06/02/2022	8.00	0.00	Monthly SWAT Training	
		Domestic Violence Legal Upd	06/03/2022	1.00	0.00	Domestic Violence Legal Updates	
		Responding to Suicidal Subje	06/07/2022	1.00	0.00	What's the Mission:Responding to Suicidal Subjects Webinar	
		SWAT Training	07/07/2022	8.00	0.00	Monthly SWAT Training	
		Electrical Safety for First Res	07/26/2022	1.00	0.00	Electrical Safety for First Responders	
		SWAT Training	08/11/2022	8.00	0.00	Monthly SWAT Training	
		SWAT Training	09/08/2022	16.00	0.00	Monthly SWAT Training	
		ALICE Training	09/23/2022	8.00	0.00	Assisted in ALICE Training	
		Objective Reasonableness	09/28/2022	1.00	0.00	Objective Reasonableness	
		Qualified Immunity	09/29/2022	1.00	0.00	Qualified Immunity	
		Critical Thinking in Use of Fo	09/30/2022	1.00	0.00	Critical Thinking in Use of Force Situations	
		Mental Health Response	10/19/2022	1.00	0.00	Mental Health Response	
		Biological Evidence Collectio	11/28/2022	1.00	0.00	Biological Evidence Collection for Sexual Assaults	
		Responding to Sexual Assau	11/28/2022	1.00	0.00	Responding to Sexual Assault	
		2022 KnowBe4 Security Awa	12/01/2022	1.00	0.00	2022 KnowBe4 Security Awareness Training	
		FIREARMS QUAL	12/05/2022	1.00	0.00	S&W 9 CAL. AND AR15 SEMI-AUTO DAYTIME WITH [REDACTED]	
		SCHOOL THREAT ASSESSI	02/17/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL OHIO SCHOOL TREAT ASSESSMENT	
		ARREST, SEARCH AND SE	03/14/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL- ARREST SEACH AND SEIZURE	
		LEGAL UPDATES 2023- PAF	05/20/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL	
		LEGAL UPDATES 2023- PAF	05/20/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		LECTURE SERIES AND CRI	06/12/2023	1.00	0.00		
		TACTICAL BREACHING	06/14/2023	1.00	0.00		
		RESPONSE TO ACTIVE SHI	06/15/2023	1.00	0.00		
		CRITICAL INCIDENT DEBRI	06/16/2023	1.00	0.00		
		LEGAL UPDATES 2023- PAF	07/02/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL	
		OHLEG SECURITY	07/02/2023	1.00	0.00		
		BASIC LIFE SUPPORT (CPF	09/27/2023	1.00	0.00		
		ADVANCED GROUP CRISIS	10/02/2023	14.00	0.00	INTERNATIONAL CRITICAL INCIDENT STRESS FOUNDATION, INC	
		ANTI-BIAS TRAINING FOR I	10/17/2023	1.00	0.00		
		PURSUIT DRIVING BASICS	10/18/2023	1.00	0.00		
		SUICIDE PREVENTION FOF	10/22/2023	1.00	0.00		
		DISTRACTED DRIVING FOF	10/22/2023	4.00	0.00		
		LEADS	11/06/2023	0.00	0.00		
		LEADS	11/06/2023	0.00	0.00		
		PUBLIC RECORDING OF PO	11/07/2023	1.00	0.00		
		HATE CRIMES TRAINING F	11/07/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSIONS & THE OFFICER OF THE ATTORNEY GENERAL	
		PUBLIC RECORDS OF POL	11/07/2023	1.00	0.00		
		FIREARMS	11/08/2023	1.00	0.00	DISTANCE: 9 ROUNDS: 50 DISTANCE: 10-30 ROUNDS: 18 REMARKS: 5.23	
		Firearms	11/08/2023	1.00	0.00	Handgun	
		USING SOCIAL MEDIA FOR	11/13/2023	2.00	0.00		
		Firearms	11/14/2023	1.00	0.00	Patrol Rifle	
		Firearms	11/14/2023	1.00	0.00	Patrol Handgun	
		INTERVIEWS AND INTERR	11/15/2023	1.00	0.00		
		LEADS TAC IN SERVICE	11/15/2023	0.00	0.00	2023 READ AND SIGN	
		Missing & Exploited Children	12/11/2023	4.00	0.00	CPT	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Firearms	04/22/2024	1.00	0.00		
		Non-Fatal Strangulation	05/21/2024	2.00	0.00	CPT	

WADSWORTH Pt/Det/Admin - Firearms Qualification

Location: _____ WPD Range _____ Qualification: **2023**

Badge

Handgun	S&W	Model	Cal.	9	Pass/ Fail
Total hits in preferred area.		(+)1pt	25		Conditions
Subtract the below penalties from the above total.		Instructor Remarks/Date/Time			
Head or Hip circle miss	(-1pt)			Light---	Day
Hits off silhouette	(-1pt each)			Temp---	60
Rounds fired over time	(-1pt each)			Precipitation-	N/A
Rounds beyond 25 allotted	(-1pt each)			Wind--	
20pt minimum passing score		Total Score-		25	

Second/Off Duty	Make	Model	Cal.	Pass/ Fail					
Ex.	Distance	Rounds	Time	Fail	Fail	Fail	Pass	Conditions	Instructor Remarks/Date/Time
7	40	2	6					Light---	
8	15	2	6					Temp---	
9	15	2	8					Precipitation-	
10	4	2	10					Wind--	

AR15 semi-auto	Make	Model	Cal.	Pass/ Fail	
Total hits in preferred area.		(+)1pt	20		
Subtract the below penalties from the above total.		Conditions			
Instructor Remarks/Date/Time					
Head or Hip circle miss	(-1pt)			Light---	Day
Hits off silhouette	(-1pt each)			Temp---	60
Rounds fired over time	(-1pt each)			Precipitation-	N/A
Rounds beyond 20 allotted	0 pt each			Wind--	
16pt minimum passing score		Total Score-		20	

Second/Off Duty	Make	Model	Cal.	Pass/ Fail					
Ex.	Distance	Rounds	Time	Fail	Fail	Fail	Pass	Conditions	Instructor Remarks/Date/Time
7	40	2	6					Light---	
8	15	2	6					Temp---	
9	15	2	8					Precipitation-	
10	4	2	10					Wind--	

Taser	Model	X2	Date	Pass/ Fail
--------------	--------------	-----------	-------------	-------------------

Notes/Comments:

Instructor Signature _____
 Instructor Signature [Signature]
 Instructor Signature _____

Badge Number _____
 Badge Number 21
 Badge Number _____

WADSWORTH POLICE - Firearms Training

Date 11/8/2023

Location: WPD Range

Course #: 2023 Nov

Approx. Temp: 50

Instructor: [REDACTED]

Precipitation: Rain Snow Mix Other

Light Conditions: Daytime Sun Overcast Low Night

Officer [REDACTED] **Time** 1350

Exercise	Distance	Rounds	Unsat.	Sat.	Malfunction/Corrective Action	Instructor Remarks
1	9	50		X		
2	10-30	18		X		5.23
3						
4						
5						
6						
7						
8						

Score: Satisfactory Unsatisfactory

Instructor Signature [REDACTED]

Officer 25 **Time** _____

Exercise	Distance	Rounds	Unsat.	Sat.	Malfunction/Corrective Action	Instructor Remarks
1	9	50		X		
2	10-30	18		X		3.48
3						
4						
5						
6						
7						
8						
9						

Score: Satisfactory Unsatisfactory

Instructor Signature [REDACTED]

Officer _____ **Time** _____

Exercise	Distance	Rounds	Unsat.	Sat.	Malfunction/Corrective Action	Instructor Remarks
1	9	50				
2	10-30	18				
3						
4						
5						
6						
7						
8						
9						

Score: Satisfactory Unsatisfactory

Instructor Signature _____

BASIC LIFE SUPPORT

**BLS
Provider**



**American
Heart
Association.**

[REDACTED]

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

Issue Date

9/27/2023

Renew By

09/2025

Training Center Name

Summa Health

Instructor Name

Richard Potter

Training Center ID

OH03272

Instructor ID

11180737703

Training Center City, State

Akron, OH

eCard Code

[REDACTED]

**Training Center Phone
Number**

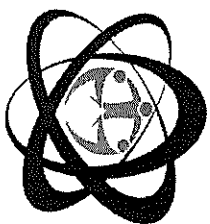
(330) 375-3000

QR Code

[REDACTED]

Training Site Name

To view or verify authenticity, students and employers should scan this QR code with their mobile device or go to www.heart.org/cpr/mycards.
© 2023 American Heart Association. All rights reserved. 20-3001 R3/23



Forensic Nursing Network

THIS IS TO CERTIFY THAT:



HAS SUCCESSFULLY COMPLETED

Domestic Violence and Strangulation Virtual Training for Law Enforcement

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

CPTs sponsored by: Columbus City Attorney Zach Klein

Date of Completion: 5/21/2024

Contact Hours: 2.0 Contact Hours

FNN Contact Information

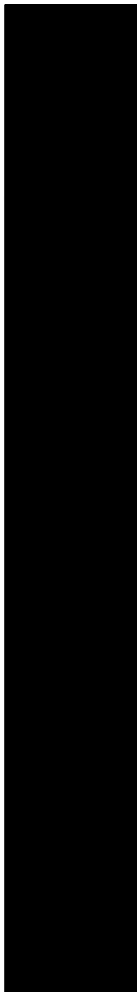
175 South Sandusky Street Ste #109
Delaware, OH 43015

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



CERTIFICATE OF COMPLETION

AWARDED TO



OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
MISSING AND EXPLOITED CHILDREN

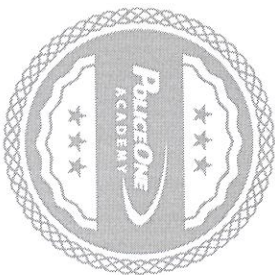
COURSE # INVS103

4 HOURS OF TRAINING

CERTIFICATE ISSUED DEC 11, 2023

Mikayla Graves

Mikayla Graves
Director of Training



23CPT486

IT



CERTIFICATE OF COMPLETION

AWARDED TO

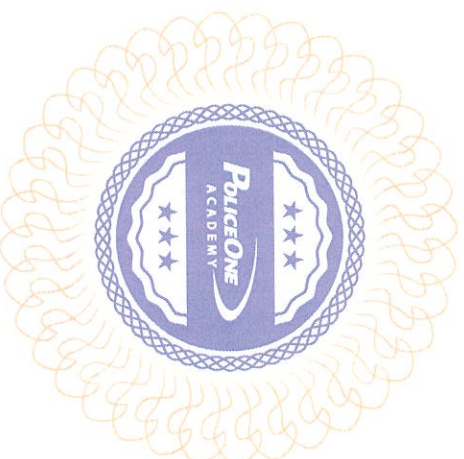


OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
PUBLIC RECORDING OF POLICE ACTIVITIES

COURSE # LEGL110
1 HOUR OF TRAINING
CERTIFICATE ISSUED NOV 07, 2023

Mikayla Graves

Mikayla Graves
Director of Training



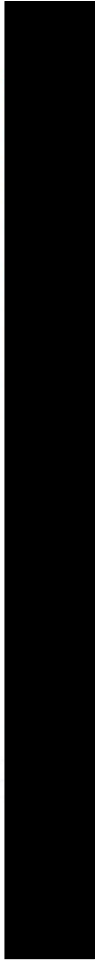
23 CP-489

TT



CERTIFICATE OF COMPLETION

AWARDED TO



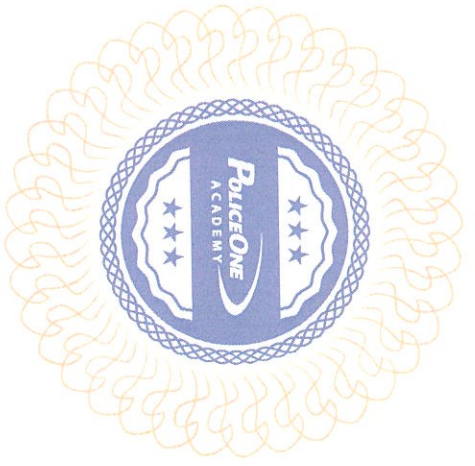
OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
USING SOCIAL MEDIA FOR INVESTIGATIONS

COURSE # SOCIAL102
2 HOURS OF TRAINING
CERTIFICATE ISSUED NOV 13, 2023

Mikayla Graves

Mikayla Graves
Director of Training

23 CPT 491

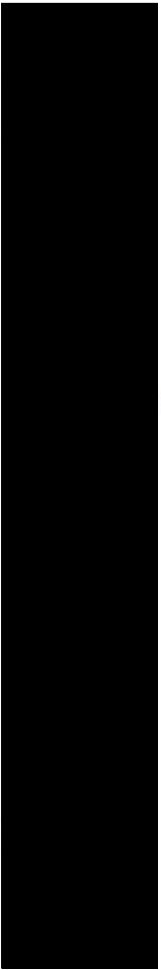


T.T.



CERTIFICATE OF COMPLETION

AWARDED TO



OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
INTERVIEWS AND INTERROGATIONS

COURSE # INVS113

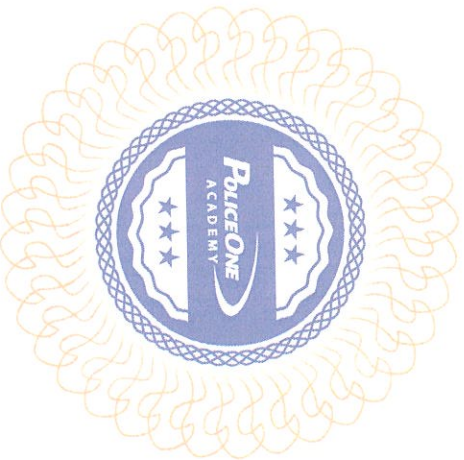
1 HOUR OF TRAINING

CERTIFICATE ISSUED NOV 15, 2023

Mikayla Graves

Mikayla Graves
Director of Training

23 CPT 485



23



CERTIFICATE OF COMPLETION

AWARDED TO



OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
ANTI-BIAS TRAINING FOR LAW ENFORCEMENT (1 HOUR)

COURSE # CULLT103
1 HOUR OF TRAINING
CERTIFICATE ISSUED OCT 17, 2023

Mikayla Graves

Mikayla Graves
Director of Training

23CPT-714

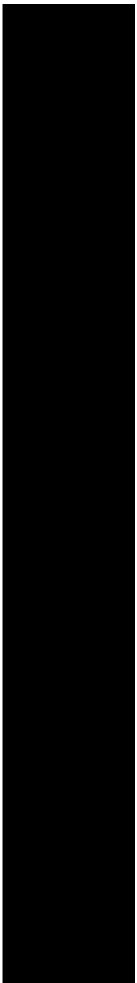
T, T





CERTIFICATE OF COMPLETION

AWARDED TO

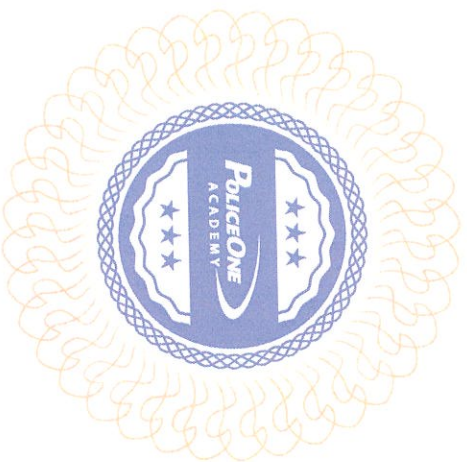


OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
PURSUIT DRIVING BASICS
COURSE # EVOC102
1 HOUR OF TRAINING
CERTIFICATE ISSUED OCT 18, 2023

Mikayla Graves

Mikayla Graves
Director of Training

23CPT 715



1517



CERTIFICATE OF COMPLETION

AWARDED TO



OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
SUICIDE PREVENTION FOR LAW ENFORCEMENT

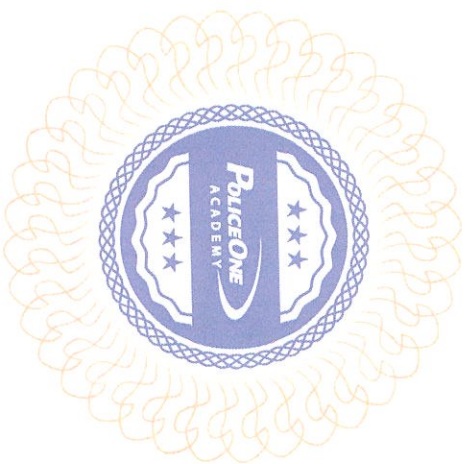
COURSE # PREV101

1 HOUR OF TRAINING

CERTIFICATE ISSUED OCT 22, 2023

Mikayla Graves

Mikayla Graves
Director of Training



23 CPT 490

HIT



CERTIFICATE OF COMPLETION

AWARDED TO



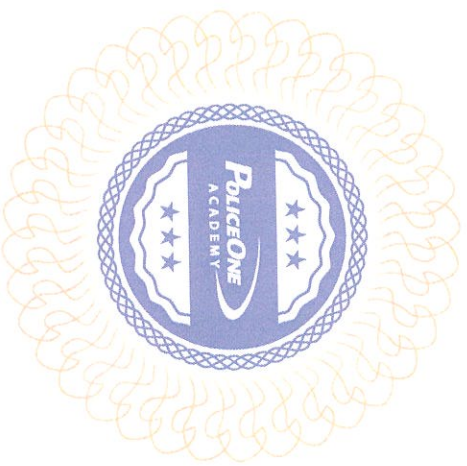
OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
DISTRACTED DRIVING FOR LAW ENFORCEMENT

COURSE # DIST101
4 HOURS OF TRAINING
CERTIFICATE ISSUED OCT 22, 2023

Mikayla Graves

Mikayla Graves
Director of Training

23CPT482



IT



CERTIFICATE OF COMPLETION

AWARDED TO



OF WADSWORTH POLICE DEPARTMENT (OH)
IN RECOGNITION OF YOUR SUCCESSFUL COMPLETION OF
HATE CRIMES TRAINING FOR LAW ENFORCEMENT

COURSE # HATE101

1 HOUR OF TRAINING

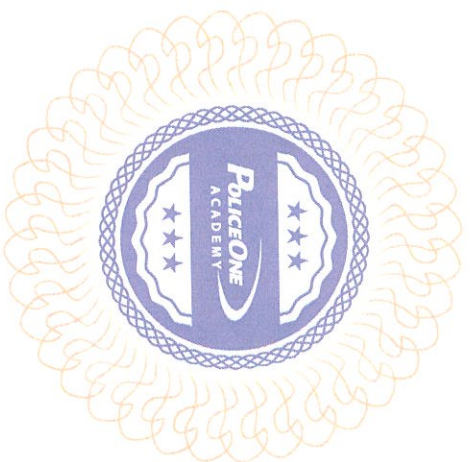
CERTIFICATE ISSUED NOV 07, 2023

Mikayla Graves

Mikayla Graves
Director of Training

23 OCT 483

T.T.





OHIO TACTICAL OFFICERS ASSOCIATION

THIS CERTIFIES THAT



HAS SUCCESSFULLY COMPLETED THE CONFERENCE COURSE INDICATED BELOW

Tactical Breaching

June 14, 2023

A handwritten signature in blue ink, appearing to read 'P. Fiorilli'.

Patrick Fiorilli
Executive Director



A handwritten signature in black ink, appearing to read 'T. Graham'.

Terry Graham
President



OHIO TACTICAL OFFICERS ASSOCIATION
THIS CERTIFIES THAT



HAS SUCCESSFULLY COMPLETED THE CONFERENCE COURSE INDICATED BELOW

A General Session - Lecture Series and Critical Incident Debriefings
June 12, 2023

A handwritten signature in blue ink, appearing to read 'P. Fiorilli'.

Patrick Fiorilli
Executive Director

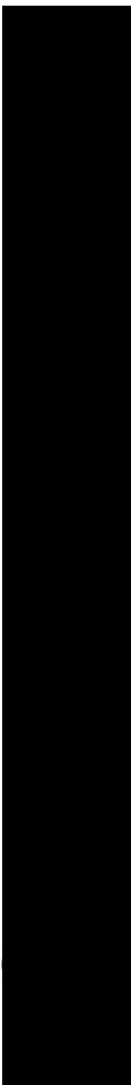


A handwritten signature in black ink, appearing to read 'T. Graham'.

Terry Graham
President



OHIO TACTICAL OFFICERS ASSOCIATION
THIS CERTIFIES THAT



HAS SUCCESSFULLY COMPLETED THE CONFERENCE COURSE INDICATED BELOW

Response to Active Shooter-Small Unit Tactics

June 15, 2023

A handwritten signature in blue ink, appearing to read 'P. Fiorilli'.

Patrick Fiorilli
Executive Director

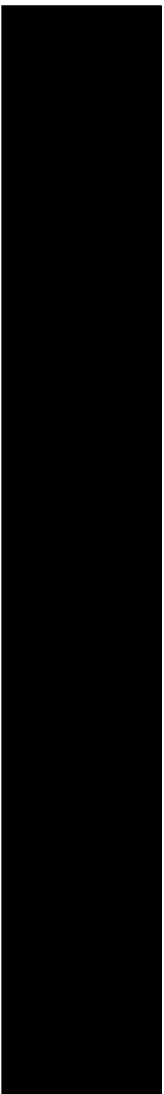


A handwritten signature in black ink, appearing to read 'T. Graham'.

Terry Graham
President



OHIO TACTICAL OFFICERS ASSOCIATION
THIS CERTIFIES THAT



HAS SUCCESSFULLY COMPLETED THE CONFERENCE COURSE INDICATED BELOW

Critical Incident Debriefings and Lesson Learned

June 16, 2023

A handwritten signature in blue ink, appearing to read 'P. Fiorilli'.

Patrick Fiorilli
Executive Director

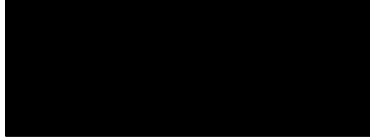


A handwritten signature in black ink, appearing to read 'T. Graham'.

Terry Graham
President

- OHIO ATTORNEY GENERAL -
RECOGNITION OF COMPLETION AWARD

This certificate of completion is awarded to



has completed the Ohio Attorney General's online training course

**OHLEG Security
Training 2023**

A handwritten signature in cursive script that reads "Dave Yost".

DAVE YOST, OHIO ATTORNEY GENERAL

July 02, 2023



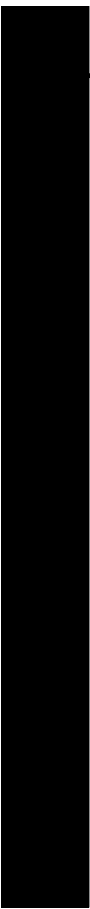
DAVE YOST
OHIO ATTORNEY GENERAL

GRACIE UNIVERSITY®

INSTRUCTOR CERTIFICATE

The Gracie University Headquarters of Torrance, California

Hereby awards this Instructor Certificate to



The aforementioned individual is authorized to teach

Gracie Survival Tactics® Level I

Certification Valid from November 30, 2018 to May 30, 2020

This certificate authorizes the bearer to conduct non-profit self-defense instruction during the specified certification period exclusively to Military/Law Enforcement agencies domestically and abroad.

Gracie University will only provide an expert witness to holders of a valid certificate.

www.gracieuniversity.com

A handwritten signature in black ink, appearing to read 'Ryron Gracie'.

Professor Ryron Gracie



A handwritten signature in black ink, appearing to read 'Renner Gracie'.

Professor Renner Gracie

A handwritten signature in black ink, appearing to read 'Evandro Nunes'.

Professor Evandro Nunes

The United States of America



Department of Homeland Security

Federal Law Enforcement Training Centers

Accredited by the Federal Law Enforcement Training Accreditation Board

By virtue of the authority vested therein, the Faculty hereby confers upon

[REDACTED]

the honor of this

Certificate of Training

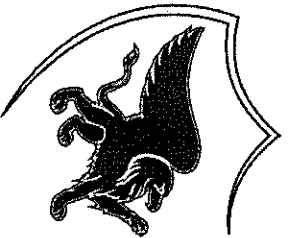
Basic Tactical Medical Instructor Training Program E_XP_BTMTTP-1911SLTD
Streetsboro, OH Course Hours: 24

For successful completion of all theoretical and practical aspects of the training and examinations as set forth in the requirements for graduation from an advanced program, with all of the honors, rights, and privileges thereunto appertaining.

In testimony whereof, this diploma is awarded under the seal of the U. S. Department of Homeland Security at the Federal Law Enforcement Training Centers, this 14th day of August, 2019.

A handwritten signature in black ink, appearing to read "James J. [unclear]".

Director
Federal Law Enforcement Training Centers



**COMMAND
PRESENCE**
TRANSFORMING GOOD OFFICERS INTO GREAT ONES

Certificate of Training

Presented to



For successfully completing

Decision Making: Foundation of Reasonable Force

8 Hours

Given

Tuesday, November 5, 2019

John Bostain
CEO

Dennis Valone
VP of Training

Z-MEDICA®

QuikClot Combat Gauze® LE
Certificate of Completion

Is hereby granted to



*for successfully completing manufacturer training on
the use of QuikClot Combat Gauze LE for temporary
external use to control traumatic bleeding.*

04/06/2020

Date of Training

Annual retraining recommended.



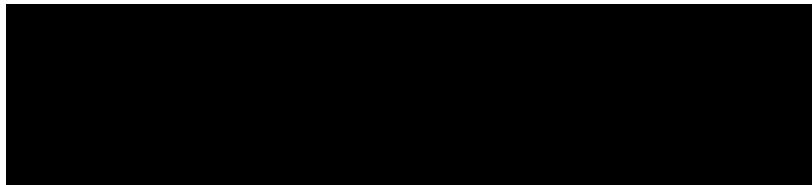
TACTICAL
DEFENSE TRAINING



INC

CERTIFICATE OF TRAINING

This is to certify that



Has successfully completed an advanced course of training in:

RIOT CONTROL

Montville, Ohio
6-04-2020

Matt Schaefer

INTENSE TRAINING FOR EXTREME ENCOUNTERS

 LEXIPOL

CERTIFICATE OF ATTENDANCE

THIS CERTIFICATE IS AWARDED TO



FOR ATTENDING THE LEXIPOL WEBINAR

**Duty to Intercede:
Conceptual, Cultural and
Legal Aspects [75 minutes]**

July 7, 2020



National Tactical Officers Association



Is pleased to present this certificate to



Wadsworth Police Dept

You have successfully completed the following 2-hour webinar

(2020) Critical Thinking and Decision-Making for Planning Tactical Operations

03/26/2021

Issued Date

A handwritten signature in black ink, appearing to read 'Thor Eells', written over a horizontal line.

Thor Eells, Executive Director

National Tactical Officers Association



Is pleased to present this certificate to

Wadsworth Police Dept

You have successfully completed the following 1-hour webinar

(2021) Lessons Learned from Protests

03/09/2021

Issued Date

Thor Eells, Executive Director



CERTIFICATE OF ATTENDANCE

THIS CERTIFICATE IS AWARDED TO



FOR ATTENDING THE LEXIPOL WEBINAR

**Response to People in Crisis:
Mitigating Harm & Enhancing
the Safety of All Involved [90
minutes]**

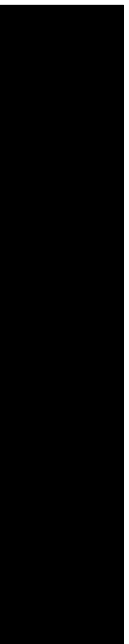
March 30, 2021



 LEXIPOL

CERTIFICATE OF ATTENDANCE

THIS CERTIFICATE IS AWARDED TO



FOR ATTENDING THE LEXIPOL WEBINAR

**Use of Force: Policy or Tactics? [90
minutes]**

March 4, 2021



National Tactical Officers Association



Is pleased to present this certificate to



Wadsworth Police Department

In recognition of your successful completion of

BESLAN RESPONSE
KENT, OH
August 10, 2005

A handwritten signature in black ink, appearing to read "T. Eells", written over a horizontal line.

Thor Eells, Executive Director

National Tactical Officers Association



Is pleased to present this certificate to



Wadsworth Police Department

In recognition of your successful completion of the 8-hour

Special Course
Las Vegas, NV
January 22, 2018

A handwritten signature in black ink, appearing to read "Thor Eells".

Thor Eells, Executive Director

National Tactical Officers Association



Is pleased to present this certificate to



Wadsworth Police Dept

You have successfully completed the following 1-hour webinar

(2020) The Truth About Time

04/21/2021

Issued Date


Thor Eells, Executive Director

Thor Eells, Executive Director



CERTIFICATE OF ATTENDANCE

THIS CERTIFICATE IS AWARDED TO



FOR ATTENDING THE LEXIPOL WEBINAR
**Training "Artifacts": The Role
Training - or Lack of Training -
Plays in Poor Decisions [90
minutes]**

April 20, 2021



National Tactical Officers Association



Is pleased to present this certificate to

[Redacted Name]

Wadsworth Police Dept

You have successfully completed the following 2-hour webinar

(2021) Building a Culture of Mental Preparedness in Tactical and Special Operations

10/07/2021

Issued Date

Thor Eells

Thor Eells, Executive Director

National Tactical Officers Association



Is pleased to present this certificate to

████████████████████
Wadsworth Police Dept

You have successfully completed the following 1-hour webinar

(2020) Managing a Critical Incident: OIS & Manhunt Operational Debrief

10/07/2021

Issued Date

A handwritten signature in black ink, appearing to read "Thor Eells".

Thor Eells, Executive Director

National Tactical Officers Association



Is pleased to present this certificate to



Wadsworth Police Department

Your have successfully completed the following 1.5-hour webinar

Webinar: (2021) Tactical FI for Law Enforcement

9/27/2021

Issue Date

Thor Eells, Executive Director

LEXIPOL

CERTIFICATE OF ATTENDANCE

THIS CERTIFICATE IS AWARDED TO

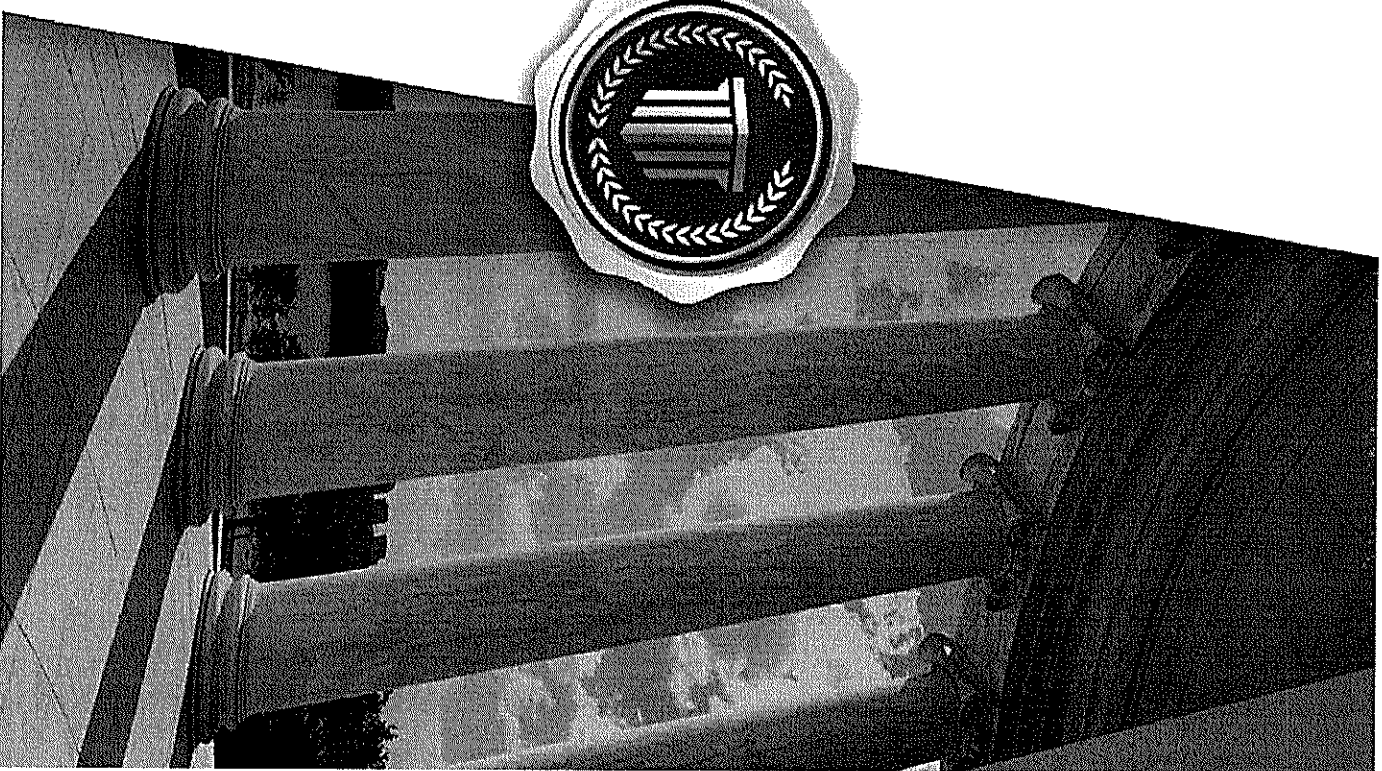


FOR ATTENDING THE LEXIPOL WEBINAR

Anatomy of a Lawsuit

[60 minutes]

June 15, 2021

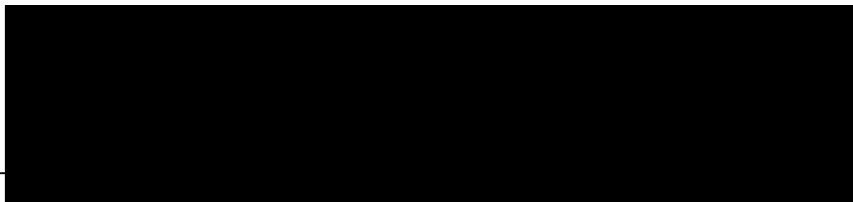


REFLEX PROTECT®

Revolutionizing Non-Lethal Defense

Chemical Agent Aerosol Instructor

THIS IS TO CERTIFY THAT



has successfully completed all requirements for *Instructor Certification in Law Enforcement and Correctional Chemical Agent Aerosol*, and may hereby train and certify other personnel in the Basic Program on, the 30th day of September 2021.

Congratulations

September 30, 2023

EXPIRES



CERTIFICATE NUMBER

Matt Schaefer

INSTRUCTOR TRAINER

LEXIPOL

CERTIFICATE OF ATTENDANCE

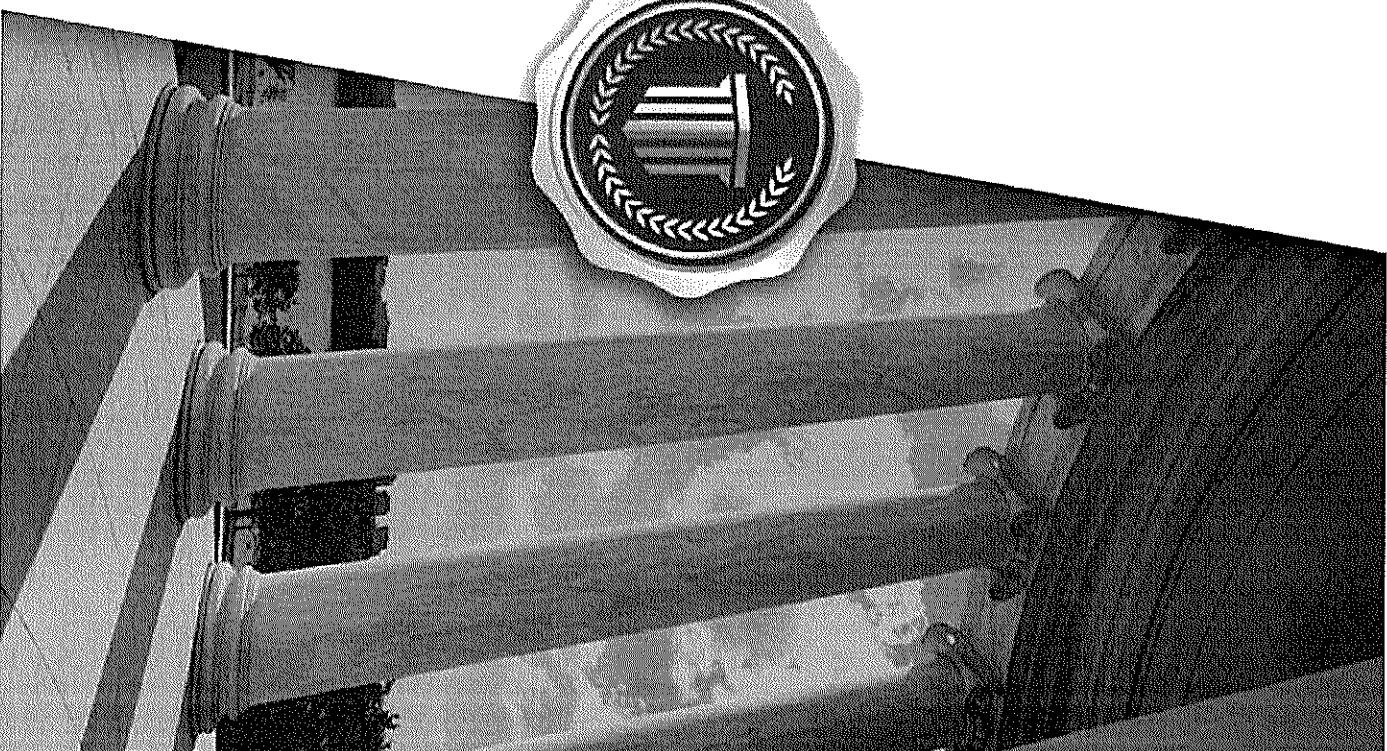
THIS CERTIFICATE IS AWARDED TO



FOR ATTENDING THE LEXIPOL WEBINAR

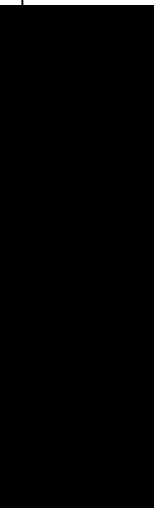
**Developing a Culture of
Accountability [60 minutes]**

February 16, 2022



CERTIFICATE

PROUDLY PRESENTED TO



The first 15 minutes of disaster: Creating order from chaos

Apr 6, 2022

Date of Completion

*Dan Santarelli, Digital
Producer*

Organizer

POLICE 1)

MEDINA COUNTY SHERIFF'S OFFICE



CERTIFICATE OF COMPLETION

This Certificate is presented to

████████████████████

For completing 4 hours of

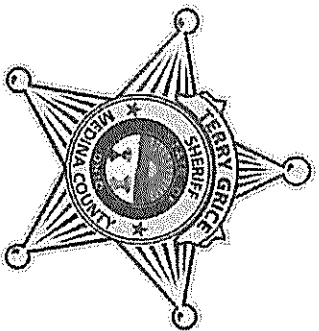
Diversity, Equity and Inclusion 2022 CPT

on this 19 day of May, 2022.

Deputy Matthew Denton
Instructor

Sheriff Terry Grice

MEDINA COUNTY SHERIFF'S OFFICE



CERTIFICATE OF COMPLETION

This Certificate is presented to

[REDACTED]

For completing 4 hours of

Diversity, Equity and Inclusion 2022 CPT

on this 19 day of May, 2022.

Handwritten signature of Deputy Matthew Denton.

Deputy Matthew Denton
Instructor

Handwritten signature of Sheriff Terry Grice.

Sheriff Terry Grice



CERTIFICATE OF ATTENDANCE

THIS CERTIFICATE IS AWARDED TO



FOR ATTENDING THE LEXIPOL EVENT
**Officer Decision Making: Why
Qualified Immunity Isn't a
Good Guide [90 Minutes]**



November 3, 2022



Summit County Sheriff's Office
53 University Avenue - Akron, Ohio 44308-1079
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

Kandy Fatheree, Sheriff

October 17, 2022

Medina County Sheriff's Office
555 Independence Drive
Medina, Ohio 44256

Attn: [REDACTED]

Dear [REDACTED]

I wanted to personally thank you for your assistance you provided to the Summit County Sheriff's Office the nights of July 9 & 10, 2022.

During this time of unrest and unpredictability, it is comforting to know that we can all come together in times of crisis as brothers and sisters in law enforcement.

Thank you again for your time and assistance.

Sincerely,

Kandy Fatheree

Kandy Fatheree
Sheriff, County of Summit

cc: Sheriff Terry Grice



September 2019 Crisis Response Training

[Redacted] and Ofc K. Haas

BD _____

WE _____

NC _____

HS _____

OU _____

RB _____

JB _____

RD _____

KP _____

#3 Pat Sand #3

#5 Pat Sand #5

#6 Death Squad #6

#7 DJ #7

#8 Nathan Powell #8

#9 [Signature] #9

#10 V. Rose #10

#11 Did not attend

#15 [Signature] #15

#16 Aux - Did not attend

#17 [Signature] #17

#18 [Signature] #18

N/A

#19 [Signature] #19

#21 Instructing

#23 By A 22 23

#26 Did not attend

#29 [Signature] #29

#30 [Signature] #30

#31 OFF

#32 [Signature] #32

#33 [Signature] #33

#34 [Signature] #34

#35 [Signature] #35

#36 [Signature] #36

[Redacted] #37

#38 [Signature] #38

#39 [Signature] #39

#43 [Signature] #43

#45 PTO

#46 [Signature] #46

#47 [Signature] #47

#48 [Signature] #48

Wadsworth Police Department

City of Wadsworth, Ohio

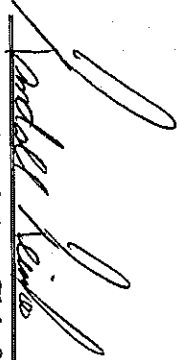
Police Officer of the Month

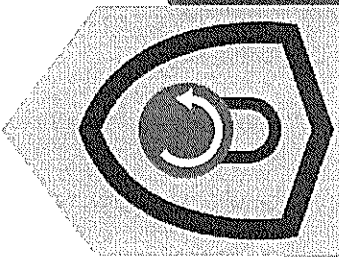
THIS CERTIFICATE IS AWARDED TO



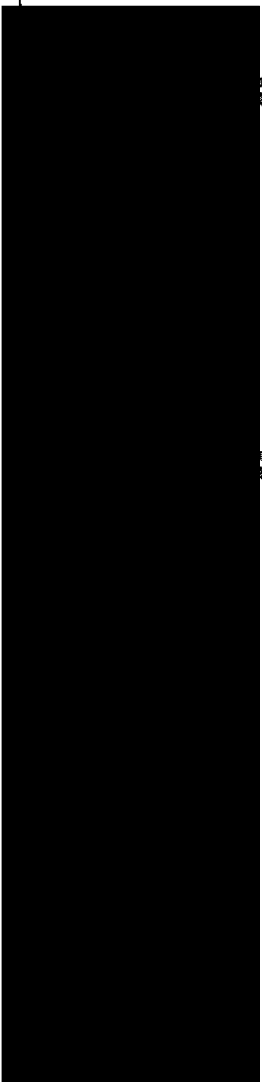
November 2019

December 5, 2019


Randall Reinke, Chief of Police



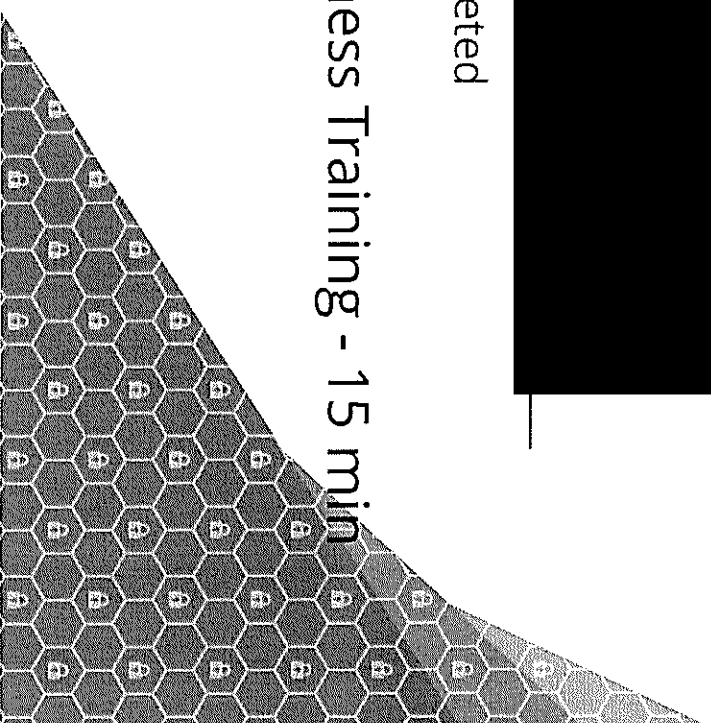
Certificate of Achievement

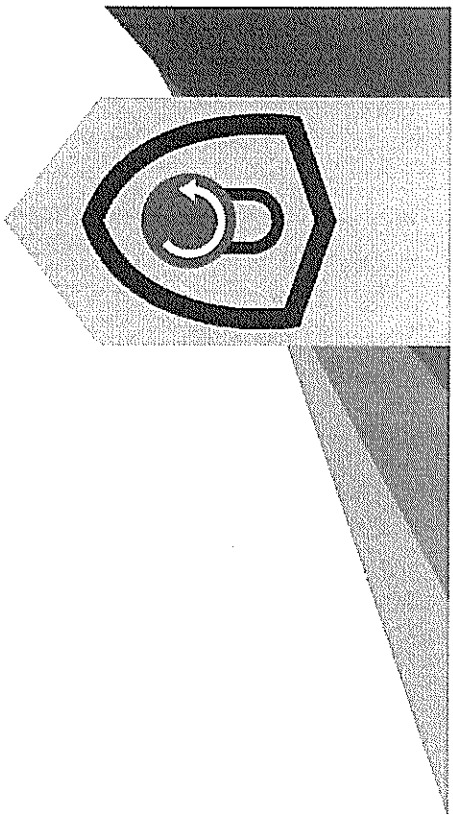


has successfully completed

2019 Kevin Mitnick Security Awareness Training - 15 min

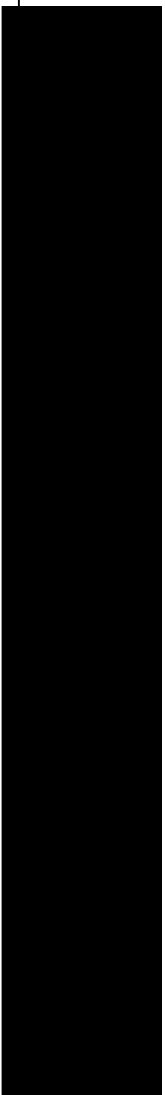
December 10, 2019





KnowBe4
Human error. Conquered.

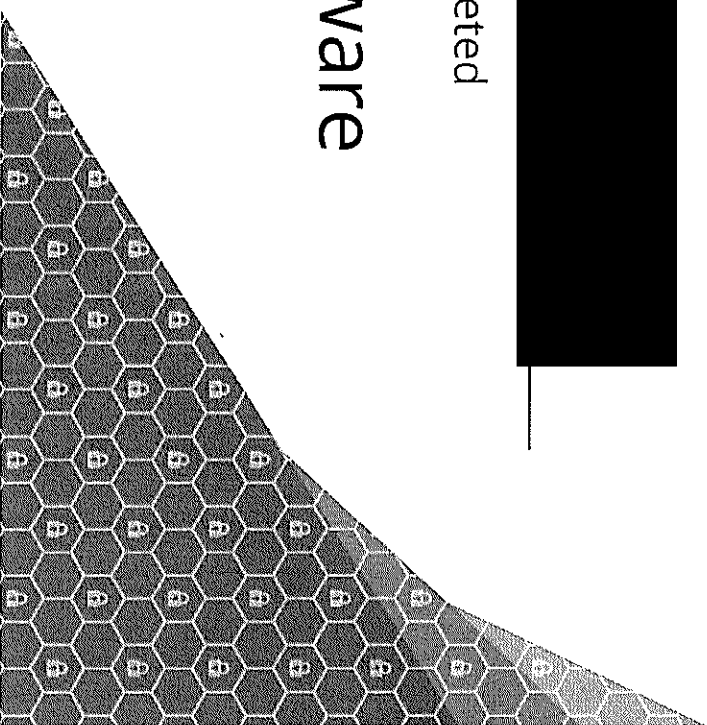
Certificate of Achievement



has successfully completed

2018 Ransomware

December 10, 2019





WADSWORTH POLICE DEPARTMENT

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

FIRE TRAINING FOR WPD

Instructor: Chief Robert Lindner

January 3, 2020

<u>Badge #</u>	<u>Signature</u>	<u>Badge #</u>	<u>Signature</u>
9		39	
23		11	
[REDACTED]	[REDACTED]		
31			
6	PR. Holt #6		
10	V. [unclear] #10		
32	S. [unclear] #32		
17	Al [unclear] #17		
34	R. [unclear] #34		
5	M. [unclear] #5		
7	[unclear] #7	-	
35	[unclear] #35		
48	A. [unclear] #48		
19	[unclear] #19		



Fire Training for Police (Mandatory)

Created by: ddorland@wadsworthcity.org

Time

06:05 - 06:20 (Eastern Time - New York)

Date

Fri Jan 3, 2020

Where

WPD 2nd floor conference room

Description

WFD Chief Lindner will do fire safety training for police in the WPD 2nd floor conference room. This should only take 20-30 minutes. Third shift will be attending this same training at 0545. Wait until their training is completed before going to the conference room. Sign the training sheet. Any first shift officers who are unable to attend this training due to shift calls may attend the same training at 1400 hours.

Guests

[REDACTED]
Ben Smith
Dawn Schismenos
Patrol Officer Sipos
Sean Shannon

Adam Innocenti

My Notes



WADSWORTH POLICE DEPARTMENT

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

ELECTRICAL SAFETY TRAINING FOR FIRST RESPONDERS

Instructor: Jason Jamil
February 10, 2020

<u>Badge #</u>	<u>Signature</u>	<u>Badge #</u>	<u>Signature</u>
32	[Signature] #32	29	[Signature]
17	P.H. [Signature] #17	8	Matthew Bell
36	[Signature]	31	[Signature]
10	W. [Signature] #10	46	James [Signature] #46
19	[Signature] #19	47	[Signature] #47
[REDACTED]	[REDACTED]		
48	[Signature] #48		
30	Sgt. [Signature] #30		
21	[Signature] #21		
6	[Signature] #6		
33	Sgt. Schismenoz #33		
3	[Signature] #3		
7	[Signature] #7		
18	[Signature] #18		



WADSWORTH POLICE DEPARTMENT

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

Departmental Directive

Defensive Tactics Training, instructed by Patrol Officer [REDACTED] will be held at the City Lunchroom on the dates and times listed below. Also contained in this directive are schedule changes to allow all officers to attend this training and to maintain adequate shift coverage.

Monday, February 18, 2019 [REDACTED] (0700-1700)

0830 - Sgt. Elchlinger and Ptl. Cooper
0945 - Ptl. Shannon and Ptl. Ahern
1130 - Ptl. Shonk and Ptl. Innocenti
1245 - Sgt. Chafin, Det. Schismenos and Det. Markley
1415 - Ptl. Studer and Ptl. Allenby
1530 - Ptl. Lamielle and Ptl. Feke

Tuesday, February 19, 2019 [REDACTED] (0730-1730)

1415 - Lt. Dorland, Sgt. Patterson and Ptl. Sipos
1545 - Ptl. Petit, Agent McCune and Ptl. Godwin

Wednesday, February 20, 2019 [REDACTED] Shift 0600-1400 / Train 2145-0045)

2215 - Ptl. Haas and Ptl. Kuduzovic
2330 - Sgt. Rose and Ptl. Walser

Thursday, February 21, 2019 [REDACTED] Shift 0800-1500 / Train 2200-0000)

2215 - Ptl. Spoerke, Ptl. Reed and Ptl. Smith

Patrol officers are to wear the patrol uniform, ballistic vest, and duty belt/gear. Detectives shall wear appropriate civilian clothing with assigned duty handgun/holster and Taser/holster. A firearm clearing barrel will be available at the training location. Participants shall only wear clean footwear during training. Duty boots are not permitted on the training mats.

The following schedule revisions have been made in order to accommodate this training and to maintain minimum patrol staffing:

Tuesday February 19

- Ptl. Sipos will work 0800-1600

Thursday, February 21

- Ptl. Smith will work 1530-2330

David A. Dorland, Lieutenant
January 14, 2019



WADSWORTH POLICE DEPARTMENT

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

Departmental Directive

Door breaching and forced entry training will be held on the following dates at WFD Station #2:

Thursday, April 18, 2019

0900 hours: Sgt. Chafin, Ptl. Shannon, ~~Det. Markley~~, Ptl. Innocenti, Det. Allenby

1500 hours: Sgt. Patterson, Ptl. Petit, Agent McCune, Ptl. Smith

Monday, April 22, 2019

0800 hours: Ptl. Cooper, Ptl. Sipos, Ptl. Ahern, Det. Markley

1000 hours: Sgt. Elchlinger, [REDACTED], Ptl. Shonk, Ptl. Ball

1500 hours: Sgt. Schismenos, Ptl. Feke, Ptl. Seiler

1600 hours: Ptl. Studer, Ptl. Godwin, Ptl. Lamielle

2230 hours: Sgt. Rose, Ptl. Haas, Ptl. Wanchisn

Wednesday, April 24, 2019

2230 hours: Ptl. Spoerke, Ptl. Walser, Ptl. Reed

The Wadsworth Fire Department has rented a training door for a short period of time to be used for practicing breaching/force entry techniques. The training will be instructed by WFD personnel and will be held in the vehicle bay at WFD Station #2.

All officers will attend this 30-60 minute training during their scheduled shift hours. Anyone who needs to change their scheduled session should obtain permission from the shift sergeant or Lt. Dorland.

David A. Dorland, Lieutenant
April 16, 2019



WADSWORTH POLICE DEPARTMENT

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

Departmental Directive

Crisis Response Training, instructed by [REDACTED] and Kyle Haas, will be held on the following dates and times.

SUNDAY, SEPTEMBER 1, 2019		MONDAY, SEPTEMBER 2, 2019	
1430-1730 hours		0630-0930 hours	1030-1330 hours
Ptl. Heath Studer		Ptl. Josh Cooper	Sgt. Dan Chafin
Ptl. Ashley Wanchisn		Ptl. Matt Markley	Sgt. Dawn Schismenos
Ptl. Vivian Feke		Ptl. Adam Innocenti	Ptl. Sean Shannon
Ptl. Corey McFadden		Ptl. Dan Shonk	Det. James Allenby
			Ptl. Ben Smith

WEDNESDAY, SEPTEMBER 11, 2019		THURSDAY, SEPTEMBER 12, 2019
1430-1730 hours	1830-2130 hours	2230-0130 hours
Sgt. Mike Patterson	Sgt. James Elchlinger	Sgt. Joe Rose
Ptl. John Ahern	Ptl. Pete Spoerke	Ptl. James Walser
Ptl. Seth Petit	Ptl. Cody Lamielle	Ptl. Keith Godwin
Agent Curt McCune	Ptl. Cody Seiler	Ptl. Tim Reed
	Ptl. Nathan Ball	

Patrol officers are to wear the patrol uniform, ballistic vest, and duty belt/gear. Detectives shall wear appropriate civilian clothing with assigned duty handgun/holster and Taser/holster. A firearm clearing barrel will be available at the training locations. Specific details regarding this training, **including the training locations**, will be forwarded by the instructors at a later date. The following schedule revisions have been made in order to accommodate this training and to maintain minimum patrol staffing.

- **Sunday, September 1**
 - Ptl. Wanchisn will work 1400-2200 hours.
- **Monday, September 2**
 - Det. Markley to work 0600-1400 hours.
 - Ptl. Smith to work 0600-1400 hours and be off on 9-4-19.
 - Ptl. Innocenti and Ptl. Shonk to work 0600-1400 hours.
- **Wednesday, September 11**
 - Sgt. Elchlinger will work 1800-0400 hours.
 - Ptl. Spoerke will work 1800-0200 hours.
- **Thursday, September 12**
 - Ptl. Godwin will work 1800-0200 hours.

Officers who mutually agree to switch their assigned session for this training shall submit the proposed change to me for approval.

David A. Dorland, Lieutenant
July 25, 2019



WADSWORTH POLICE DEPARTMENT

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

Departmental Directive

Defensive Tactics Training will be held at Wadsworth High School in the wrestling room on the following dates and times. [REDACTED] and Ptl. Wanchisn will be instructing all sessions.

WEDNESDAY, MARCH 27, 2019

1215-1345: Ptl. Cooper, Ptl. Innocenti, Ptl. Shonk
1415-1545: Sgt. Chafin, Det. Markley, Ptl. Lamielle
1600-1730: Sgt. Patterson, Ptl. Feke
1730-1815: BREAK
1815-1945: Ptl. Studer, Agent McCune, Ptl. Seiler
2000-2130: Ptl. Walser*, Ptl. Petit, Ptl. Haas*
2215-2345: Sgt. Schismenos, Ptl. Spoerke

THURSDAY, MARCH 28, 2019

0915-1045: Sgt. Elchlinger, Ptl. Shannon
1100-1230: Ptl. Sipos, Ptl. Ahern
1245-1330: BREAK
1415-1545: Lt. Dorland, Ptl. Allenby

FRIDAY, MARCH 29, 2019

2000-2130: Ptl. Godwin*, Ptl. Smith*
2215-2345: Sgt. Rose, Ptl. Reed

* The following schedule revisions have been made in order to accommodate this training and to maintain minimum patrol staffing.

Wednesday, March 27, 2019

- Ptl. Walser and Ptl. Haas will work 1945-0345.

Friday, March 29, 2019

- Ptl. Godwin and Ptl. Smith will work 1600-2400 hours.

No duty boots or street shoes will be allowed in the training venue. All officers must wear wrestling style shoes or go without shoes completely during the training.

Officers who mutually agree to switch their assigned session for this training shall submit the proposed change to me for approval.

David A. Dorland, Lieutenant
March 8, 2019



WADSWORTH POLICE DEPARTMENT

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

Departmental Directive

Defensive Tactics Training will be held at Wadsworth High School in the wrestling room on the following dates and times. [REDACTED] and Ptl. Wanchisn will be instructing both sessions.

MONDAY, JULY 1, 2019

0830-0930: Ptl. Innocenti, Ptl. Shonk
0930-1030: Ptl. Shannon, Ptl. Ahern
1030-1130: Lt. Dorland, Sgt. Schismenos
1130-1230: Det. Markley, Det. Allenby
1230-1330: LUNCH
1415-1515: Ptl. Seiler
1515-1615: Sgt. Chafin, Ptl. Godwin, Ptl. Seiler
1615-1715: Ptl. Petit, Ptl. Feke, Ptl. Smith

MONDAY, JULY 8, 2019

2100-2200: Sgt. Eichlinger, Ptl. Lamielle
2215-2315: Ptl. Spoerke, Ptl. Walser
2315-0015: Ptl. Haas, Ptl. Reed

No duty boots or street shoes will be allowed in the training venue. All officers must wear wrestling style shoes or go without shoes completely during the training. Wear comfortable clothing for this training. Time will be allotted before and after each session to allow each participant to change clothes, if needed.

The above schedule does not include all WPD officers. Additional officers may be added to the sessions as the training dates approach.

Officers who mutually agree to switch their assigned session for this training shall submit the proposed change to me for approval.

David A. Dorland, Lieutenant
June 14, 2019



WADSWORTH POLICE DEPARTMENT

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

Departmental Directive

Defensive Tactics Training, instructed by [REDACTED] will be held at the Reimer Road school on the dates and times listed below. Also contained in this directive are schedule changes to allow all officers to attend this training and to maintain adequate shift coverage.

Thursday, January 10, 2019:

[REDACTED] will work 0645-1645

Ptl. Petit will work 0830-1630

0715 – Det. Schismenos, Det. Markley, Ptl. Shannon and Ptl. Ahern

0930 – Sgt. Elchlinger, Sgt. Chafin, and Ptl. Innocenti

1200 – Chief Reinke, Ptl Cooper, and Ptl. Shonk

1415 – Lt. Dorland, Sgt. Patterson, Agent McCune, and Ptl. Lamielle

Saturday, January 12, 2019:

[REDACTED] will work 0845-1645

Ptl. Petit will work 1300-2100

1200 – Ptl. Sipos, Ptl. Feke and Ptl. Smith

1415 – Ptl. Allenby, Ptl. Studer, and Ptl. Godwin

Thursday, January 17, 2019:

[REDACTED] will work 1930-0045

Ptl. Petit will work 1530-2330

2000 – Ptl. Haas, Ptl. Reed, and Ptl. Kuduzovic

2215 – Sgt. Rose, Ptl. Spoerke, and Ptl. Walser

Patrol officers are to wear the patrol uniform, ballistic vest, and duty belt/gear. Detectives shall wear appropriate civilian clothing with assigned duty handgun/holster and Taser/holster. A firearm clearing barrel will be available at the training location.

The following schedule revisions have been made in order to accommodate this training and to maintain minimum patrol staffing.

- **Saturday, January 12**
 - Ptl. Feke and Ptl. Smith will work 1200-2000.
- **Thursday, January 17**
 - Ptl. Haas, Ptl. Reed, and Ptl. Kuduzovic will work 2000-0400

David A. Dorland, Lieutenant
December 6, 2018

City of Wadsworth

User Report Card

User: [Redacted]

Assignments: All

Scores By Module

Module Name	Best Score	Last Score
Anti-Phishing Phil	84%	84%
Passwords	82%	82%
Safe Social Networks	77%	77%
Security Beyond the Office	83%	83%
Smartphone Security	81%	81%
Safer Web Browsing	92%	92%
PCI DSS	81%	81%
PII	65%	65%
Data Protection and Destruction	82%	82%
Social Engineering	91%	91%
Protected Health Information	82%	82%
Mobile Device Security	80%	80%

User Assignment Status

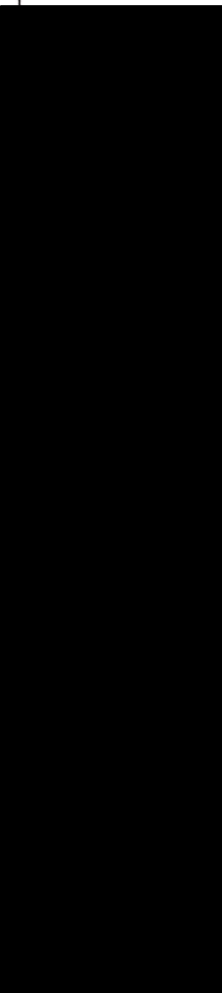
Assignment	Status	Modules Remaining
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Cumulative Performance 

Module Name	Correct Answers	Total Questions	Percent
Protected Health Information	26	65	40%
Anti-Phishing Phil	35	66	53%



Certificate of Achievement

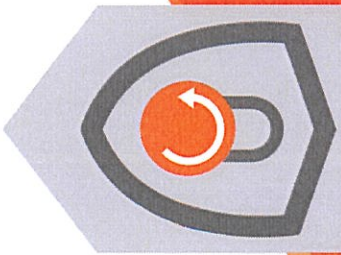


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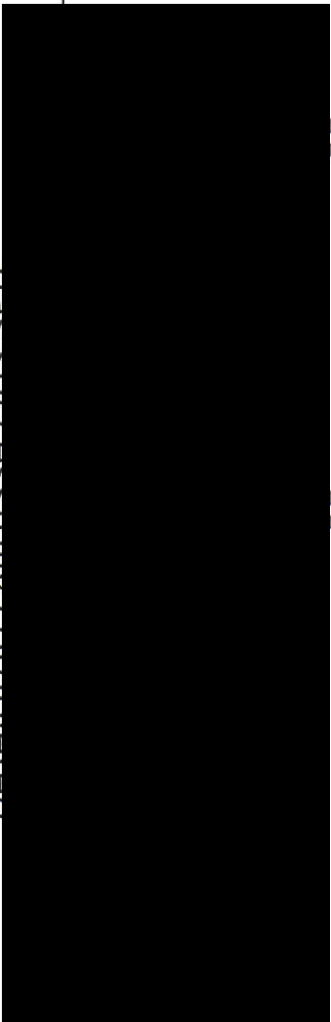
2020 Kevin Mitnick Security Awareness Training - 15 min

October 11, 2020





Certificate of Achievement

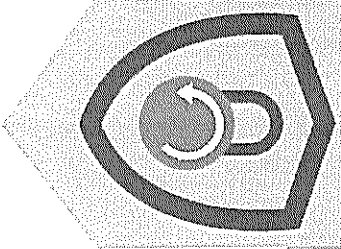


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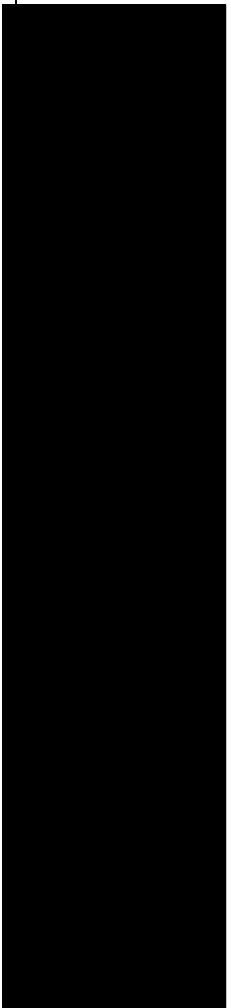
Micro-module - Introduction to Ransomware

October 11, 2020





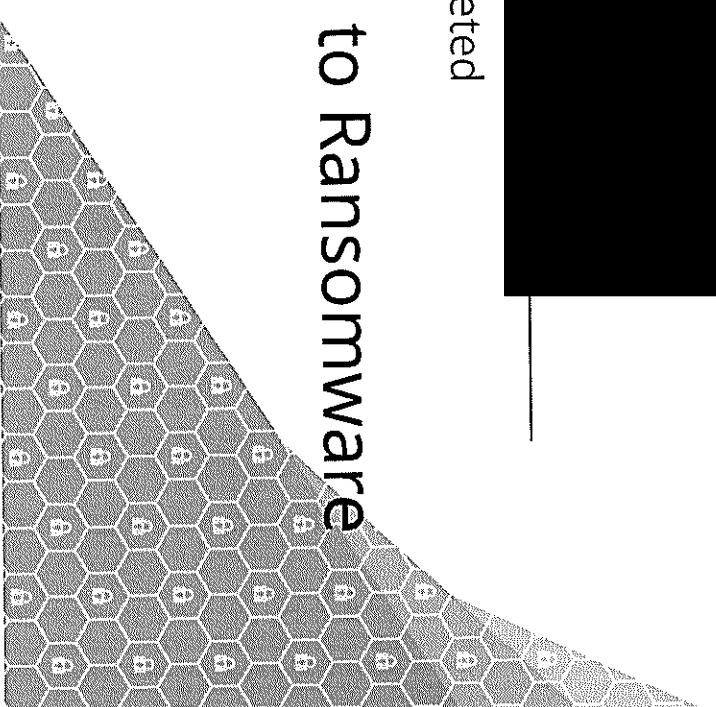
Certificate of Achievement

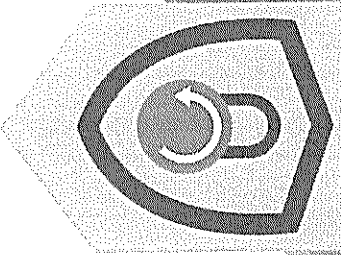


has successfully completed

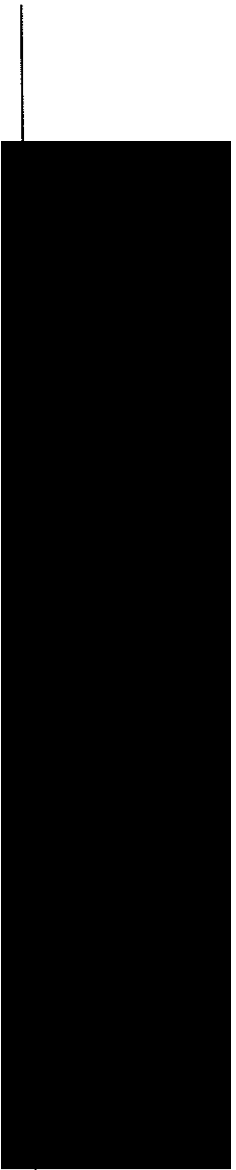
Micro-module - Introduction to Ransomware

October 14, 2021





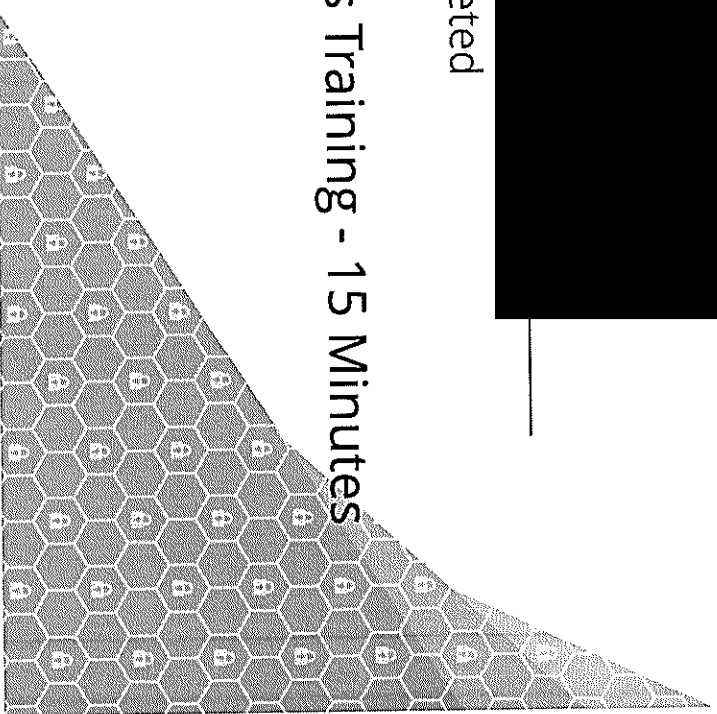
Certificate of Achievement

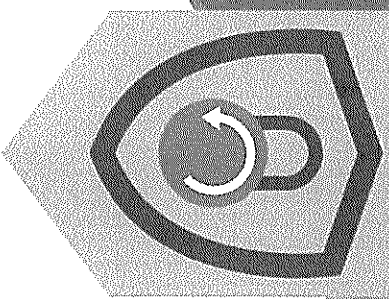


has successfully completed

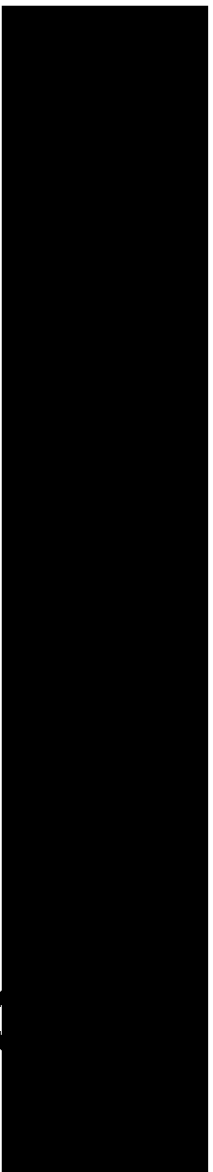
2021 Kevin Mitnick Security Awareness Training - 15 Minutes

October 14, 2021





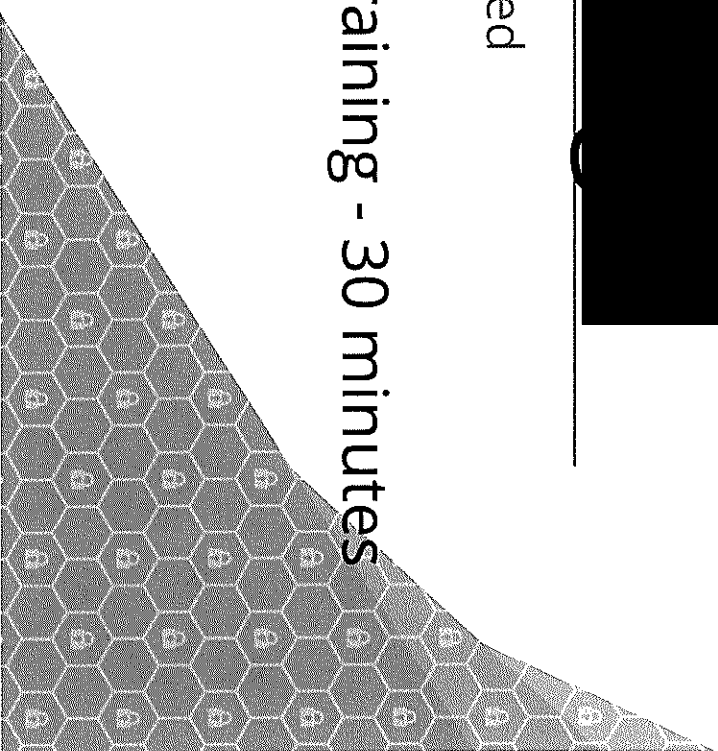
Certificate of Achievement



has successfully completed

2022 KnowBe4 Security Awareness Training - 30 minutes

December 01, 2022





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


This is to certify that



is an Instructor in the Ohio
Law Enforcement Firearms Qualification Program

Issued On
April 14, 2021

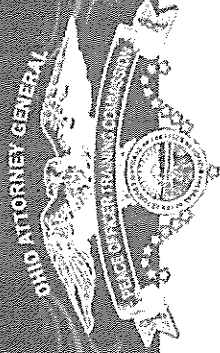

Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission




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

Instructor Number: 
Renewal Required By: 4/27/2024



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

This is to certify that



has successfully met the prescribed program requirements for

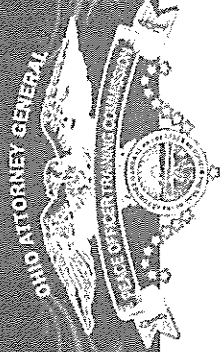
Crisis Intervention

Date: January 17, 2022

Dave Yost
Dave Yost
Attorney General

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

James G. Rankins
James G. Rankins
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that




has successfully met the prescribed program requirements for

**Ethics and
Professionalism**

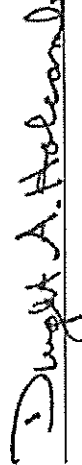
Date: January 14, 2022



Dave Yost
Attorney General



Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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



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

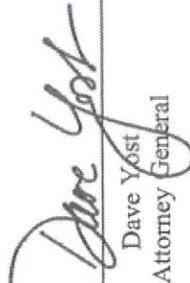
This is to certify that

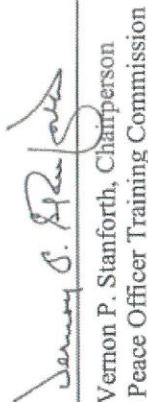


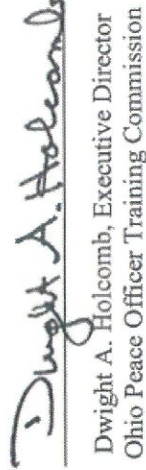
has successfully met the prescribed program requirements for

Hazing

Date: January 10, 2022


 Dave Yost
 Attorney General


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission


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



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

This is to certify that



has successfully met the prescribed program requirements for

BCI Lethal Use of Force and
OIS Investigations

Date: January 05, 2022

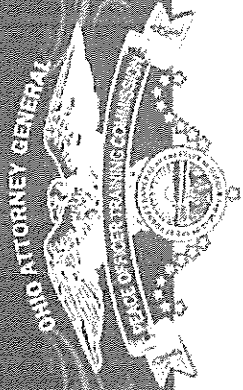
Dave Yost
Attorney General

Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

CPT

Use of Force
1.0 Credit



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


This is to certify that





has successfully met the prescribed program requirements for

Critical Thinking in Use of Force Situations

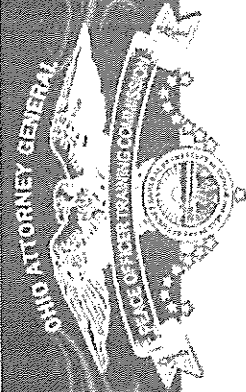
Date: September 30, 2022


 Dave Yost
 Attorney General


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission


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

1/1




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

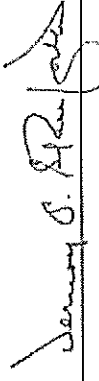
This is to certify that




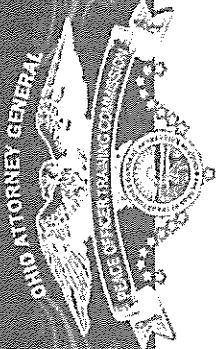
has successfully met the prescribed program requirements for

Objective
Reasonableness
Date: September 28, 2022


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


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



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

This is to certify that



has successfully met the prescribed program requirements for

Use of Restraints

Date: January 21, 2022

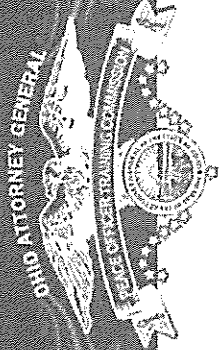
Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

CPT

0.25 credits



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


This is to certify that




has successfully met the prescribed program requirements for

**New and Updated
Criminal Charges**

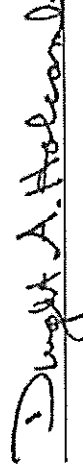
Date: January 28, 2022



Dave Yost
Attorney General



Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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



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

This is to certify that



has successfully met the prescribed program requirements for

Officer Wellness Seminar

Date: January 05, 2022

Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

CPT

Personal Wellness
3.0 Credits

[Handwritten mark]



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

This is to certify that



has successfully met the prescribed program requirements for

Vicarious Trauma

Date: January 04, 2022

Dave Yost
Dave Yost
Attorney General

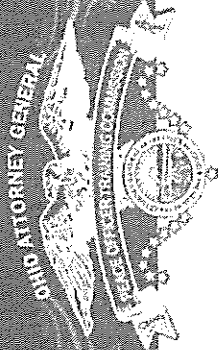
Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

CPA

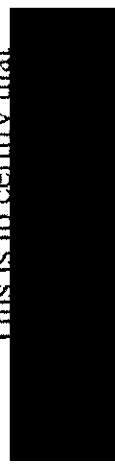
*Personal Wellness
1.0 credit*





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

This is to certify that



has successfully met the prescribed program requirements for

**Sexual Assault
Investigations**

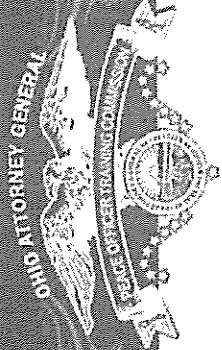
Date: February 18, 2022

Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

CPT
0.25 hr
RAD



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

This is to certify that



has successfully met the prescribed program requirements for

Ohio Public Records Law

Date: January 11, 2022

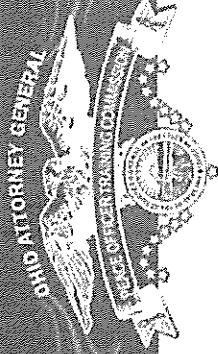
Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

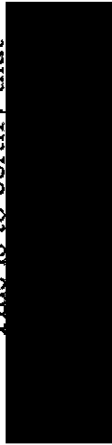
CPT

7.5 credits



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

This is to certify that



has successfully met the prescribed program requirements for

Use of Deadly Force and Legal Guidelines

Date: January 11, 2022

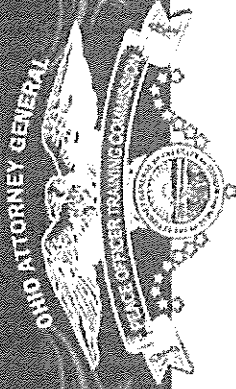
Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

CPT

*1.0 credit
Use of Force*





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


This is to certify that

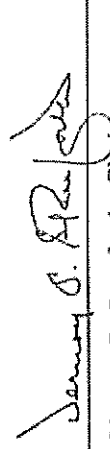


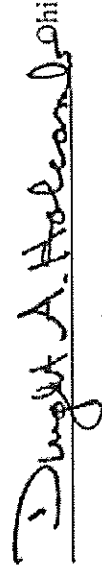
has successfully met the prescribed program requirements for

Domestic Violence Legal Updates

Date: June 03, 2022


 Dave Yost
 Attorney General


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission


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



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


This is to certify that

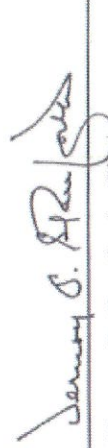



has successfully met the prescribed program requirements for

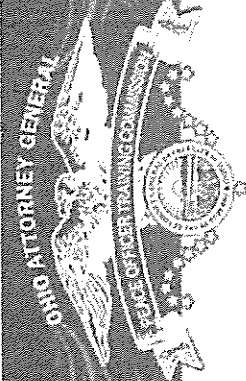
Responding to Sexual Assault

Date: November 28, 2022


 Dave Yost
 Attorney General


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission


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



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


This is to certify that

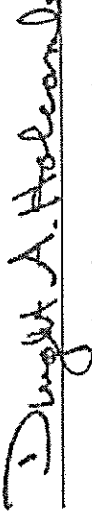



has successfully met the prescribed program requirements for

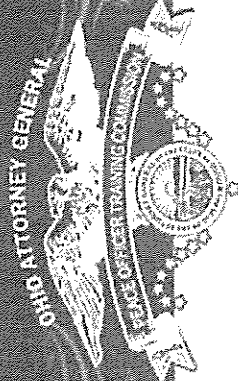
**Biological Evidence
Collection for Sexual**

Date: Assault 38, 2022


Dave Yost
Attorney General

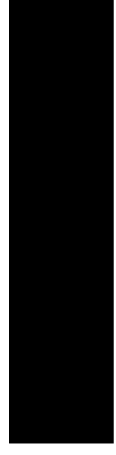

Dwight A. Holcomb
Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that

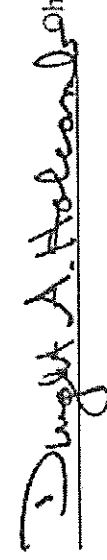



has successfully met the prescribed program requirements for

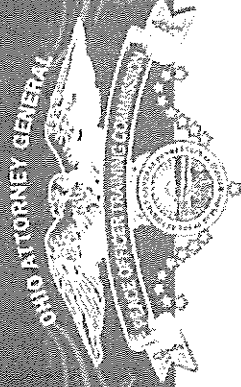
Mental Health Response

Date: October 19, 2022


 Dave Yost
 Attorney General


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


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission



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

This is to certify that



has successfully met the prescribed program requirements for

Crisis Intervention

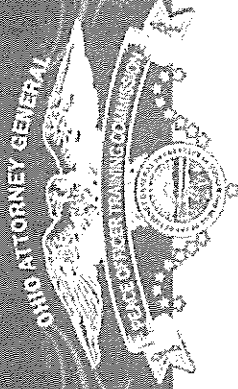
Date: January 17, 2022

Dave Yost
Dave Yost
Attorney General

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

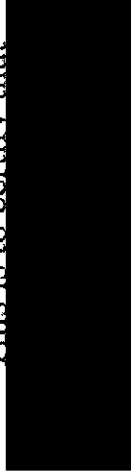
Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

1 hour



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

This is to certify that



has successfully met the prescribed program requirements for

Mental Health Response

Date: October 19, 2022

Dave Yost

Dave Yost
Attorney General

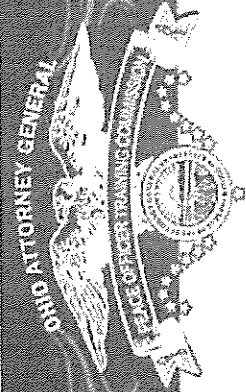
Vernon P. Stanforth

Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

Dwight A. Holcomb

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

1.5



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


This is to certify that





has successfully met the prescribed program requirements for

Qualified Immunity

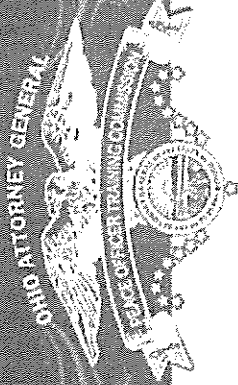
Date: September 29, 2022


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


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

0, 25



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


This is to certify that

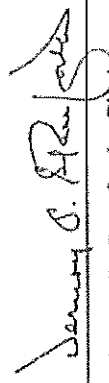


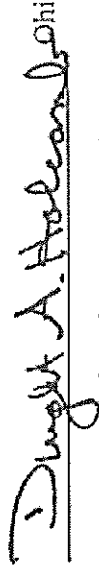
has successfully met the prescribed program requirements for

New and Updated Criminal Charges

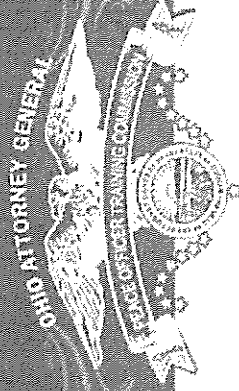
Date: January 28, 2022


 Dave Yost
 Attorney General


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission


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

by 0.5 hrs



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


This is to certify that




has successfully met the prescribed program requirements for

**Ethics and
Professionalism**

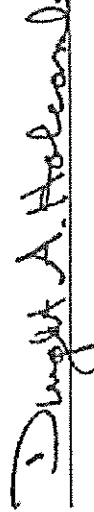
Date: January 14, 2022



 Dave Yost
 Attorney General

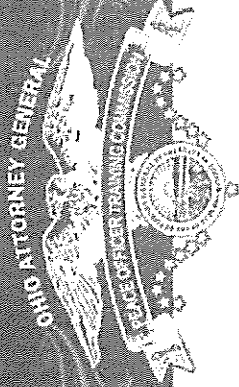


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission



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

(1 hg)



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

This is to certify that



has successfully met the prescribed program requirements for

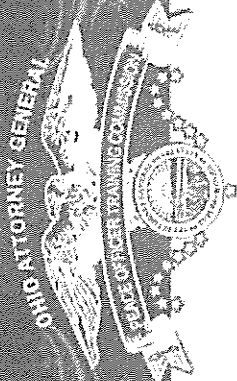
**Sexual Assault
Investigations**

Date: February 18, 2022

Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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



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

This is to certify that



has successfully met the prescribed program requirements for

Use of Restraints

Date: January 21, 2022

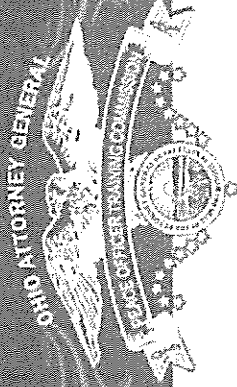
Dave Yost
Dave Yost
Attorney General

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

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

Leah

0.25 hrs



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

This is to certify that



has successfully met the prescribed program requirements for

Hazing

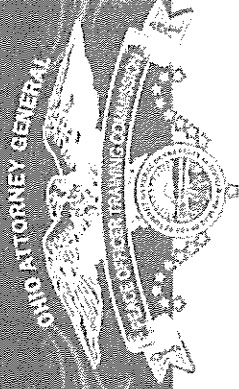
Date: January 10, 2022

Dave Yost
Dave Yost
Attorney General

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

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

Legal *.25 hrs*



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

This is to certify that



has successfully met the prescribed program requirements for

Ohio Public Records Law

Date: January 11, 2022

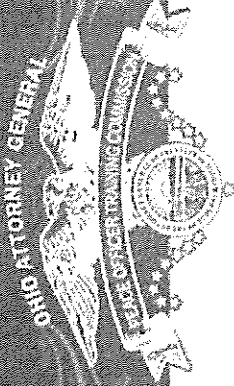
Dave Yost
Dave Yost
Attorney General

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

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

Leaf

2.5 hrs



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

This is to certify that



has successfully met the prescribed program requirements for

Legal Updates 2023 - Part 1

Date: May 20, 2023

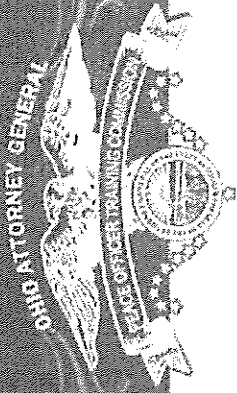
Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

IN TRACKER

CPT Doc #11



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

This is to certify that



has successfully met the prescribed program requirements for

Legal Updates - Part 2

Date: May 20, 2023

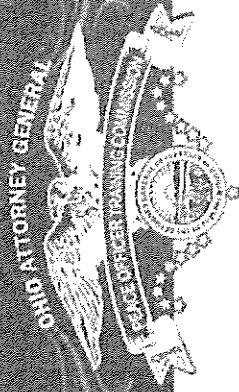
Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

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

CPT 000
11

IN TTA CLK



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


This is to certify that




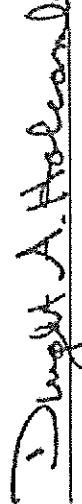
has successfully met the prescribed program requirements for

Legal Updates 2023 - Part 3

Date: July 02, 2023


 Dave Yost
 Attorney General


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission


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

IN TRACKER



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

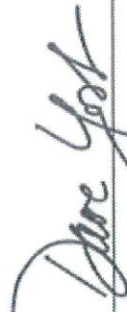
This is to certify that




has successfully met the prescribed program requirements for

**Arrest, Search, and
Seizure 2023**


Date: March 14, 2023



 Dave Yost
 Attorney General



 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission



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



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

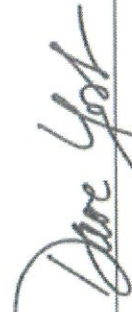
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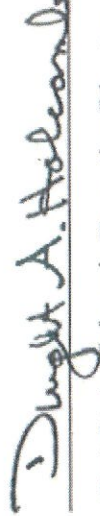
has successfully met the prescribed program requirements for

Ohio School Threat Assessment

Date: February 17, 2023


 Dave Yost
 Attorney General


 Vernon P. Stanforth, Chairperson
 Ohio Peace Officer Training Commission


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



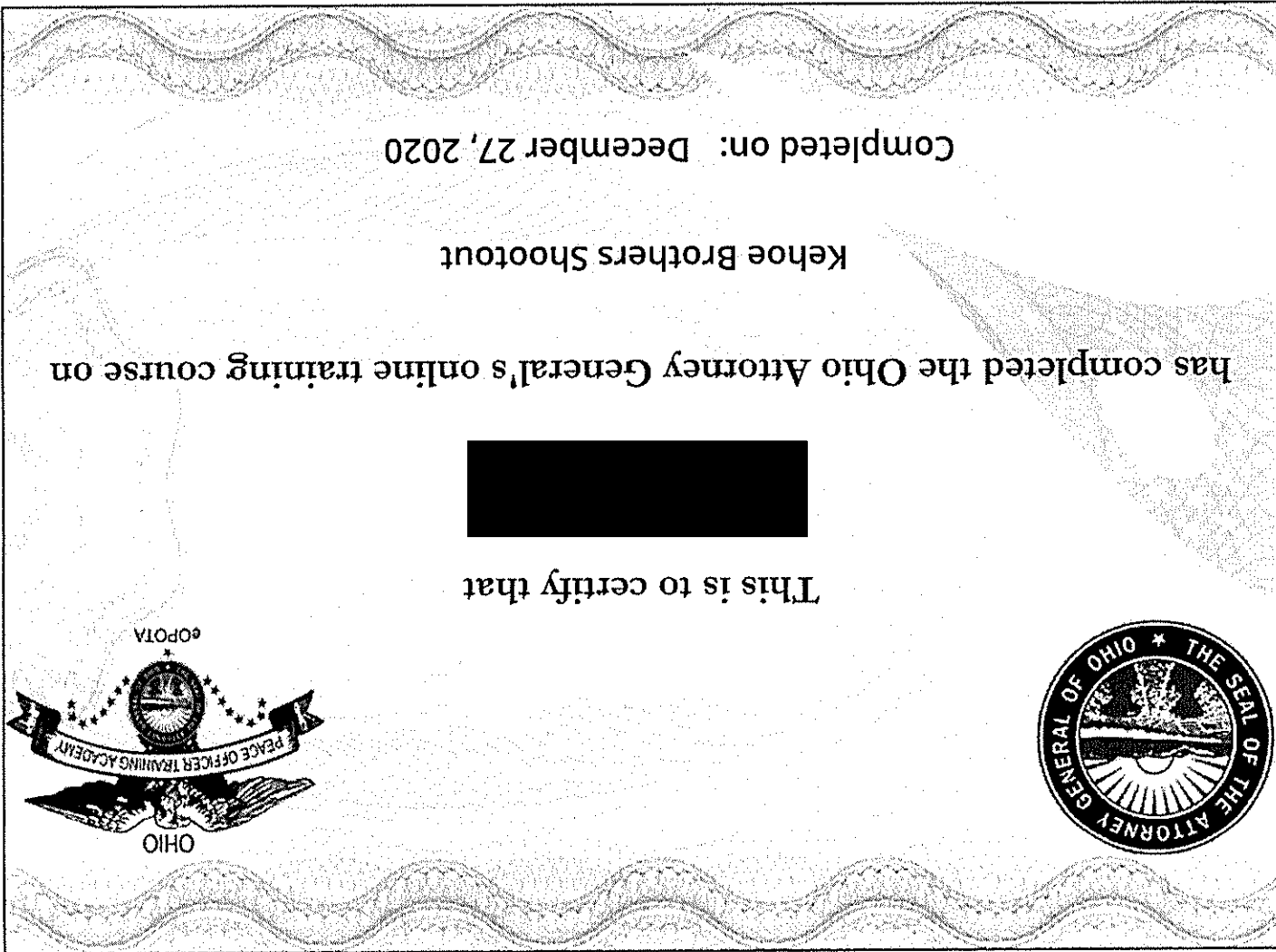
This is to certify that



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

BCI Lethal Use of Force and OIS Investigations

Completed on: **November 11, 2020**



Completed on: December 27, 2020

Kehe Brothers Shootout

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



This is to certify that

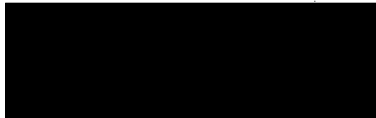




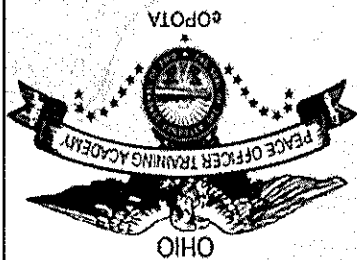
Completed on: December 27, 2020

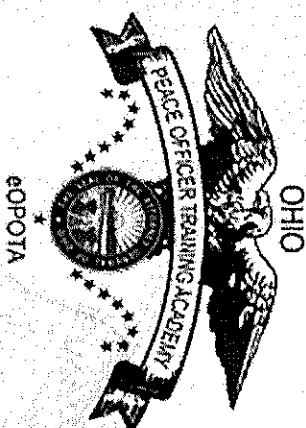
Darrel Lunsford Murder

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



This is to certify that





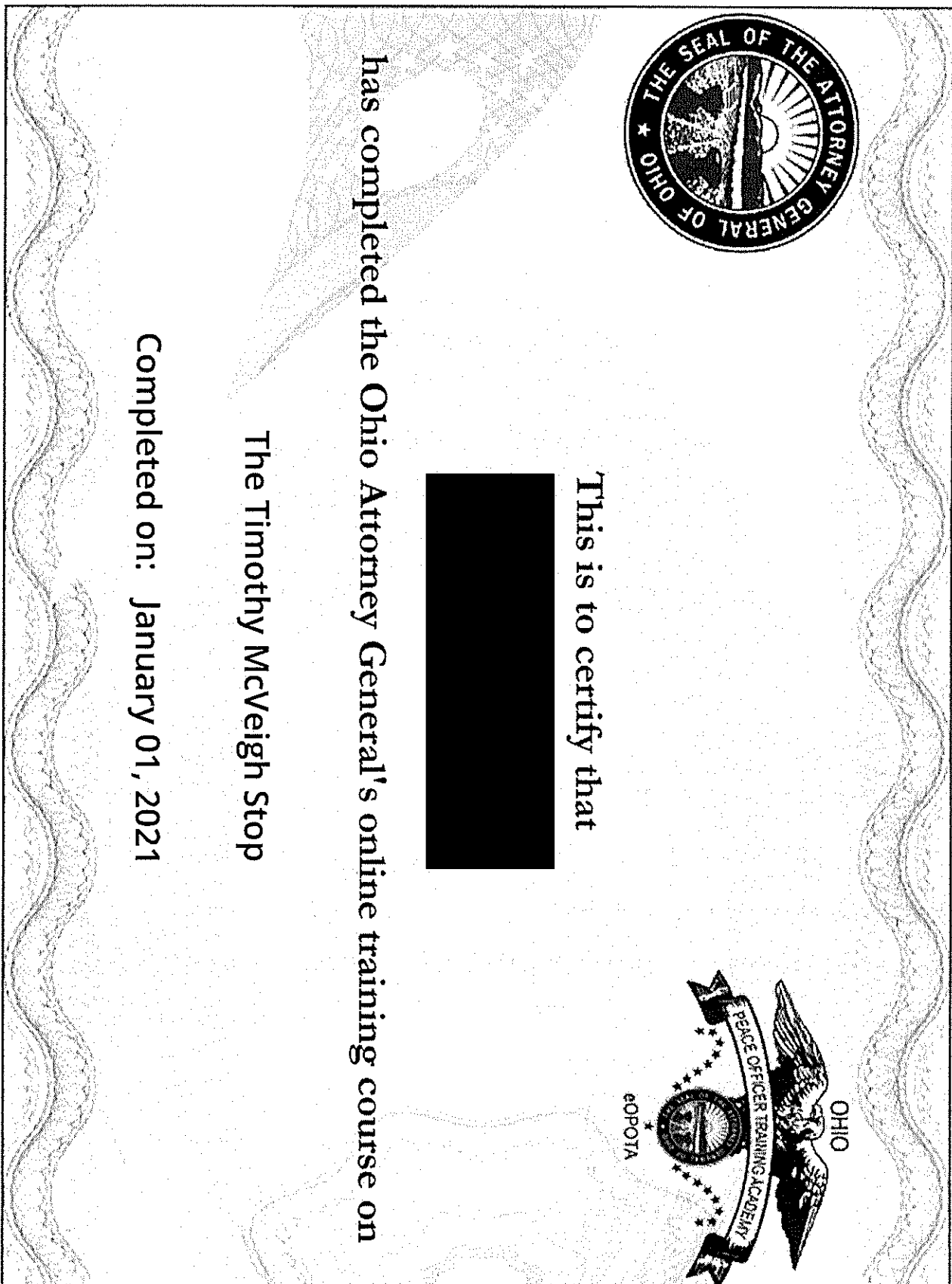
This is to certify that



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

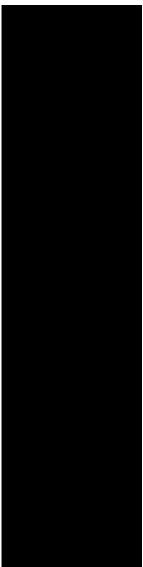
The Timothy McVeigh Stop

Completed on: January 01, 2021





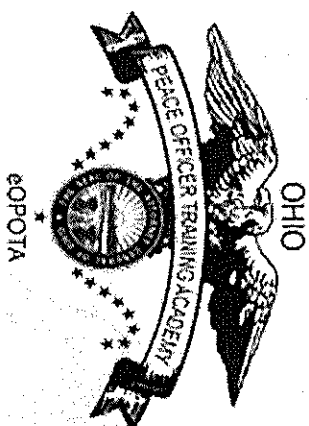
This is to certify that

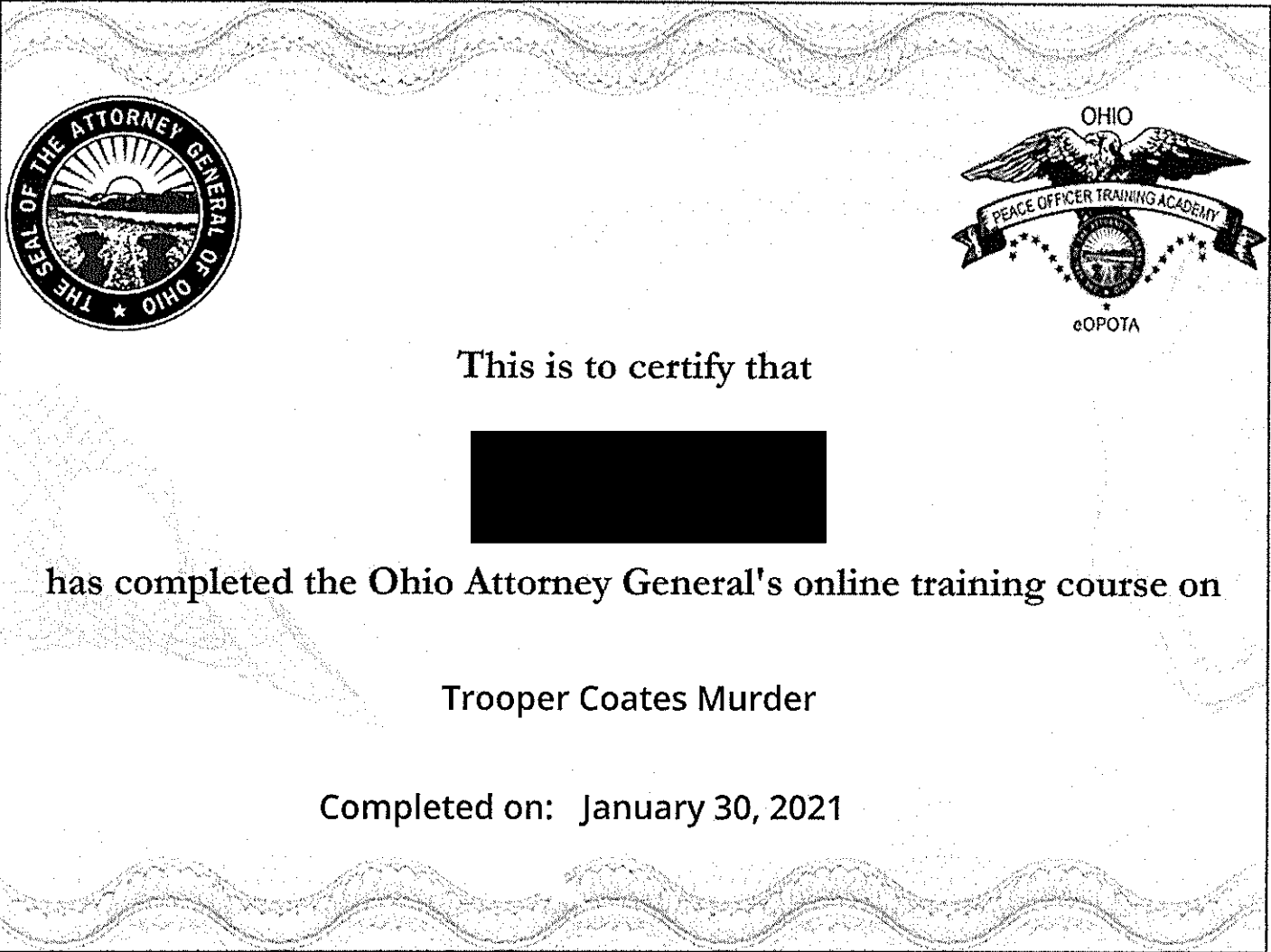


has completed the Ohio Attorney General's online training course on

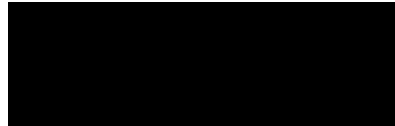
Graduated Driver Licensing

Completed on: January 01, 2021





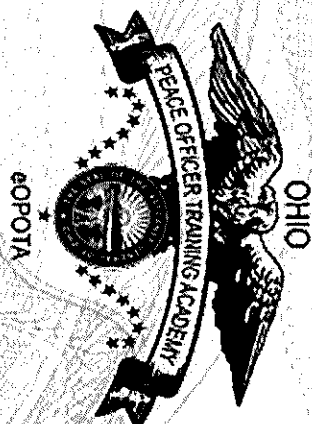
This is to certify that



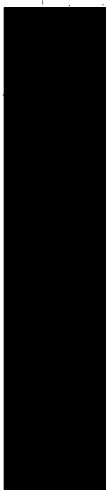
has completed the Ohio Attorney General's online training course on

Trooper Coates Murder

Completed on: January 30, 2021



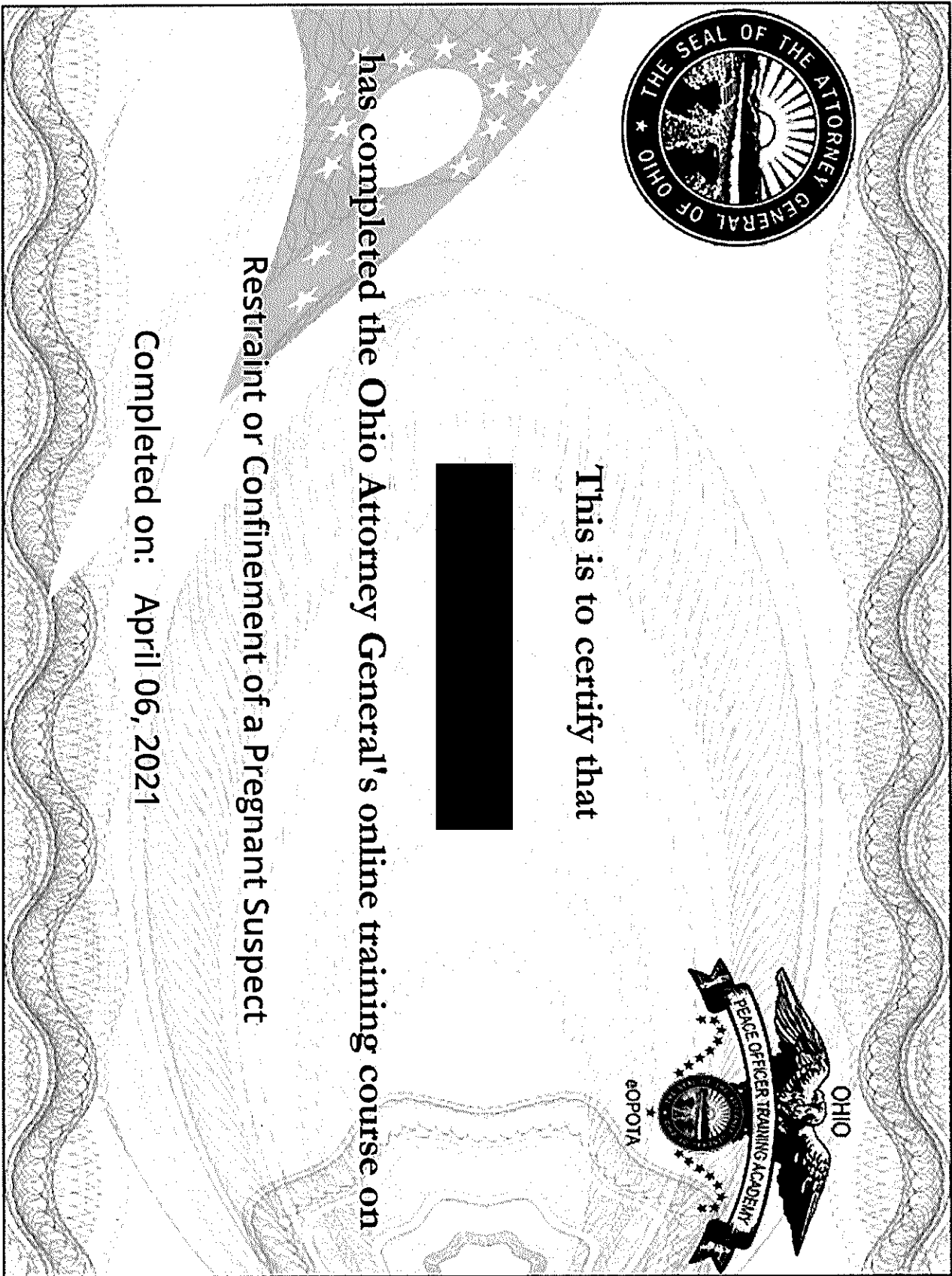
This is to certify that



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

Restraint or Confinement of a Pregnant Suspect

Completed on: April 06, 2021



AXON ACADEMY

THIS CERTIFICATION IS HEREBY GRANTED TO



The above named is certified as an instructor for TASER Conducted Energy Weapons (CEWs) and may certify and train others under Axon's guidelines for TASER CEW Users.

TOTAL HOURS OF INSTRUCTION: 16 HOURS

In witness whereof, Axon Enterprise, Inc. has caused this certificate to be signed by its authorized representative.

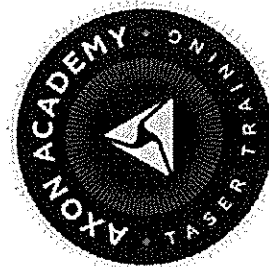
VALID FOR 2 YEARS FROM THE DATE OF COMPLETION

Lamar Cousins

Lamar Cousins
Acting Director of Axon Training

2022-11-17

Expiration Date



BASIC LIFE SUPPORT

**BLS
Provider**



American
Heart
Association.

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

Issue Date

8/23/2021

Renew By

08/2023

Training Center Name

Summa Health

Instructor Name

Robert Lindner

Training Center ID

OH03272

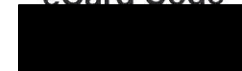
Instructor ID

12160522393

Training Center City, State

Akron, OH

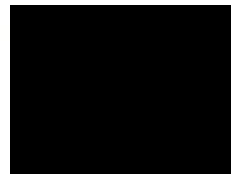
eCard Code



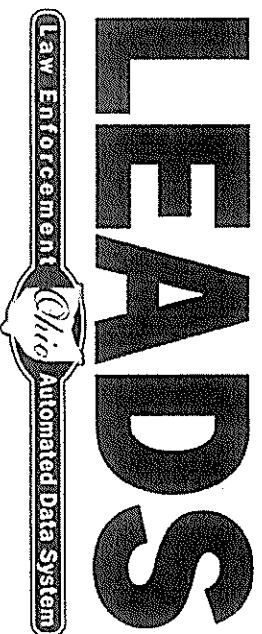
**Training Center Phone
Number**

(330) 375-3000

QR Code



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



has successfully completed the Ohio LEADS testing on

May 27, 2017

by completing the following exam:

Inquiry Test

This certificate is good through

May 27, 2019



This is to certify that



has successfully completed the Ohio LEADS testing on

May 1, 2019

by completing the following exam:

Inquiry Test

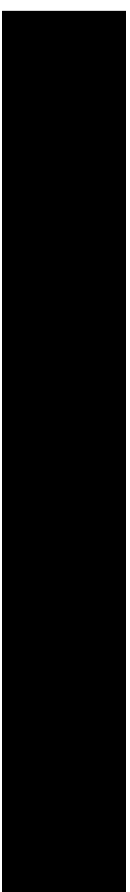
This certificate is good through

May 1, 2021



LEADS

This is to certify that

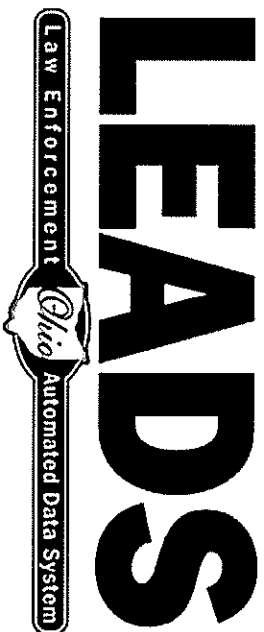


has successfully completed the

CJIS Security and Awareness Training

on

May 13, 2021



This is to certify that



has successfully completed the

NICS Indices Submissions Training "What & How"

on

May 13, 2021



This is to certify that



has successfully completed the
2020 TAC In-Service Training

on

May 13, 2021



LEADS

This is to certify that



has successfully completed the Ohio LEADS testing on

May 13, 2021

by completing the following exam:

Inquiry Test

This certificate is good through

May 13, 2023

Employee Qualifications

EmployeeName	Unit ID	Rank	Qualification	Date	Remarks
			Glock Armorer	11/22/2021	
			Firearm Instruc	04/14/2021	Firearms Insturctor (OPOTA)
			S&W Armorer	11/22/2021	Smith & Wesson M&P Armorer
			Reserve Deputy	03/26/2014	Reserve Deputy, Criminal Patrol Task Force
			Taser Instructor	11/17/2020	
			LEADS	05/13/2021	INQ
			Subject Control	05/07/2018	Instructor
			Intox 8000	11/03/2019	Proficiency Test
			CPR & AED	08/23/2021	
			Chemical Agent Instructor	09/30/2021	Chemical Agent Aerosol Instructor # [REDACTED]
			AR-15	11/22/2021	
			LEADS	11/06/2023	
			BASIC LIFE SUPPORT (CPR AND AED)	09/27/2023	

Employee Training

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		BASIC BATON COURSE	03/31/2003		0.00	EXPANDABLE BATON BASIC COURSE	
		CPR/AED	04/17/2003		0.00	CPR-AED	
		FIRST AID	04/18/2003		0.00		
		BASIC TRAINING			0.00	BASIC TRAINING-UNIVERSITY OF AKRON POLICE ACADEMY	
		METH LAB AWARENESS	06/04/2003	4.00	0.00	METHAMPHETAMINE LAB AWARENESS	
		FIREARMS TRAINING	06/13/2003		0.00		
		PATROL STOPS	06/13/2003		0.00	STRATEGIES AND TACTICS OF PATROL STOPS	
		ELECTRONIC SPEED	06/13/2003	24.00	0.00	ELECTRONIC SPEED MEASURING INSTRUCTION	
		A.D.A.P.	06/13/2003		0.00		
		O.C. SPRAY	06/13/2003		0.00		
		INTERDICTION	06/24/2003		0.00	HIGHWAY INTERDICTION-HIDDEN COMPARTMENTS	
		SAFE ESCAPE	10/02/2003		0.00	SAFE ESCAPE; BOB STUBER SAFETY SYSTEMS	
		EMER. RESPONSE	10/13/2003	16.00	0.00	EMERGENCY RESPONSE-PURSUIT TRAINING	
		E.R.O.C. (2-Day)	10/13/2003	16.00	395.00	Emergency Response Operations Course (E.R.O.C.); DriveTeam	
		OHIO TERRORISM AWAREI	10/17/2003		0.00	OHIO TERRORISM AWARENESS & PREVENTION	
		CRISIS INTERVENTION TE/	11/06/2003	8.00	0.00	CRISIS INTERVENTION TEAM POLICE	
		ARMORER CERTIFICATION	02/03/2004	24.00	0.00		
		CRISIS INTERVENTION TE/	04/05/2004	40.00	0.00	CRISIS INTERVENTION TEAM TRAINING	
		INTOXILYZER 5000	04/15/2004	16.00	0.00		
		URBAN-RURAL SNIPER	05/10/2004	16.00	0.00		
		ADVANCED SNIPER	05/12/2004	24.00	0.00		
		ADVANCED TASER CERT.	05/20/2004		0.00	ADVANCED TASER CERTIFICATION	
		HOTEL-MOTEL INTERDICTI	05/20/2004		0.00		

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		SWAT SCHOOL	07/05/2004	40.00	0.00		
		OHIO TACTICAL COMPETIT	09/25/2004		0.00	4TH ANNUAL OHIO TACTICAL COMPETITION; CORRECTIONS CENTER OF NORTHWEST OHIO	
		O.P.O.T.C.	10/18/2004	40.00	0.00	O.P.O.T.C. INSTRUCTIONAL SKILLS	
		SHOTGUN INSTRUCTOR	11/08/2004	24.00	0.00	SHOTGUN INSTRUCTOR CERTIFICATE	
		REVOLVER INSTRUCTOR	01/24/2005	32.00	0.00	REVOLVER INSTRUCTOR CERTIFICATE	
		SEMI-AUTO PISTOL INSTR.	02/28/2005	32.00	0.00	SEMI-AUTO PISTOL INSTRUCTOR CERTIFICATE	
		INTOXILYZER 5000	04/16/2005		0.00		
		PHYSICAL FITNESS SPEC.	05/09/2005	40.00	0.00	PHYSICAL FITNESS SPECIALIST	
		EMOTIONAL SURVIVAL	06/02/2005	8.00	0.00	EMOTIONAL SURVIVAL FOR L.E.	
		B.A.C. DATAMASTER	06/08/2005		0.00		
		I.C.S.	08/04/2005		0.00		
		N.I.M.S.	08/05/2005		0.00		
		BESLAN RESPONSE	08/10/2005		0.00		
		OHIO TACTICAL COMP.	09/24/2005		0.00	5TH ANNUAL OHIO TACTICAL COMPETITION	
		PRECISION MARKSMANSH	10/22/2005		0.00	PRECISION MARKSMANSHIP COURSE; RIFLES ONLY	
		METH LAB AWARENESS	12/08/2005	2.00	0.00	METHAMPHETAMINE AWARENESS TRAINING	
		SNIPER-LEVEL 1	01/30/2006	35.00	0.00		
		COUNTER SNIPER -LEVEL	01/30/2006	21.00	0.00		
		ADV. SNIPER SKILLS	01/30/2006	20.00	0.00	ADVANCED SNIPER SKILLS-LEVEL 3	
		SNIPER INSTRUCTOR	01/30/2006	20.00	0.00	SNIPER INSTRUCTOR-LEVEL 4	
		BAC DATAMASTER	03/01/2006		0.00		
		MCMILLAN SNIPER COMP.	03/08/2006	24.00	0.00	3RD ANNUAL MCMILLAN SNIPER COMPETITION	
		TASER RECERTIFICATION	03/14/2006		0.00		
		LEGAL UPDATE	03/15/2006	2.00	0.00		
		SWAT	03/30/2006	8.00	0.00		
		SWAT	04/27/2006	8.00	0.00		

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		GLOCK 21, M700 QUAL.	05/25/2006		0.00	QUALIFICATION: GLOCK 21, M700	
		SWAT	05/25/2006	8.00	0.00		
		WOUND BALLISTICS WORK	06/15/2006	3.00	0.00		
		S.W.A.T.	06/29/2006	8.00	0.00		
		DOMESTIC VIOLENCE TAP	07/24/2006	0.50	0.00	DOMESTIC VIOLENCE VIDEOTAPE	
		SWAT	07/27/2006	8.00	0.00		
		FIREARMS INSTRUCTOR	08/14/2006	16.00	0.00	FIREARMS INSTRUCTOR: WEAPON TRAINING	
		C.I.D. INSTRUCTION	08/17/2006	8.00	0.00		
		SWAT	08/24/2006	8.00	0.00		
		RIFLE CARBINE INSTRUCT	08/28/2006	40.00	0.00	POLICE RIFLE CARBINE INSTRUCTOR	
		FIREARMS	09/13/2006	1.00	0.00		
		OHIO TACTICAL COMPETIT	09/15/2006		0.00	6TH ANNUAL OHIO TACTICAL COMPETITION	
		SWAT	09/21/2006	10.00	0.00		
		SAFE COMMUNITIES BREAKFAST	09/22/2006	3.00	0.00	SAFE COMMUNITIES AWARDS BREAKFAST; MEDINA SAFE COMMUNITIES	
		TACTICAL TEAM LEADER	10/04/2006	24.00	0.00		
		SNIPER TRAINING	10/11/2006	8.00	0.00		
		WADSWORTH COURT SEMINAR	10/20/2006	1.50	0.00	WADSWORTH MUNICIPAL COURT SEMINAR	
		SUICIDE BOMBERS	10/23/2006	32.00	0.00	PREVENTION AND RESPONSE TO SUICIDE BOMBING	
		INVESTIGATE USE OF FORCE	12/04/2006	8.00	0.00	INVESTIGATING THE USE OF FORCE	
		HEARTSAVER CPR	01/18/2007	3.00	0.00		
		BATON	03/26/2007	2.00	0.00		
		INTERVIEW & INTERROGATION	06/06/2007	8.00	0.00		
		RESPONSE TO TERRORIST BOMBING	09/18/2007	32.00	0.00	INCIDENT RESPONSE TO TERRORIST BOMBING	
		SAFE COMM. BREAKFAST	09/28/2007	2.00	0.00	MEDINA COUNTY SAFE COMMUNITIES BREAKFAST	
		COMMUNICATION ANALYSIS	10/02/2007	8.00	0.00	COMMUNICATION ANALYSIS: THE ART OF DETECTING...	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		WHO'S IN CHARGE?	10/15/2007	4.50	0.00	WHO'S IN CHARGE? ATTACKING THE STRESS MYTH	
		PROSECUTOR'S SEMINAR	01/18/2008	1.00	0.00		
		CRIMINAL PATROL	02/19/2008	32.00	0.00	CRIMINAL PATROL-DRUG INTERDICTION	
		SWAT	02/28/2008	8.00	0.00		
		CUSTOMER SERVICE	03/25/2008	2.00	0.00		
		CHILD ABDUCTION INV.	04/30/2008	3.00	0.00	CHILD ABDUCTION INVESTIGATIVE STRATEGIES	
		SNIPER TRAINING	05/13/2008	4.00	0.00		
		CULTIVATING INFORMANTS	05/14/2008	8.00	0.00	CULTIVATING CONFIDENTIAL INFORMANTS	
		AR-15 INSTRUCTOR DEVELOPMENT	05/21/2008	24.00	0.00	AR-15 INSTRUCTOR DEVELOPMENT	
		L.E. INSTRUCTOR DEVELOPMENT	05/29/2008	8.00	0.00	LAW ENFORCEMENT INSTRUCTOR DEVELOPMENT	
		BODY WORN CAMERAS	06/03/2008	24.00	0.00	BODY WORN CAMERAS AND MICROPHONES	
		LESS LETHAL OPTIONS	06/09/2008	8.00	0.00		
		F.A.S.T.	06/23/2008	40.00	0.00		
		STREET CON	07/02/2008	1.50	0.00		
		REID TECH. INTERVIEWS	08/25/2008	24.00	0.00	REID TECHNIQUE FOR INTERVIEW AND INTERROGATION	
		DEATH NOTIFICATION	09/01/2008	1.00	0.00		
		BRIDGING THE GAP	09/01/2008	1.00	0.00		
		RAPID RESPONSE-ACTIVE	09/17/2008	16.00	0.00	ACTIVE RESPONSE TO ACTIVE SHOOTER INCIDENTS	
		MIRANDA RIGHTS PART 1	10/29/2008	0.50	0.00		
		MIRANDA RIGHTS PART 2	10/29/2008	0.50	0.00		
		CREDIT CARD FRAUD	10/29/2008	1.50	0.00		
		DOCUMENT AUTHENTICATION	11/07/2008	1.00	0.00		
		AUTOMOBILE INVENTORY	11/28/2008	0.50	0.00		
		UNIT INSTRUCTOR CERT.	12/04/2008		0.00	UNIT INSTRUCTOR CERTIFICATION	
		AMMUNITION PRESENTATION	12/12/2008	2.00	0.00		
		SCOPED RIFLE TRAINING	12/19/2008	4.00	0.00	SCOPED RIFLE TRAINING PROGRAM CREATION	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		PRESCRIPTION DRUG ABL	03/03/2009	8.00	0.00	PRESCRIPTION DRUG ABUSE AND DIVERSION INVESTIGATION	
		MUST SHIELD TRAINING	08/27/2009	8.00	0.00		
		GLOCK ARMORER'S COUR	11/05/2009	8.00	0.00		
		L.E. SEMINAR (LEGAL)	11/06/2009	2.50	0.00	LAW ENFORCEMENT SEMINAR (LEGAL UPDATE)	
		INSTRUCTOR 14 HOUR UP	12/17/2009	16.00	0.00		
		INTOXILYZER 8000	12/29/2009	8.00	0.00	INTOXILYZER 8000 TRAINING/CERTIFICATION	
		SHOT SHOW	01/19/2010		0.00		
		CRIMINAL PROCEDURE UF	03/18/2010	3.00	0.00		
		BASIC TRAINING PISTOL	04/28/2010	2.00	0.00	PEACE OFFICER BASIC TRAINING PISTOL QUALIFICATION	
		SUB-MACHINE GUN INSTR	06/07/2010	40.00	0.00	SUB-MACHINE GUN INSTRUCTOR	
		ADAP REFRESHER	06/15/2010	8.00	0.00		
		AWARENESS HUMAN TRAF	07/17/2010	1.00	0.00	AWARENESS OF HUMAN TRAFFICKING	
		RESPONDING HUMAN TRA	07/17/2010	1.00	0.00	RESPONDING TO HUMAN TRAFFICKING	
		SCOPED RIFLE	08/20/2010	8.00	0.00		
		OUTLAW MOTORCYCLE G	10/20/2010	4.00	0.00	OUTLAW MOTORCYCLE GANG AWARENESS	
		FTO PROGRAM	11/29/2010	40.00	0.00	FIELD TRAINING OFFICER PROGRAM	
		BAC DATAMASTER RECER	01/14/2011	2.00	0.00	BAC DATAMASTER RECERTIFICATION	
		INTOXILYZER 8000 TESTIN	01/31/2011		0.00	INTOXILYZER 8000 PROFICIENCY TESTING	
		CIVIL LIABILITY	06/17/2011	3.00	0.00	CIVIL LIABILITY AND DEADLY FORCE ISSUES	
		RANGE MEDICAL EMERGE	07/08/2011	5.00	0.00	RANGE MEDICAL EMERGENCIES	
		Sundance Records	07/13/2011	3.00	0.00		
		LEADS INQUIRY TEST	07/31/2011		0.00		
		OPOTC NEW PISTOL QUAL	02/22/2012	1.50	0.00	OPOTC NEW PISTOL QUALIFICATION SCORING	
		AK OPERATOR'S COURSE	02/23/2012	16.00	0.00		
		Taser Recertification	02/29/2012	1.00	0.00	Taser Recertification; W.P.D. (Shannon)	
		Glock 21 Qualification	04/05/2012	1.00	0.00	Weapons Qualification (Glock 21); W.P.D. (Elchlinger)	25

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		BAC DATAMASTER	04/06/2012	1.00	0.00		
		Glock 22 Qualification	04/13/2012	1.00	0.00	Weapons Qualification (Glock 22); W.P.D. (Burg)	25
		FIRST AID KITS	04/24/2012	0.50	0.00		
		Subgun Qualification	05/03/2012	1.00	0.00	Weapons Qualification (Subgun); W.P.D. (Elchlinger)	Pass
		AR-15 Qualification	05/22/2012	1.00	0.00	Weapons Qualification (AR-15); W.P.D. (Elchlinger)	Pass
		Kahr CW9 Qualification	05/22/2012	1.00	0.00	Weapons Qualification (Kahr CW9); W.P.D. (Elchlinger)	Pass
		Glock 19 Qualification	05/22/2012	1.00	0.00	Weapons Qualification (Glock 19); W.P.D. (Elchlinger)	Pass
		SNIPER TRAINING	06/09/2012	16.00	0.00		
		EVIDENCE COLLECTION	06/21/2012	1.00	0.00	EVIDENCE COLLECTION AND PRESERVATION	
		SOLO ENGAGEMENT TACT	07/16/2012	24.00	0.00		
		Firearms Training	08/01/2012	1.00	0.00	Firearms Training; W.P.D. (Elchlinger)	
		Sexual Assault Invest.	09/12/2012	24.00	150.00	Sexual Assault Investigation; O.P.O.T.A. (Richfield)	
		Controlled F.O.R.C.E.	09/26/2012	3.00	0.00	Controlled F.O.R.C.E.; W.P.D. (Markley)	
		S.W.A.T.	10/04/2012	8.83	0.00	S.W.A.T. Monthly Training; W.P.D./M.C.S.O.	
		Firearms Instruction	10/08/2012	30.00	0.00	Firearms Instruction (Glock 22 & 23 and AR-15); W.P.D. [REDACTED]	
		Firearms Training	10/09/2012	1.00	0.00	Firearms Training (Glock 21 and AR-15); W.P.D. (Elchlinger)	
		OH-1 Crash Report Update	10/15/2012	1.00	0.00	OH-1 Crash Report Update; e.O.P.O.T.A.	
		Armorer's Course (Glock)	10/25/2012	8.00	195.00	Armorer's Course (Glock); Glock Professional at MetroHealth System	
		Controlled F.O.R.C.E.	11/14/2012	3.00	0.00	Controlled F.O.R.C.E.; W.P.D. (Markley)	
		Sniper Training	11/20/2012	4.00	0.00	Sniper Training; W.P.D.	
		Intoxilyzer 8000	11/20/2012	1.00	0.00	Intoxilyzer 8000 Proficiency Testing; W.P.D. and O.D.H.	
		DriveTeam Training	12/10/2012	8.00	275.00	DriveTeam Training (Classroom of Vehicle Dynamics, Braking, ORC & Driver/Vehicle Limits; Range Exercises of Driver/Vehicle Limits, Advanced Vehicle Dynamics, Safe & Effective Emergency Response Driving); DriveTeam	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		S.W.A.T. (Monthly)	12/13/2012	9.00	0.00	S.W.A.T. (Monthly Training); W.P.D./M.C.S .O.	
		Intoxilyzer 8000	12/31/2012	1.00	0.00	Intoxilyzer 8000 Proficiency Testing; W.P.D . and O.D.H.	
		Shot Show	01/14/2013	40.00	0.00	1) Driving Down Police Line-of-Duty Deaths: How to Cut L.O.D.D.'s in Half Now! 2) Techniques for First Reponders. 3) Tactical Truths & Tools. 4) Contemporary/ Controversial Issues in L.E./SWAT in Today 's World. 5) Range Safety. 6) Firearms Curriculum	
		ALiCE Train-the Trainer	03/02/2013	8.00	0.00	A.L.i.C.E. Train-the Trainer; Adam Innocenti	
		C.P.R. and A.E.D.	03/05/2013	3.00	0.00	C.P.R. and A.E.D. Training/Certification; Wadsworth E.M.S. and the American Heart Association	
		Arresting Communications	03/21/2013	16.00	0.00	Arresting Communications: Essential Interaction Skills for Law Enforcement; LifeLine (Jim Glennon)	
		A.L.i.C.E. Presentation	03/28/2013	8.00	0.00	A.L.i.C.E. Presentation to the Wadsworth City Schools; W.P.D.	
		Active Shooter Response	04/02/2013	8.00	0.00	Active Shooter Response; Presented by the Medina County S.W.A.T. Team, including ██████████	
		Sovereign Citizens Part 1	05/19/2013	0.50	0.00	Sovereign Citizens Part 1; e.O.P.O.T.A.	
		Sovereign Citizens Part 2	05/19/2013	0.50	0.00	Sovereign Citizens Part 2; e.O.P.O.T.A.	
		Armorers Certificate	05/21/2013	8.00	0.00	Armorers Certificate (M&P Centerifre Pistol); Smith & Wesson Academy (Barberton P. D.)	
		StopStick Training/Review	07/03/2013	1.00	0.00	Stop Stick Training and Review; W.P.D. (Sergeant Dorland)	
		Active Shooter Response	07/22/2013	3.00	0.00	Active Shooter Response; Special Response Team (S.R.T.), Ohio State Highway Patrol (O.S.H.P.)	Left Early
		Firearms Simulator	09/25/2013	1.00	0.00	Judgmental Firearms Simulator; OPOTA (Montville P.D.)	
		Driving Simulator	09/25/2013	1.00	0.00	Judgmental Driving Simulator; OPOTA (Mo ntville P.D.)	
		Criminal Patrol Baseline	01/28/2014	16.00	0.00	Criminal Patrol Baseline Awareness Training; O.S.H.P. Criminal Patrol Troopers , O.S.H.P. Regional Training Unit, and B.M. V. Investigators	
		CED Instructor	02/20/2014	16.00	220.00	Conductive Energy Device (CED) Instructor /Taser Instructor; OPOTA (Richfield)	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Range Medical Emergencies	03/03/2014	4.00	0.00	Range Medical Emergencies and the Firearms Instructor; O.P.O.T.A. (Richfield)	
		QuikClot Combat Gauze	03/10/2014	1.00	0.00	QuikClot Combat Gauze; Z-Medica, LLC	
		Building Clearing	03/11/2014	8.00	0.00	Building Clearing; O.P.O.T.A. (Portable Training Facility)(Reimer Road Baptist Christian School)	
		Reserve Deputy	03/26/2014	0.00	0.00	Reserve Deputy, Criminal Patrol Task Force; M.C.S.O.	
		ARIDE	04/07/2014	16.00	0.00	Advanced Roadside Impaired Driving Enforcement (ARIDE); Ohio Department of Public Safety (Ohio DPS)	
		Firearms; WPD Range	04/25/2014	1.00	0.00	Firearms; WPD Range	
		OTOA Conference	05/18/2014	40.00	199.00	Ohio Tactical Officers Association (OTOA) ; Dayton, Ohio: 1)Tactical Mechanical and Ballistic Breaching Course (8 hours); 2) Surviving Deadly Force Encounters (8 hours).	
		RR&D; High Risk Stops	08/08/2014	24.00	0.00	Rapid Response and Deployment and High Risk Traffic Stops; WPD ██████████ and Chafin)	
		Legal Update	08/22/2014	1.25	0.00	Law Enforcement Legal Update; Prosecutors Page Schrock and Tom Morris	
		Impact Weapons Instructor	08/28/2014	16.00	100.00	Impact Weapons Instructor Course; OPOTA (Richfield)	
		Firearms Qualification	09/23/2014	1.00	0.00	Firearms Qualification; WPD Range	
		Finding Words	10/24/2014	1.00	0.00	Finding Words; eOPOTA	
		MACH 1-5 Techniques	11/13/2014	1.00	0.00	MACH 1-5 Techniques; Rose and Markley	
		MACH 1-5 Techniques	12/18/2014	1.00	0.00	MACH 1-5 Techniques; Rose and Markley	
		Judgmental Driving Sim.	02/12/2015	1.00	0.00	Judgmental Driving Simulator; OPOTA Mobile Academy	
		Judgmental Firearms Sim.	02/12/2015	1.00	0.00	Judgmental Firearms Simulator; OPOTA Mobile Academy	
		Cyber Security; Wombat	02/28/2015	3.00	0.00	Cyber Security; Wombat	
		Domestic Violence	04/09/2015	0.00	0.00	CPT Domestic Violence with Lethality Factors; eOPOTA	
		Vehicle Operations	04/14/2015	7.00	0.00	Mid-Ohio Advanced Emergency Vehicle Operations; Ohio State Highway Patrol	
		Firearms	04/15/2015	2.00	0.00	Firearms; WPD (Chafin)	
		Firearms	04/15/2015	1.00	0.00	Firearms (Chafin)	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Crisis Conflict	04/26/2015	0.00	0.00	CPT Crisis Conflict Management; eOPOTA	
		Ballistics 411 Workshop	04/30/2015	5.00	0.00	Ballistics 411 Workshop; OPOTA (Portage County S.O.)	
		CPR and AED	05/06/2015	2.50	0.00	CPR and AED; AMP Ohio	
		MACH Self-Defense	05/13/2015	2.00	0.00	MACH Self-Defense (Markley and Rose)	
		Sexual Assault 1	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 1 - Realities Myths and Misconceptions	
		Sexual Assault 2	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 2 - Initial Response and Understanding Trauma	
		Sexual Assault 3	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 3 - Report Writing	
		Sexual Assault 4	05/21/2015	0.00	0.00	CPT Responding to Sexual Assault Module 4 - Evidence Collection	
		FEMA National Framework	05/26/2015	0.00	0.00	National Response Framework, An Introduction; IS-00800.b	
		OTOA Conference	05/31/2015	32.00	0.00	Ohio Tactical Officers Association (OTOA) ; "The Bulletproof Mind: Mental Preparation for the Tactically Minded Police Officer"; ASP Tactical Flashlight Instructor; General Session;	
		ASP Tac. Flashlight Inst.	06/01/2015	8.00	0.00	ASP Tactical Flashlight Instructor Course;	
		Tact. Man-Tracking for LE	06/03/2015	16.00	0.00	Tactical Man-Tracking for Law Enforcement	
		FEMA	06/15/2015	0.00	0.00	FEMA IS-00200.b; ICS for Single Resources and Initial Action incident, ICS-200	
		L.E.A.D.S. Inquiry Test	06/16/2015	1.00	0.00	LEADS Inquiry Test	
		Crimes Against Children	08/31/2015	0.00	0.00	CPT Crimes Against Children; eOPOTA	
		Front Line Supervision	09/08/2015	0.00	0.00	Front Line Supervision; OPOTA Richfield	
		Pursuit Supervision	10/07/2015	8.00	75.00	The Supervisor's Role During and After Pursuits; OPOTA (Richfield)	
		Exploring Active Shooter	02/17/2016	1.50	0.00	Exploring Active Shooter, Response and Training (Webinar); Violence Reduction Network and USDOJ	
		Disability Training/EP	02/27/2016	1.00	0.00	CPT; Disability Training for Emergency Planners (First Responders); eOPOTA	
		Firearms (M&P, AR-15)	03/09/2016	1.00	0.00	Firearms training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		ILEETA Conference	03/13/2016	40.00	1132.00	ILEETA Conference: 1)What is with all the questions? 2)Edge Weapon Awareness 3) Neuroanatomy of Street Survival Deadly Force Panel 4)Weapons Influence 5)Shots Fired! Now what? 6)Active Shooter Panel 7)Integrated Response to Active Shooter8)A ctive Shooter	
		Human Trafficking 2016	03/21/2016	1.00	0.00	CPT Human Trafficking 2016 Update; eOPOTA	
		Human Trafficking 2016	03/21/2016	1.00	0.00	CPT; Human Trafficking 2016 Update	
		MILO System	03/23/2016	0.50	0.00	MILO System; SIMTAC Services and WPD [REDACTED] and/or Chafin)	
		MACH and Self Defensive	03/29/2016	3.00	0.00	MACH and Self Defensive Tactics; WPD (Markley and Rose)	
		Firearms (M&P, AR-15)	04/28/2016	1.00	0.00	Firearms training	
		Policing in the 21st Cent	05/09/2016	8.00	0.00	CPT: Policing in the 21st Century; OPOTA. Community - Police Relations (4 hours); Crisis De-Escalation with Focus on Mental Illness (2 hours); Constituional Use of Force (2 hours).	
		Police Use of Lethal Forc	05/24/2016	3.00	0.00	Police Use of Lethal Force; Medina County Police Chief's Association (MCPCA)	
		Firearms (M&P, AR-15)	06/02/2016	1.00	0.00	Firearms training	
		Taser Instructor	06/24/2016	8.00	0.00	Taser Instructor Certification	
		Companion Animal Encntrs	06/30/2016	1.00	0.00	CPT; Companion Animal Encounters; eOPOTA	
		Intro to Active Shooter	08/04/2016	3.00	0.00	Instructing	
		Active shooter	08/12/2016	3.00	0.00	Active shooter	
		Firearms (M&P, AR-15)	10/18/2016	1.00	0.00	Firearms training	
		Cyber Security	12/01/2016	1.00	0.00	KnowBe4 Security Awareness training	
		Taser	12/18/2016	4.00	0.00	Taser recert	
		Legal Update	02/14/2017	2.00	0.00	CPT- Legal Update	
		MILO system	02/21/2017	0.50	0.00	MILO training	
		K-9 Training	03/14/2017	1.00	0.00	K-9 Training- Ptl Petit	
		Firearms (S&W, AR-15)	03/30/2017	1.00	0.00	Instructor	
		Missing Children's Clear	04/08/2017	0.50	0.00	Missing Children's Clearinghouse	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Missing Children-CPT	04/11/2017	0.50	0.00	CPT- Missing Children	
		Firearms	04/26/2017	1.00	0.00	Instructing	
		CPR and AED	05/05/2017	2.00	0.00	CPR and AED	
		Firearms	05/24/2017	1.00	0.00	Range Instruction	
		LEADS Inquiry test	05/27/2017	1.00	0.00	Range training	
		Ballistic wound seminar	06/29/2017	8.00	0.00	Ballistic wound seminar	
		Controlled Force	07/19/2017	1.00	0.00	Controlled Force	
		Blue Courage	07/23/2017	4.00	0.00	CPT- Blue Courage 1-4	
		Criminal Interdiction	08/07/2017	8.00	0.00	Criminal Interdiction and Street Level Narcotics	
		Dynamic/CQB range	09/07/2017	16.00	0.00	SWAT	
		Trauma Informed Policing	10/10/2017	1.00	0.00	CPT- Trauma Informed Policing	
		Narcan Training	10/23/2017	0.50	0.00	Narcan Training	
		Security Awareness	11/07/2017	1.00	0.00	Security Awareness and Ransomware	
		Application of Force	11/28/2017	4.00	0.00	CPT- Practical Application of Force	
		NTOA Special Course	01/22/2018	8.00	0.00	Special Course	
		Taser	01/30/2018	4.00	0.00	Taser training	
		Handcuffing and Weapons	02/05/2018	12.00	0.00	Handcuffing and Weapons: Instructor	
		Marsy's Law	03/08/2018	0.50	0.00	Marsy's Law review	
		ILEETA	03/19/2018	40.00	0.00	Multiple clases- see file	
		Defensive Tactics	04/12/2018	0.00	0.00	Defensive Tactics- instructing	
		Firearms	04/23/2018	1.00	0.00	Firearms training	
		LE Firearms Requal	04/27/2018	0.00	0.00	Law Enforcement Firearm Requalification: revolver, semi-auto, shotgun, carbine, submachine	
		Subject Control Instruct	05/07/2018	80.00	0.00	Subject Control Instructor	
		Subject Control Instruct	05/07/2018	80.00	0.00	Subject Control Instructor	
		Active Shooter	06/04/2018	6.00	0.00	Active Shooter training- Instructing	
		Firearms	07/28/2018	1.00	0.00	Range (handgun and rifle)	
		Tactical Defense training	09/06/2018	0.00	0.00	Tactical Defense training (SWAT)	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Defensive Tactics	09/17/2018	0.00	0.00	Defensive Tactics training	
		Firearms	10/24/2018	1.00	0.00	Firearms (pistol and rifle)	
		Taser Instructor Cert	11/14/2018	16.00	0.00	Taser Cew Instructor Certification	
		Gracie Survival Tactics	11/26/2018	40.00	0.00	Gracie Survival Tactics Level I	
		Defensive Tactics	12/03/2018	18.00	0.00	Defensive Tactics (instructing)	
		Security Awareness	12/18/2018	1.00	0.00	Security Awareness training	
		Ransomware	12/18/2018	1.00	0.00	Ransomware	
		DT Training	01/10/2019	8.00	0.00	Monthly Defensive Tactics Training	
		SWAT Training	02/07/2019	8.00	0.00	Monthly SWAT Training	
		DT Training	02/18/2019	8.00	0.00	Monthly Defensive Tactics Training	
		SWAT Training	03/07/2019	8.00	0.00	Monthly SWAT Training	
		DT Training	03/27/2019	8.00	0.00	Monthly Defensive Tactics Training	
		SWAT Training	04/04/2019	8.00	0.00	Monthly SWAT Training	
		Door Breaching / Forced	04/22/2019	1.00	0.00	Door Breaching / Forced Entry	
		Firearms	04/29/2019	8.00	0.00	Firearms Training, Instructing	
		L.E.A.D.S Inquiry Test	05/01/2019	1.00	0.00		
		SWAT Training	05/02/2019	8.00	0.00	Monthly SWAT Training	
		CPR and AED	05/24/2019	3.00	0.00	CPR and AED Training/Certification; Wadsworth EMS and the American Heart Association; Instructor Robert Lindner	
		SWAT Training	06/13/2019	8.00	0.00	Monthly SWAT Training	
		DT Training	07/01/2019	8.00	0.00	Monthly Defensive Tactics Training	
		Active Killer Response	08/02/2019	3.00	0.00	Instructed 4 new officers on "Intro to Crisis Response" training	
		Tactical Medical Instruct	08/13/2019	16.00	0.00	Basic Tactical Medical Instructor Training Program	
		Firearms	08/31/2019	8.00	0.00	Monthly Firearms Training, Instructing	
		SWAT Training	09/05/2019	16.00	0.00	Monthly SWAT Training	
		Crisis Response Training	09/11/2019	3.00	0.00	2019 Crisis Response Training with Instructor Ptl. Haas	
		SWAT Training	10/03/2019	8.00	0.00	Monthly SWAT Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Firearms	10/22/2019	8.00	0.00	Monthly Firearms Training, Instructing	
		Decision Making	11/05/2019	8.00	0.00	Decision Making: Foundation of Reasonable Force	
		SWAT Training	11/07/2019	8.00	0.00	Monthly SWAT Training	
		Rape Crisis Ctr Training	11/18/2019	0.50	0.00	Rape Crisis Center Roll Call Training	
		Firearms Qualification	11/25/2019	1.00	0.00	Firearms Qualification S&W 9 cal. 25 pts Pass, Secondary/Off Duty Sig P365 9 cal Pass, AR15 Semi-auto 19 pts Pass. Instructor Chafin #7	
		Firearms	11/25/2019	8.00	0.00	Monthly Firearms Training, Instructing	
		Security Awareness	12/10/2019	0.25	0.00	2019 Kevin Mitnick Security Awareness Training	
		2018 Ransomware	12/10/2019	0.50	0.00	2018 Ransomware	
		SWAT Training	12/12/2019	8.00	0.00	Monthly SWAT Training	
		SWAT Training	01/02/2020	8.00	0.00	Monthly SWAT Training	
		Fire Training for LE	01/03/2020	0.30	0.00	Fire Training for Law Enforcement with Chief Lindner	
		Taser Training	01/20/2020	3.00	0.00	Taser Training Refresher; Instructing	
		SWAT Training	02/06/2020	8.00	0.00	Monthly SWAT Training	
		Electrical Safety	02/10/2020	1.00	0.00	Electrical Safety Training for First Responders	
		Firearms	03/17/2020	40.00	0.00	Monthly Firearms Training, Instructing	
		Firearms	04/01/2020	40.00	0.00	Monthly Firearms Training, Instructing	
		QuikClot Combat Gauze	04/06/2020	8.00	0.00	QuikClot Combat Gauze LE Certificate of Completion	
		Spring 2020 LEADS Newslet	05/01/2020	1.00	0.00	Spring 2020 LEADS Newsletter	
		SWAT Training	05/07/2020	8.00	0.00	Monthly SWAT Training	
		SWAT Training	06/04/2020	8.00	0.00	Monthly SWAT Training	
		Riot Control	06/04/2020	8.00	0.00	Riot Control	
		Firearms	06/23/2020	32.00	0.00	June Firearms Instructing for Department	
		SWAT Training	07/02/2020	8.00	0.00	Monthly SWAT Training	
		Lexipol Webinar	07/07/2020	1.50	0.00	Lexipol Webinar - Duty to Intercede, Conceptual, Cultural and legal aspects	
		Active Killer Response	07/08/2020	24.00	0.00	Instructing; Active Killer Response Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Duty to Intercede	07/12/2020	1.00	0.00	Duty to Intercede; Conceptual, Cultural & Legal Aspects	
		Firearms Qualifications	07/13/2020	1.00	0.00	Firearms Qualifications; Daytime, 77 degrees S&W MP 9mm and RRA/BCM M4 .223. Instructor Haas #21	
		Firearms	07/13/2020	1.00	0.00	Qual S&W, SIG 365, AR15, Day 1535 hrs, 71 degrees, Pass. Instructor Ptl. Haas #21	
		Firearms	07/14/2020	24.00	0.00	Instructing July Firearms Training	
		Scenerio Based Force on Fo	07/20/2020	16.00	0.00	Instructing Scenerio Based Force on Force	
		SWAT Training	08/13/2020	8.00	0.00	Monthly SWAT Training	
		SWAT Training	09/03/2020	16.00	0.00	Monthly SWAT Training	
		SWAT Training	10/01/2020	8.00	0.00	Monthly SWAT Training	
		Ransomware	10/11/2020	1.00	0.00	Micro-Module Introduction to Ransomware	
		Security Awareness Training	10/11/2020	1.00	0.00	2020 Kevin Mitnick Security Awareness Training	
		SWAT Training	10/29/2020	8.00	0.00	SWAT Training	
		SWAT Training	11/05/2020	8.00	0.00	Monthly SWAT Training	
		Firearms	11/09/2020	24.00	0.00	Instructing Monthly Firearms Training	
		Lethal Use of Force & OIS In	11/11/2020	1.00	0.00	BCI Lethal Use of Force and OIS Investigations	
		TASER Instructor	11/17/2020	16.00	0.00		
		Kehoe Brothers Shootout	12/27/2020	1.00	0.00		
		Darrel Lunsford Murder	12/27/2020	1.00	0.00		
		SWAT Training	01/07/2021	8.00	0.00	Monthly SWAT Training	
		Trooper Coates Murder	01/30/2021	1.00	0.00	Trooper Coates Murder	
		SWAT Training	02/04/2021	8.00	0.00	Monthly SWAT Training	
		Taser Training	02/15/2021	4.00	0.00	Instructing Taser Training	
		Firearms	02/23/2021	8.00	0.00	Firearms Instructing	
		Use of Force	03/04/2021	2.00	0.00	Use of Force: Policy or Tactics Webinar	
		SWAT Training	03/04/2021	8.00	0.00	Monthly SWAT Training	
		Lessons Learned from Prote:	03/09/2021	1.00	0.00	2021 Lessons Learned from Protests	
		Room Clearing Tactics	03/15/2021	12.00	0.00	Instructing Room Clearing Tactics Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Critical Thinking & Decision M	03/26/2021	2.00	0.00	2020 Critical Thinking & Decision Making for Tactical Operations	
		Response to People in Crisis	03/30/2021	2.00	0.00	Response to People in Crisis: Mitigating Harm & Enhancing the Safety of All Involved	
		SWAT Training	04/01/2021	8.00	0.00	Monthly SWAT Training	
		Restraint or Confinement of F	04/06/2021	1.00	0.00	Restraint or Confinement of Pregnant Suspect	
		Firearms Instructor Requalific	04/14/2021	8.00	0.00	Firearms Instructor Requalification	
		Training Artifacts	04/20/2021	2.00	0.00	Training "Artifacts": The Role Training - or lack of Training- Plays in Poor Decisions	
		The Truth About Time	04/21/2021	1.00	0.00	2020 The Truth about Time	
		Room Clearing Tactics	04/24/2021	8.00	0.00	Instructing Scenerio Based Training Room Clearing Tactics	
		SWAT Training	05/06/2021	16.00	0.00	SWAT Monthly Training	
		LEADS Inquiry Test	05/13/2021	1.00	0.00	LEADS Inquiry Test	
		LEADS 2020 TAC In-Service	05/13/2021	1.00	0.00	LEADS 2020 TAC In-Service Training	
		NICS (What & How)	05/13/2021	1.00	0.00	LEADS NICS (What & How)	
		CJIS Security Awareness Tra	05/13/2021	1.00	0.00	CJIS Security Awareness Training	
		Fall 2020 LEADS Newsletter	06/01/2021	1.00	0.00	Fall 2020 LEADS Newsletter	
		Spring 2021 LEADS Newslet	06/01/2021	1.00	0.00	Spring 2021 LEADS Newsletter	
		LEADS 2021 TAC In Service	06/02/2021	1.00	0.00	LEADS 2021 TAC In Service Notes	
		SWAT Training	06/03/2021	8.00	0.00	Monthly SWAT Training	
		SWAT Training	06/03/2021	8.00	0.00	Monthly SWAT Training	
		Anatomy of a Lawsuit	06/15/2021	1.00	0.00	Anatomy of a Lawsuit	
		SWAT Training	07/01/2021	8.00	0.00	Monthly SWAT Training	
		SWAT Training	08/12/2021	8.00	0.00	Monthly SWAT Training	
		CPR & AED	08/23/2021	4.00	0.00	CPR & AED Instructor Lindner	
		SWAT Training	09/02/2021	16.00	0.00	Monthly SWAT Training	
		Tactical EI for Law Enforcem	09/27/2021	1.50	0.00	2021 Tactical EI for Law Enforcement Webinar	
		Chemical Agent Aerosol Instr	09/30/2021	8.00	0.00	Chemical Agent Aerosol Instructor [REDACTED]	
		Managing a Critical Incident	10/07/2021	1.00	0.00	2020 Managing a Critical Incident: OIS & Manhunt Operational Debrief	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Building a Culture of Mental I	10/07/2021	1.00	0.00	2021 Building a Culture of Mental Preparedness in Tactical & Special Operations	
		SWAT Training	10/07/2021	8.00	0.00	Monthly SWAT Training	
		Security Awareness Training	10/14/2021	1.00	0.00	2021 Kevin Mitnick Security Awareness Training	
		Introduction to Ransomware	10/14/2021	1.00	0.00	Micro-Module Introduction to Ransomware	
		SWAT Training	11/04/2021	8.00	0.00	Monthly SWAT Training	
		2021 LEADS Fall Newsletter	11/30/2021	1.00	0.00	2021 LEADS Fall Newsletter	
		SWAT Training	12/09/2021	8.00	0.00	Monthly SWAT Training	
		Vicarious Trauma	01/04/2022	1.00	0.00	Vicarious Trauma	
		Officer Wellness Seminar	01/05/2022	3.00	0.00	Officer Wellness Seminar	
		BCI Lethal Use of Force& OI	01/05/2022	1.00	0.00	BCI Lethal Use of Force& OIS Investigations	
		SWAT Training	01/06/2022	8.00	0.00	Monthly SWAT Training	
		Hazing	01/10/2022	1.00	0.00	Hazing	
		Ohio Public Records Law	01/11/2022	2.50	0.00	Ohio Public Records Law	
		Use of Deadly Force and Leg	01/11/2022	1.00	0.00	Use of Deadly Force and Legal Guidelines	
		Ethics & Professionalism	01/14/2022	1.00	0.00	Ethics & Professionalism	
		Use of Force Taser Incident I	01/14/2022	8.00	0.00	Instructing Use of Force Taser Incident Debrief	
		Crisis Intervention	01/17/2022	1.00	0.00	Crisis Intervention	
		Use of Restraints	01/21/2022	1.00	0.00	Use of Restraints	
		New & Used Criminal Charge	01/28/2022	1.00	0.00	New & Used Criminal Charges	
		SWAT Training	02/03/2022	8.00	0.00	SWAT Training - Light Duty	
		Taser Scenario (Instructor)	02/09/2022	1.00	0.00	Instructor for WPD officers for Taser scenario-based training	
		Develpoing a Culture of Acco	02/16/2022	1.00	0.00	Develpoing a Culture of Accountability	
		Sexual Assault Investigations	02/18/2022	1.00	0.00	Sexual Assault Investigations	
		SWAT Training	03/03/2022	8.00	0.00	Monthly SWAT Training - Light Duty	
		Creating Order from Chaos	04/06/2022	1.00	0.00	The First 15 minutes of a disaster: Creating Order from Chaos	
		SWAT Training	05/05/2022	8.00	0.00	Monthly SWAT Training	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		SWAT Training	05/06/2022	8.00	0.00	Monthly SWAT Training	
		Diversity Equity & Inclusion	05/19/2022	8.00	0.00	Diversity Equity & Inclusion	
		SWAT Training	06/02/2022	8.00	0.00	Monthly SWAT Training	
		Domestic Violence Legal Upd	06/03/2022	1.00	0.00	Domestic Violence Legal Updates	
		Responding to Suicidal Subje	06/07/2022	1.00	0.00	What's the Mission:Responding to Suicidal Subjects Webinar	
		SWAT Training	07/07/2022	8.00	0.00	Monthly SWAT Training	
		Electrical Safety for First Res	07/26/2022	1.00	0.00	Electrical Safety for First Responders	
		SWAT Training	08/11/2022	8.00	0.00	Monthly SWAT Training	
		SWAT Training	09/08/2022	16.00	0.00	Monthly SWAT Training	
		ALICE Training	09/23/2022	8.00	0.00	Assisted in ALICE Training	
		Objective Reasonableness	09/28/2022	1.00	0.00	Objective Reasonableness	
		Qualified Immunity	09/29/2022	1.00	0.00	Qualified Immunity	
		Critical Thinking in Use of Fo	09/30/2022	1.00	0.00	Critical Thinking in Use of Force Situations	
		Mental Health Response	10/19/2022	1.00	0.00	Mental Health Response	
		Biological Evidence Collectio	11/28/2022	1.00	0.00	Biological Evidence Collection for Sexual Assaults	
		Responding to Sexual Assau	11/28/2022	1.00	0.00	Responding to Sexual Assault	
		2022 KnowBe4 Security Awa	12/01/2022	1.00	0.00	2022 KnowBe4 Security Awareness Training	
		FIREARMS QUAL	12/05/2022	1.00	0.00	S&W 9 CAL. AND AR15 SEMI-AUTO DAYTIME WITH [REDACTED]	
		SCHOOL THREAT ASSESSI	02/17/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL OHIO SCHOOL TREAT ASSESSMENT	
		ARREST, SEARCH AND SE	03/14/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL- ARREST SEACH AND SEIZURE	
		LEGAL UPDATES 2023- PAF	05/20/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL	
		LEGAL UPDATES 2023- PAF	05/20/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		LECTURE SERIES AND CRI	06/12/2023	1.00	0.00		
		TACTICAL BREACHING	06/14/2023	1.00	0.00		
		RESPONSE TO ACTIVE SHI	06/15/2023	1.00	0.00		
		CRITICAL INCIDENT DEBRI	06/16/2023	1.00	0.00		
		LEGAL UPDATES 2023- PAF	07/02/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSION AND THE OFFICE OF THE ATTORNEY GENERAL	
		OHLEG SECURITY	07/02/2023	1.00	0.00		
		BASIC LIFE SUPPORT (CPF	09/27/2023	1.00	0.00		
		ADVANCED GROUP CRISIS	10/02/2023	14.00	0.00	INTERNATIONAL CRITICAL INCIDENT STRESS FOUNDATION, INC	
		ANTI-BIAS TRAINING FOR I	10/17/2023	1.00	0.00		
		PURSUIT DRIVING BASICS	10/18/2023	1.00	0.00		
		SUICIDE PREVENTION FOF	10/22/2023	1.00	0.00		
		DISTRACTED DRIVING FOF	10/22/2023	4.00	0.00		
		LEADS	11/06/2023	0.00	0.00		
		LEADS	11/06/2023	0.00	0.00		
		PUBLIC RECORDING OF PO	11/07/2023	1.00	0.00		
		HATE CRIMES TRAINING F	11/07/2023	1.00	0.00	OHIO PEACE OFFICER TRAINING COMMISSIONS & THE OFFICER OF THE ATTORNEY GENERAL	
		PUBLIC RECORDS OF POL	11/07/2023	1.00	0.00		
		FIREARMS	11/08/2023	1.00	0.00	DISTANCE: 9 ROUNDS: 50 DISTANCE: 10-30 ROUNDS: 18 REMARKS: 5.23	
		Firearms	11/08/2023	1.00	0.00	Handgun	
		USING SOCIAL MEDIA FOR	11/13/2023	2.00	0.00		
		Firearms	11/14/2023	1.00	0.00	Patrol Rifle	
		Firearms	11/14/2023	1.00	0.00	Patrol Handgun	
		INTERVIEWS AND INTERR	11/15/2023	1.00	0.00		
		LEADS TAC IN SERVICE	11/15/2023	0.00	0.00	2023 READ AND SIGN	
		Missing & Exploited Children	12/11/2023	4.00	0.00	CPT	

EmployeeName	Unit ID	Training	Training Date	Hours	Cost	Remarks	Scores
		Firearms	04/22/2024	1.00	0.00		
		Non-Fatal Strangulation	05/21/2024	2.00	0.00	CPT	

Measure	Weight	Score
<p>Notes:</p> <p>██████████ is proficient in this category as well. His verbal communication and radio skills are clear and concise. He requires the standard amount of supervisor review on his reports and his narratives are well written and does require an acceptable amount of supervisor corrections. During training, he is very clear in communicating his intentions and corrections. – jelchlinger</p>		
<p>6– TRAFFIC ENFORCEMENT / INITIATIVE: •Engages in a broad range of traffic enforcement activities including moving violations, vehicle equipment, registration violations, parking ordinances, licensing, and major offenses. •Conducts proactive OVI enforcement and is proficient in administering 'Standardized Field Sobriety Tests' during OVI investigations. •Investigates traffic stops beyond the initial purpose of the stop when suspicious behavior, driver impairment, and other criminal activity is detected. •Conducts proper and thorough motor vehicle crash investigations, and able to accurately document crash reports using the OH-1 report form. •Takes a proactive role to increase public safety through the enforcement of traffic and criminal laws on the public streets and in the neighborhoods, businesses, and other documented extra attention areas. •Maintains self-initiated activity at a level comparable to shift/department average and work assignment.</p>	<p>3.00 (Critical)</p>	<p>3.00 (Exceeds expectations)</p>
<p>Notes:</p> <p>██████████ is one of the top 3 officers on the shift as far as traffic enforcement. His numbers are second but considering he is off the road much more often than any of his co-workers, running department training or other details he would be on par with any of the shift leaders. He is accurate in his accident investigations and does require an average amount of corrections on those reports. – jelchlinger</p>		
<p>7– JUDGMENT / DECISION MAKING / DEPENDABILITY: •Uses appropriate discretion when handling incidents. Displays common sense and makes sound decisions in general and under pressure. Arrests reflect appropriate charges for elements present. •Seeks help, clarification, or guidance when appropriate and before mistakes are made. •Accurately identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. •Bases enforcement and investigative actions on sufficient facts and evidence. •Decisions are commensurate with his/her authority, experience, and training. •Able to produce results, utilize time effectively, and complete assigned tasks with minimal supervision. •Reliable when acting as the shift 'Officer in Charge (OIC).' Makes appropriate decisions as the OIC during calls for service and responsibly fulfills all OIC duties. •Reports damaged or unsafe equipment immediately. •Handles assigned calls in a timely and prompt manner in order to be available for other calls.</p>	<p>3.00 (Critical)</p>	<p>3.00 (Exceeds expectations)</p>
<p>Notes:</p> <p>██████████ is solid in the category. He is a seasoned, veteran officer with years of experience. He works a very seniority laden shift so he was not in a position to serve as OIC very often but as part the Medina County SWAT team leadership he does. He makes good, quick sound decisions and is extremely dependable at all times, especially under stress. When a call comes in there is no hesitation, he is always promptly responding and or jumping calls to help out his fellow shift officers. – jelchlinger</p>		
<p>8– OFFICER SAFETY & TACTICS: •Handles suspects and prisoners professionally, effectively, and safely. Maintains a position of advantage, whenever possible. •Controls the environment, recognizes danger, and requests assistance, when needed. Establishes and retains control of situations and does not hesitate to take action. •Utilizes the appropriate level of force necessary. •Able to operate in a safe, tactical manner during emergencies, arrest situations, traffic stops (low and high risk), and building searches. •Demonstrates proficiency in the safe handling and use of firearms and Taser equipment. •Operates department vehicles safely and obeys traffic laws during non-emergency operations and routine patrol. •Operates department vehicles in a cautious and controlled manner during vehicle pursuits and when responding to emergency, in-progress, or high priority calls. •Assesses and manages traffic crash scenes safely to protect victims, other drivers, and public safety workers. Able to set up efficient traffic control measures to maintain the flow of traffic.</p>	<p>3.00 (Critical)</p>	<p>3.00 (Exceeds expectations)</p>

Evaluation Pay Report

Department:

Police

Job Title:

Name:

Position Dates:

Present

Evaluation Status:

Administrative Review

Evaluation Dates:

01/01/2021 — 12/31/2021

Final Score:

2.83

**City of Wadsworth
Evaluation Final Review**

Department: Police Job Title: [REDACTED]
 Name: [REDACTED] Position Dates: [REDACTED] — Present
 Evaluation Status: Administrative Review Evaluation Dates: 01/01/2020 — 12/31/2020

Measure	Weight	Score
<p>1- PROFESSIONAL IMAGE / PREPAREDNESS FOR DUTY: •Reports for duty on time, fully prepared for scheduled shifts and assignments, and with the proper attire and equipment. •Attends all court, training, and other assignments on time. •Utilizes sick time in accordance with departmental policy, Wadsworth city rules, and the collective bargaining agreement. •Follows procedure when submitting for and using paid time off (PTO). •Keeps assigned departmental vehicle clean, fueled, properly equipped, and in a condition that displays a professional image. •Presents a professional, neat appearance in attire that is appropriate to assignment or activity. •Follows department policies in the wearing of departmental uniforms.</p>	<p align="center">1.00 (Basic)</p>	<p align="center">2.00 (Meets expectations)</p>
<p>Notes: [REDACTED] reports for duty on time, fully prepared for scheduled shifts and assignments, and with the proper attire and equipment. He attends all court, training, and other assignments on time. He utilizes sick time in accordance with departmental policy, Wadsworth city rules, and the collective bargaining agreement. He follows procedure when submitting for and using paid time off (PTO). He maintains sufficient balances of PTO to cover requests for use. He keeps assigned departmental vehicle clean, fueled, properly equipped, and in a condition that displays a professional image. [REDACTED] presents a professional, neat appearance in attire that is appropriate to his assignment or activity. He follows department policies in the wearing of departmental uniforms. Keeps his uniform and personal equipment clean, in good condition, and up to date. — dschismenos</p>		
<p>2- CONDUCT / ATTITUDE: •Maintains a positive attitude in general. Follows and carries out directions and orders with a professional attitude. •Willingly and positively accepts feedback, constructive criticism, and suggestions from supervisors and co-workers. Accepts ideas and approaches to solutions which are different from their own. •Makes appropriate suggestions and offers solutions and assistance to other department employees. •Motivates and influences others by setting a positive example. •Accepts responsibility and is accountable for actions. •Instills confidence and respect of employees and the department through personal conduct and a professional, businesslike behavior. •Treats the public with fairness and respect. Displays sensitivity, fairness, and patience when dealing with others. •Refrains from insensitive or unprofessional remarks, gestures, writing, or other communications that can be observed by the public. •Able to manage conflict constructively and maintain a respectful demeanor with co-workers. •Remains composed in stressful or hazardous situations.</p>	<p align="center">2.00 (Important)</p>	<p align="center">3.00 (Exceeds expectations)</p>
<p>Notes: [REDACTED] instills confidence and respect of employees and the department through personal conduct and a professional, businesslike behavior. He treats the public with fairness and respect. He displays sensitivity, fairness, and patience when dealing with others. He displays proper demeanor with co-workers and members of the public. He refrains from insensitive or unprofessional remarks, gestures, writing, or other communications that can be observed by the public. He is able to manage conflict constructively and maintain a respectful demeanor with co-workers and the public. He remains composed in stressful or hazardous situations. [REDACTED] maintains a positive attitude. He follows and carries out directions and orders with a professional attitude. He willingly and positively accepts feedback, constructive criticism, and suggestions from supervisors and co-workers. He accepts ideas and approaches to solutions which are different from his own. He makes appropriate suggestions and offers solutions and assistance to other department employees. [REDACTED] is always willing to assist with training needs to better here at WPD. — dschismenos</p>		
Empty section for additional notes		

Measure	Weight	Score
<p>3- TRAINING & DEVELOPMENT: •Undertakes special duties such as SWAT, officer training, property room, bike patrol, task forces, community education programs, public relations, community policing efforts, etc. •Voluntarily identifies interests and areas of improvement or development. Seeks to improve job performance through training and solicits opportunities for growth. •Shows a willingness and positive attitude towards training and development. •Completes Daily Training Bulletins each month and promptly acknowledges policy updates. •Participates in department sanctioned community events such as National Night Out, Citizens Police Academy, Cops and Kids, and others.</p>	<p>1.00 (Basic)</p>	<p>2.00 (Meets expectations)</p>
<p>Notes: ██████████ undertakes special duties such as SWAT and officer training. He participates in community education programs, public relations and, community policing efforts. He voluntarily identifies interests and areas of improvement or development. He seeks to improve job performance through training and solicits opportunities for growth. He shows a willingness and positive attitude towards training and development. On occasion ██████████ has to be reminded to complete Daily Training Bulletins. – dschismenos</p>		
<p>4- COMMUNICATION SKILLS: •Writes complete, accurate reports which are neat, professional, and easy to read and understand. Utilizes proper grammar and spelling in incident reports and other formal communications. •E-mail communications are prompt, accurate, and appropriate. •Accurately and completely prepares cases for prosecutor review. •Provides clear, concise, and effective oral communications. •Clearly recalls, articulates, and documents events or actions taken during stressful situations. •Able to establish rapport with citizens in various situations, is tactful when handling calls for service, and can communicate objectively with individuals of diverse backgrounds. •Able to diffuse and de-escalate situations using verbal skills. •Keeps co-workers and supervisors adequately informed of new information. •Radio traffic is audible, clear, concise, and devoid of unnecessary talk. •Displays a professional and courteous demeanor over the radio. •Promptly broadcasts necessary information to dispatch and other units. •Communicates with co-workers and citizens in a professional manner (verbally and written). •Portrays a calm, controlled demeanor over the radio during high stress situations. •Able to communicate effectively under pressure.</p>	<p>2.00 (Important)</p>	<p>3.00 (Exceeds expectations)</p>
<p>Notes: ██████████ writes complete, accurate reports which are neat, professional, and easy to read and understand with occasional assistance. He utilizes proper grammar and spelling in incident reports and other formal communications. His e-mail communications are accurate and appropriate. He accurately and completely prepares cases for prosecutor review. He provides clear, concise, and effective oral communications. He clearly recalls, articulates, and documents events or actions taken during stressful situations. This is one of his strengths. He is able to establish rapport with citizens in various situations, is tactful when handling calls for service, and can communicate objectively with individuals of diverse backgrounds. He is able to diffuse and de-escalate situations using verbal skills. He keeps co-workers and supervisors adequately informed of new information. His radio traffic is audible, clear, concise, and devoid of unnecessary talk. He displays a professional and courteous demeanor over the radio. He promptly broadcasts necessary information to dispatch and other units. He communicates with co-workers and citizens in a professional manner (verbally and written). He portrays a calm, controlled demeanor over the radio during high stress situations. He is able to communicate effectively under pressure. This is another strength. – dschismenos</p>		
<p>5- TRAFFIC ENFORCEMENT / INITIATIVE: •Engages in a broad range of traffic enforcement activities including moving violations, vehicle equipment, registration violations, parking ordinances, licensing, and major offenses. •Conducts proactive OVI enforcement and is proficient in administering 'Standardized Field Sobriety Tests' during OVI investigations. •Investigates traffic stops beyond the initial purpose of the stop when suspicious behavior, driver impairment, and other criminal activity is detected. •Conducts proper and thorough motor vehicle crash investigations, and able to accurately document crash reports using the OH-1 report form. •Takes a proactive role to increase public safety through the enforcement of traffic and criminal laws on the public streets and in the neighborhoods, businesses, and other documented extra attention areas. •Maintains self-initiated activity at a level comparable to shift/department average and work assignment.</p>	<p>3.00 (Critical)</p>	<p>2.00 (Meets expectations)</p>

Measure	Weight	Score
<p>Notes:</p> <p>██████████ engages in a broad range of traffic enforcement activities including moving violations, vehicle equipment, registration violations, parking ordinances, licensing, and major offenses. ██████████ investigates traffic stops beyond the initial purpose of the stop when suspicious behavior, driver impairment, and other criminal activity is detected. ██████████ conducts proper and thorough motor vehicle crash investigations and completes the OH-1 report accurately with few minor mistakes and on time. He is able to accurately document crash reports using the OH-1 report form. He takes a proactive role through the enforcement of traffic and criminal law in all areas of the city. ██████████ maintains self-initiated activity at a level comparable to shift/department average and work assignment. – dschismenos</p>		
<p>6- JUDGMENT / DECISION MAKING / DEPENDABILITY: •Uses appropriate discretion when handling incidents. Displays common sense and makes sound decisions in general and under pressure. Arrests reflect appropriate charges for elements present. •Seeks help, clarification, or guidance when appropriate and before mistakes are made. •Accurately identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. •Bases enforcement and investigative actions on sufficient facts and evidence. •Decisions are commensurate with his/her authority, experience, and training. •Able to produce results, utilize time effectively, and complete assigned tasks with minimal supervision. •Reliable when acting as the shift 'Officer in Charge (OIC).' Makes appropriate decisions as the OIC during calls for service and responsibly fulfills all OIC duties. •Reports damaged or unsafe equipment immediately. •Handles assigned calls in a timely and prompt manner in order to be available for other calls.</p>	<p>3.00 (Critical)</p>	<p>3.00 (Exceeds expectations)</p>
<p>Notes:</p> <p>██████████ uses appropriate discretion when handling incidents. He displays common sense and makes sound decisions in general. His arrests reflect appropriate charges for elements present. He seeks help, clarification, or guidance when appropriate and before mistakes are made. He accurately identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. He bases enforcement and investigative actions on sufficient facts and evidence. His decisions are commensurate with his authority, experience, and training. He is able to produce results, utilize time effectively, and complete assigned tasks with some supervision. ██████████ is reliable when acting as the shift 'Officer in Charge (OIC). He makes appropriate decisions as the OIC during calls for service and responsibly fulfills all OIC duties. He reports damaged or unsafe equipment immediately and is often the source of fixing or replacing said equipment. He makes logical, sound decisions under pressure and is often someone that is looked to by other officers for guidance in high stress situations. Ptl. Blubaugh handles assigned calls in a timely and prompt manner in order to be available for other calls. – dschismenos</p>		
<p>7- OFFICER SAFETY & TACTICS: •Handles suspects and prisoners professionally, effectively, and safely. Maintains a position of advantage, whenever possible. •Controls the environment, recognizes danger, and requests assistance, when needed. Establishes and retains control of situations and does not hesitate to take action. •Utilizes the appropriate level of force necessary. •Able to operate in a safe, tactical manner during emergencies, arrest situations, traffic stops (low and high risk), and building searches. •Demonstrates proficiency in the safe handling and use of firearms and Taser equipment. •Operates department vehicles safely and obeys traffic laws during non-emergency operations and routine patrol. •Operates department vehicles in a cautious and controlled manner during vehicle pursuits and when responding to emergency, in-progress, or high priority calls. •Assesses and manages traffic crash scenes safely to protect victims, other drivers, and public safety workers. Able to set up efficient traffic control measures to maintain the flow of traffic.</p>	<p>3.00 (Critical)</p>	<p>3.00 (Exceeds expectations)</p>
<p>Notes:</p> <p>At the time this evaluation was reviewed with ██████████ I learned that his grievance was complete and that the written reprimand was reduced and not placed in his file. – dschismenos</p> <p>██████████ handles suspects and prisoners professionally, effectively, and safely. He maintains a position of advantage, whenever possible. He controls the environment, recognizes danger, and requests assistance, when needed. He establishes and retains control of situations and does not hesitate to take action. He utilizes the appropriate level of force necessary. ██████████ is able to operate in a safe, tactical manner during emergencies, arrest situations, traffic stops (low and high risk), and building searches. He demonstrates proficiency in the safe handling and use of firearms and Taser equipment. ██████████ is one of the most skilled officers in these areas. He operates department vehicles safely and obeys traffic laws during non-emergency operations and routine patrol. ██████████ was involved in an accident in the parking lot this year and was issued a reprimand which is still in the process of grievance. He operates department vehicles in a cautious and controlled manner when responding to emergency, in-progress, or high priority calls. He assesses and manages traffic crash scenes safely to protect victims, other drivers, and public safety workers. He is able to set up efficient traffic control measures to maintain the flow of traffic. – dschismenos</p>		

Measure	Weight	Score
<p>8- JOB KNOWLEDGE / INVESTIGATIVE & TECHNICAL SKILLS: •Investigates incidents completely, thoroughly, and professionally. Generates and pursues all available investigative leads. •Appropriately manages, prioritizes, and completes investigations in a timely manner. •Is aware of investigative resources and utilizes them when needed. •Able to fully investigate criminal / traffic cases to include, but not limited to, scene processing, evidence handling, interview skills, and case follow-up. •Able to comprehend technological and equipment advances relevant to position. Makes an effort to keep up to date on new equipment, knowledge, and tactics in law enforcement. •Conducts relevant case follow-ups and documents them in a timely manner, and without supervisor prompting. •Takes appropriate photographs at crime scenes, traffic crashes, and during criminal investigations that contain relevant perspective, sufficient detail, and are usable as evidence. •Proficient in the use and navigation of the 'Sundance Emergency Services Software' system. •Possesses an understanding and knowledge in the following areas and is able to apply them to effectively perform his/her job: o Department policies/procedures o Criminal code (ORC and City Ordinances) o Traffic laws (including OVI) o Evidence collection, processing, and submission o Legal Procedures (such as case law, laws of arrest, search/seizure, criminal complaints, TPO's, and court proceedings.)</p>	3.00 (Critical)	2.00 (Meets expectations)

Notes:

██████████ investigates incidents completely, thoroughly, and professionally. He generates and pursues most available investigative leads. ██████████ can sometimes become distracted from an investigation and not get back to it in a timely manner. He is proficient in the use and navigation of the Sundance system. He is always up to date on new equipment, knowledge, and tactics in law enforcement. On occasion, ██████████ needs to be reminded to conduct follow ups and to document them in a timely manner. He possesses an understanding and knowledge in the following areas and is able to apply them to effectively perform his job: -Department policies/procedures -Criminal code (ORC and City Ordinances) -Traffic laws including OVI -Evidence collection, processing, and submission -Legal Procedures such as case law, laws of arrest, search/seizure, criminal complaints, TPO's, and court proceedings. - dschismenos

Notes

██████████ is an asset to the department in several different areas. He is an effective trainer, an active patrol officer and SWAT member, and an officer that is viewed as a leader. I would encourage him to continue to work on balancing his different roles in the department so that each gets the necessary attention. - dschismenos

Employee Comments

Supervisor: Sgt. Schismenos #33 Date: 12/29/20

Employee: ██████████ Date: 12/29/20

Your signature acknowledges receipt of this document. It shall not be construed as agreement with the contents herein.

Evaluation Pay Report

Department:	Police	Job Title:	[REDACTED]
Name:	[REDACTED]	Position Dates:	[REDACTED] — Present
Evaluation Status:	Administrative Review	Evaluation Dates:	01/01/2020 — 12/31/2020
Final Score:	2.56		

City of Wadsworth Evaluation Weight Review

Department: Police **Job Title:** [REDACTED]
Name: [REDACTED] **Position Dates:** [REDACTED] — Present
Evaluation Status: Annual Review **Evaluation Dates:** 01/01/2019 — 12/31/2019

Measure	Weight
1- PROFESSIONAL IMAGE / PERSONAL APPEARANCE: Presents a professional, neat appearance in attire that is appropriate to assignment or activity. • Follows department policies in the wearing of departmental uniforms. • Keeps uniform and personal equipment clean, in good condition, and up to date.	1.00 (Basic)
2- ATTENDANCE / PUNCTUALITY / PREPAREDNESS FOR DUTY: Reports for duty on time, fully prepared for scheduled shifts and assignments, and with the proper attire and equipment. • Attends all court, training, and other assignments on time. • Utilizes sick time in accordance with departmental policy, Wadsworth city rules, and the collective bargaining agreement. • Follows procedure when submitting for and using paid time off (PTO). • Maintains sufficient balances of PTO to cover requests for use. • Keeps assigned departmental vehicle clean, fueled, properly equipped, and in a condition that displays a professional image. • Properly maintains assigned departmental handgun in a clean and functional condition.	1.00 (Basic)
3- CONDUCT: Instills confidence and respect of employees and the department through personal conduct and a professional, businesslike behavior. • Treats the public with fairness and respect. Displays sensitivity, fairness, and patience when dealing with others. • Displays proper demeanor with co-workers and members of the public. • Refrains from insensitive or unprofessional remarks, gestures, writing, or other communications that can be observed by the public. • Able to manage conflict constructively and maintain a respectful demeanor with co-workers and the public. • Remains composed in stressful or hazardous situations.	2.00 (Important)
4- ATTITUDE / ACCEPTANCE OF DIRECTION: Maintains a positive attitude in general. Follows and carries out directions and orders with a professional attitude. • Willingly and positively accepts feedback, constructive criticism, and suggestions from supervisors and co-workers. Accepts ideas and approaches to solutions which are different from their own. • Makes appropriate suggestions and offers solutions and assistance to other department employees. • Motivates and influences others by setting a positive example. • Accepts responsibility and is accountable for actions.	2.00 (Important)

Measure	Weight
<p>8- TRAFFIC ENFORCEMENT: Engages in a broad range of traffic enforcement activities including moving violations, vehicle equipment, registration violations, parking ordinances, licensing, and major offenses. • Conducts proactive OVI enforcement and is proficient in administering 'Standardized Field Sobriety Tests' during OVI investigations. • Investigates traffic stops beyond the initial purpose of the stop when suspicious behavior, driver impairment, and other criminal activity is detected. • Utilizes the K-9 when drug related activity is suspected. • Conducts proper and thorough motor vehicle crash investigations and completes the OH-1 report accurately and on time. Able to accurately document crash reports using the OH-1 report form. • Takes a proactive role by increasing traffic safety through identification and enforcement in problem areas such as school zones and other documented extra patrol locations.</p>	<p>3.00 (Critical)</p>
<p>9- JOB KNOWLEDGE: Proficient in the use and navigation of the 'Sundance Emergency Services Software' system. • Possesses an understanding and knowledge in the following areas and is able to apply them to effectively perform his/her job: o Department policies/procedures o Criminal code (ORC and City Ordinances) o Traffic laws (including OVI) o Evidence collection, processing, and submission o Legal Procedures (such as case law, laws of arrest, search/seizure, criminal complaints, TPO's, and court proceedings.)</p>	<p>2.00 (Important)</p>
<p>10- JUDGMENT / DECISION MAKING / DEPENDABILITY: Uses appropriate discretion when handling incidents. Displays common sense and makes sound decisions in general. Arrests reflect appropriate charges for elements present. • Seeks help, clarification, or guidance when appropriate and before mistakes are made. • Accurately identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. • Bases enforcement and investigative actions on sufficient facts and evidence. • Decisions are commensurate with his/her authority, experience, and training. • Able to produce results, utilize time effectively, and complete assigned tasks with minimal supervision. • Reliable when acting as the shift 'Officer in Charge (OIC).' Makes appropriate decisions as the OIC during calls for service and responsibly fulfills all OIC duties. • Reports damaged or unsafe equipment immediately. • Makes logical, sound decisions under pressure.</p>	<p>3.00 (Critical)</p>

**City of Wadsworth
Evaluation Final Review**

Department: Police
Name: [REDACTED]
Evaluation Status: Administrative Review

Job Title: [REDACTED]
Position Dates: [REDACTED] — Present
Evaluation Dates: 01/01/2019 — 12/31/2019

Measure	Weight	Score
<p>1- PROFESSIONAL IMAGE / PERSONAL APPEARANCE: Presents a professional, neat appearance in attire that is appropriate to assignment or activity. • Follows department policies in the wearing of departmental uniforms. • Keeps uniform and personal equipment clean, in good condition, and up to date.</p>	<p align="center">1.00 (Basic)</p>	<p align="center">7.00 (Superior)</p>
<p>Notes: [REDACTED] presents a professional, neat appearance in attire that is appropriate to his assignment or activity. He follows department policies in the wearing of departmental uniforms. Keeps his uniform and personal equipment clean, in good condition, and up to date. — dschismenos</p>		
<p>2- ATTENDANCE / PUNCTUALITY / PREPAREDNESS FOR DUTY: Reports for duty on time, fully prepared for scheduled shifts and assignments, and with the proper attire and equipment. • Attends all court, training, and other assignments on time. • Utilizes sick time in accordance with departmental policy, Wadsworth city rules, and the collective bargaining agreement. • Follows procedure when submitting for and using paid time off (PTO). • Maintains sufficient balances of PTO to cover requests for use. • Keeps assigned departmental vehicle clean, fueled, properly equipped, and in a condition that displays a professional image. • Properly maintains assigned departmental handgun in a clean and functional condition.</p>	<p align="center">1.00 (Basic)</p>	<p align="center">7.00 (Superior)</p>
<p>Notes: [REDACTED] reports for duty on time, fully prepared for scheduled shifts and assignments, and with the proper attire and equipment. He attends all court, training, and other assignments on time. He utilizes sick time in accordance with departmental policy, Wadsworth city rules, and the collective bargaining agreement. He follows procedure when submitting for and using paid time off (PTO). He maintains sufficient balances of PTO to cover requests for use. He keeps assigned departmental vehicle clean, fueled, properly equipped, and in a condition that displays a professional image. He properly maintains assigned departmental handgun in a clean and functional condition. — dschismenos</p>		

Measure	Weight	Score
<p>3- CONDUCT: Instills confidence and respect of employees and the department through personal conduct and a professional, businesslike behavior. • Treats the public with fairness and respect. Displays sensitivity, fairness, and patience when dealing with others. • Displays proper demeanor with co-workers and members of the public. • Refrains from insensitive or unprofessional remarks, gestures, writing, or other communications that can be observed by the public. • Able to manage conflict constructively and maintain a respectful demeanor with co-workers and the public. • Remains composed in stressful or hazardous situations.</p>	<p>2.00 (Important)</p>	<p>7.00 (Superior)</p>
<p>Notes:</p> <p>██████████ instills confidence and respect of employees and the department through personal conduct and a professional, businesslike behavior. He treats the public with fairness and respect. He displays sensitivity, fairness, and patience when dealing with others. He displays proper demeanor with co-workers and members of the public. He refrains from insensitive or unprofessional remarks, gestures, writing, or other communications that can be observed by the public. He is able to manage conflict constructively and maintain a respectful demeanor with co-workers and the public. He remains composed in stressful or hazardous situations. ██████████ is invaluable in preparing for, during, and handling the aftermath of stressful or hazardous situations. – dschismenos</p>		
<p>4- ATTITUDE / ACCEPTANCE OF DIRECTION: Maintains a positive attitude in general. Follows and carries out directions and orders with a professional attitude. • Willingly and positively accepts feedback, constructive criticism, and suggestions from supervisors and co-workers. Accepts ideas and approaches to solutions which are different from their own. • Makes appropriate suggestions and offers solutions and assistance to other department employees. • Motivates and influences others by setting a positive example. • Accepts responsibility and is accountable for actions.</p>	<p>2.00 (Important)</p>	<p>7.00 (Superior)</p>
<p>Notes:</p> <p>██████████ maintains a positive attitude in general. He follows and carries out directions and orders with a professional attitude. He willingly and positively accepts feedback, constructive criticism, and suggestions from supervisors and co-workers. He accepts ideas and approaches to solutions which are different from his own. He makes appropriate suggestions and offers solutions and assistance to other department employees. He motivates and influences others by setting a positive example. ██████████ accepts responsibility and is accountable for actions. – dschismenos</p>		
<p>5- TRAINING & DEVELOPMENT: Undertakes special duties such as SWAT, officer training, property room, bike patrol, task forces, community education programs, public relations, community policing efforts, etc. • Voluntarily identifies interests and areas of improvement or development. Seeks to improve job performance through training and solicits opportunities for growth. • Shows a willingness and positive attitude towards training and development. • Completes Daily Training Bulletins each month and promptly acknowledges policy updates.</p>	<p>1.00 (Basic)</p>	<p>7.00 (Superior)</p>

Measure	Weight	Score
<p>Notes:</p> <p>██████████ though undertakes special duties such as SWAT and officer training. He participates in community education programs, public relations and, community policing efforts. He voluntarily identifies interests and areas of improvement or development. He seeks to improve job performance through training and solicits opportunities for growth. He shows a willingness and positive attitude towards training and development. On occasion ██████████ has to be reminded to complete Daily Training Bulletins. This seems to be due to the amount of time spent away from his patrol assignment such as trainings and PTO. – dschismenos</p>		
<p>6- INITIATIVE / TIME MANAGEMENT: Maintains self-initiated activity at a level comparable to shift/department average and work assignment. • Participates in department sanctioned community events such as National Night Out, Citizens Police Academy, Cops and Kids, and others. • Handles assigned calls in a timely and prompt manner in order to be available for other calls. • Prioritizes patrol time through self-initiated activity in the enforcement of criminal and traffic laws, OVI patrol and enforcement, building security checks, and neighborhood patrol.</p>	<p>1.00 (Basic)</p>	<p>6.00 (Highly Commendable)</p>
<p>Notes:</p> <p>I would like to see ██████████ complete case investigation and documentation in a more timely manner. I know this is difficult with all of the extra assignments he takes on but would encourage him to seek a better balance. – dschismenos</p> <p>██████████ maintains self-initiated activity at a level comparable to shift/department average and work assignment. He participates in department sanctioned community events such as National Night Out, Cops and Kids, and others. He handles assigned calls in a timely and prompt manner in order to be available for other calls. He prioritizes patrol time through self-initiated activity in the enforcement of criminal and traffic laws, OVI patrol and enforcement, building security checks, and neighborhood patrol. – dschismenos</p>		
<p>7- COMMUNICATION SKILLS: Writes complete, accurate reports which are neat, professional, and easy to read and understand. Utilizes proper grammar and spelling in incident reports and other formal communications. • E-mail communications are prompt, accurate, and appropriate. • Accurately and completely prepares cases for prosecutor review. • Provides clear, concise, and effective oral communications. • Clearly recalls, articulates, and documents events or actions taken during stressful situations. • Able to establish rapport with citizens in various situations, is tactful when handling calls for service, and can communicate objectively with individuals of diverse backgrounds. • Able to diffuse and de-escalate situations using verbal skills. • Keeps co-workers and supervisors adequately informed of new information. • Radio traffic is audible, clear, concise, and devoid of unnecessary talk. • Displays a professional and courteous demeanor over the radio. • Promptly broadcasts necessary information to dispatch and other units. • Communicates with co-workers and citizens in a professional manner (verbally and written). • Portrays a calm, controlled demeanor over the radio during high stress situations. • Able to communicate effectively under pressure.</p>	<p>2.00 (Important)</p>	<p>7.00 (Superior)</p>

Measure	Weight	Score
<p>Notes:</p> <p>██████████ writes complete, accurate reports which are neat, professional, and easy to read and understand. He utilizes proper grammar and spelling in incident reports and other formal communications. His e-mail communications are accurate, and appropriate but could be more timely. He accurately and completely prepares cases for prosecutor review. He provides clear, concise, and effective oral communications. He clearly recalls, articulates, and documents events or actions taken during stressful situations. This is one of his strengths. He is able to establish rapport with citizens in various situations, is tactful when handling calls for service, and can communicate objectively with individuals of diverse backgrounds. He is able to diffuse and de-escalate situations using verbal skills. He keeps co-workers and supervisors adequately informed of new information. His radio traffic is audible, clear, concise, and devoid of unnecessary talk. He displays a professional and courteous demeanor over the radio. He promptly broadcasts necessary information to dispatch and other units. He communicates with co-workers and citizens in a professional manner (verbally and written). He portrays a calm, controlled demeanor over the radio during high stress situations. He is able to communicate effectively under pressure. This is another strength. – dschismenos</p>		
<p>8- TRAFFIC ENFORCEMENT: Engages in a broad range of traffic enforcement activities including moving violations, vehicle equipment, registration violations, parking ordinances, licensing, and major offenses. • Conducts proactive OVI enforcement and is proficient in administering 'Standardized Field Sobriety Tests' during OVI investigations. • Investigates traffic stops beyond the initial purpose of the stop when suspicious behavior, driver impairment, and other criminal activity is detected. • Utilizes the K-9 when drug related activity is suspected. • Conducts proper and thorough motor vehicle crash investigations and completes the OH-1 report accurately and on time. Able to accurately document crash reports using the OH-1 report form. • Takes a proactive role by increasing traffic safety through identification and enforcement in problem areas such as school zones and other documented extra patrol locations.</p>	<p>3.00 (Critical)</p>	<p>7.00 (Superior)</p>
<p>Notes:</p> <p>██████████ engages in a broad range of traffic enforcement activities including moving violations, vehicle equipment, registration violations, parking ordinances, licensing, and major offenses. I have not had the opportunity to observe ██████████ abilities as they relate to OVI enforcement. His current day shift assignment does not often present OVI enforcement opportunities. ██████████ investigates traffic stops beyond the initial purpose of the stop when suspicious behavior, driver impairment, and other criminal activity is detected. The K-9 is not readily available during our day shift hours but I do know ██████████ to seek out this resource when necessary. ██████████ conducts proper and thorough motor vehicle crash investigations and completes the OH-1 report accurately and on time. He is able to accurately document crash reports using the OH-1 report form. He takes a proactive role by increasing traffic safety through identification and enforcement in problem areas such as school zones and other documented extra patrol locations. – dschismenos</p>		
<p>9- JOB KNOWLEDGE: Proficient in the use and navigation of the 'Sundance Emergency Services Software' system. • Possesses an understanding and knowledge in the following areas and is able to apply them to effectively perform his/her job: o Department policies/procedures o Criminal code (ORC and City Ordinances) o Traffic laws (including OVI) o Evidence collection, processing, and submission o Legal Procedures (such as case law, laws of arrest, search/seizure, criminal complaints, TPO's, and court proceedings.)</p>	<p>2.00 (Important)</p>	<p>7.00 (Superior)</p>

Measure	Weight	Score
<p>Notes:</p> <p>██████████ is proficient in the use and navigation of the 'Sundance Emergency Services Software' system. He possesses an understanding and knowledge in the following areas and is able to apply them to effectively perform his job: -Department policies/procedures -Criminal code (ORC and City Ordinances) -Traffic laws (including OVI) -Evidence collection, processing, and submission -Legal Procedures (such as case law, laws of arrest, search/seizure, criminal complaints, TPO's, and court proceedings.) – dschismenos</p>		
<p>10– JUDGMENT / DECISION MAKING / DEPENDABILITY: Uses appropriate discretion when handling incidents. Displays common sense and makes sound decisions in general. Arrests reflect appropriate charges for elements present. • Seeks help, clarification, or guidance when appropriate and before mistakes are made. • Accurately identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. • Bases enforcement and investigative actions on sufficient facts and evidence. • Decisions are commensurate with his/her authority, experience, and training. • Able to produce results, utilize time effectively, and complete assigned tasks with minimal supervision. • Reliable when acting as the shift 'Officer in Charge (OIC).' Makes appropriate decisions as the OIC during calls for service and responsibly fulfills all OIC duties. • Reports damaged or unsafe equipment immediately. • Makes logical, sound decisions under pressure.</p>	<p>3.00 (Critical)</p>	<p>7.00 (Superior)</p>
<p>Notes:</p> <p>██████████ uses appropriate discretion when handling incidents. He displays common sense and makes sound decisions in general. His arrests reflect appropriate charges for elements present. He seeks help, clarification, or guidance when appropriate and before mistakes are made. He accurately identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. He bases enforcement and investigative actions on sufficient facts and evidence. His decisions are commensurate with his authority, experience, and training. He is able to produce results, utilize time effectively, and complete assigned tasks with minimal supervision. ██████████ is reliable when acting as the shift 'Officer in Charge (OIC).' He makes appropriate decisions as the OIC during calls for service and responsibly fulfills all OIC duties. He reports damaged or unsafe equipment immediately and is often the source of fixing or replacing said equipment. He makes logical, sound decisions under pressure and is often someone that is looked to by other officers for guidance in high stress situations. – dschismenos</p>		

Measure	Weight	Score
<p>11- OFFICER SAFETY & TACTICS: Handles suspects and prisoners professionally, effectively, and safely. Maintains a position of advantage, whenever possible. • Controls the environment, recognizes danger, and requests assistance, when needed. Establishes and retains control of situations and does not hesitate to take action. • Utilizes the appropriate level of force necessary. • Able to operate in a safe, tactical manner during emergencies, arrest situations, traffic stops (low and high risk), and building searches. • Demonstrates proficiency in the safe handling and use of firearms and Taser equipment. • Operates department vehicles safely and obeys traffic laws during non-emergency operations and routine patrol. • Operates department vehicles in a cautious and controlled manner during vehicle pursuits and when responding to emergency, in-progress, or high priority calls. • Assesses and manages traffic crash scenes safely to protect victims, other drivers, and public safety workers. Able to set up efficient traffic control measures to maintain the flow of traffic.</p>	<p>3.00 (Critical)</p>	<p>7.00 (Superior)</p>
<p>Notes:</p> <p>██████████ handles suspects and prisoners professionally, effectively, and safely. He maintains a position of advantage, whenever possible. He controls the environment, recognizes danger, and requests assistance, when needed. He establishes and retains control of situations and does not hesitate to take action. He utilizes the appropriate level of force necessary. ██████████ is able to operate in a safe, tactical manner during emergencies, arrest situations, traffic stops (low and high risk), and building searches. He demonstrates proficiency in the safe handling and use of firearms and Taser equipment. ██████████ is one of the most skilled officers in these areas. He operates department vehicles safely and obeys traffic laws during non-emergency operations and routine patrol. He operates department vehicles in a cautious and controlled manner during vehicle pursuits and when responding to emergency, in-progress, or high priority calls. He assesses and manages traffic crash scenes safely to protect victims, other drivers, and public safety workers. He is able to set up efficient traffic control measures to maintain the flow of traffic. – dschismenos</p>		
<p>12- INVESTIGATIVE & TECHNICAL SKILLS: Investigates incidents completely, thoroughly, and professionally. Generates and pursues all available investigative leads. • Appropriately manages, prioritizes, and completes investigations in a timely manner. • Utilizes proper questioning techniques during interviews and interrogations. • Is aware of investigative resources and utilizes them when needed. • Able to fully investigate criminal / traffic cases to include, but not limited to, scene processing, evidence handling, interview skills, and case follow-up. • Able to comprehend technological and equipment advances relevant to position. Makes an effort to keep up to date on new equipment, knowledge, and tactics in law enforcement. • Conducts relevant case follow-ups and documents them in a timely manner, and without supervisor prompting. • Takes appropriate photographs at crime scenes, traffic crashes, and during criminal investigations that contain relevant perspective, sufficient detail, and are usable as evidence.</p>	<p>3.00 (Critical)</p>	<p>6.00 (Highly Commendable)</p>

Measure	Weight	Score
<p>Notes:</p> <p>██████████ investigates incidents completely, thoroughly, and professionally. He generates and pursues all available investigative leads. Due to the amount of time spent on alternate assignment and the available PTO because of his length of service it is sometimes difficult to keep up with patrol cases and duties. ██████████ does his best to appropriately manage, prioritize, and complete investigations in a timely manner. He utilizes proper questioning techniques during interviews and interrogations. He is aware of investigative resources and utilizes them when needed. He fully investigates criminal and traffic cases to include, but not limited to, scene processing, evidence handling, interview skills, and case follow-up. He is able to comprehend technological and equipment advances relevant to position and makes an effort to keep up to date on new equipment, knowledge, and tactics in law enforcement. He conducts relevant case follow-ups and documents them in as timely a manner as possible for him, and on occasion needs reminded about completing cases. ██████████ takes appropriate photographs at crime scenes, traffic crashes, and during criminal investigations that contain relevant perspective, sufficient detail, and are usable as evidence. – dschismenos</p>		

Notes
<p>██████████ is an asset to the department. He is a competent and reliable officer with a wealth of knowledge relating to so many areas of law enforcement. The ability to use ██████████ as in in house trainer is invaluable as is his ability to use that knowledge in the field for his own use as an officer. – dschismenos</p>

Employee Comments
<p> </p>

Supervisor: *Sgt. Schismenos #33* Date: *1/18/2020*

Employee: ██████████ Date: *1/18/20*

Your signature acknowledges receipt of this document. It shall not be construed as agreement with the contents herein.

Evaluation Pay Report

Department:	Police	Job Title:	[REDACTED]
Name:	[REDACTED]	Position Dates:	[REDACTED] — Present
Evaluation Status:	Administrative Review	Evaluation Dates:	01/01/2019 — 12/31/2019
Final Score:	6.83		

Wadsworth Police Personnel Evaluation Patrol Officer

Employee Name <div style="background-color: black; width: 100%; height: 20px;"></div>	Rating Supervisor Name <div style="text-align: center; font-weight: bold; font-size: 1.2em;">Chafin</div>	Shift <div style="background-color: black; width: 100%; height: 20px;"></div>	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special <input type="checkbox"/> Probationary
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Part 1: Performance

A. Quality: Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments

In reviewing the year for [REDACTED] with regards to quality I think it is important to look at the various roles [REDACTED] has in the department. As an officer he generally does a good job with his reports and he completes his work in an efficient manner. As a trainer, I think [REDACTED] provides a very high quality product. One area that is important to note is the development of our DT program. After taking a more prominent role in DT I believe the program has improved significantly. There has been an added focus on the relevant factors in a use of force (Graham v. Connor) which is critically important for our officers and the agency. There has also been a transition to the Gracie Survival Tactics. This in and of itself is a major development for the department and one that was largely pursued by [REDACTED]. I would also note continued improvements in the department's Taser program. One example would be the introduction of the Taser suit in training. This was all on top of his regular range and SWAT duties and role as an FTO.

B. Quantity: Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments

In reviewing quantity of work for [REDACTED] it is especially important to review the work completed based on the actual number of days [REDACTED] worked the road. When factoring in PTO, departmental ranges/Taser training/DT training, SWAT, and his time as an FTO [REDACTED] only worked 130 days on the road. In considering a per day average, [REDACTED] was at 126% of the shift average in traffic stops, 104% of CFS's, and right at the shift average for overall reporting services. By the same measure however he was below the shift averages for M arrests, F arrests, reports, and OH1's. While reports and OH1's are largely a function of calls one is dispatched to, the arrests are worth noting. In general [REDACTED] plays a large part in overall traffic enforcement and was one of the few officers that I could depend on to target extra patrols and high complaint areas. Regardless of the numbers, [REDACTED] is efficient with his reports and he never requires prompting to "hit the road." In looking towards 2019 I would suggest noting arrests as a potential area for improvement. While mentioned above, it is also worth noting the time and preparation it takes to conduct training. [REDACTED] has to make time on shift or on his own time to prepare for all of the various aspects of training.

C. Knowledge of Work: Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the

job.

Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.

Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments

██████████ functions well as an officer and OIC and regularly demonstrates a satisfactory understanding of laws, policies and procedures. As a trainer, I would absolutely consider him to be a subject matter expert. Having attended several other trainer level courses, and seeing first hand trainers from other departments, ██████████ is playing a significant role in providing a much higher quality level of training than is regularly available at other agencies.

D. Initiative: Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

- Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.
- Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.
- Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.
- Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments

Initiative is again a two part analysis. As an officer [REDACTED] completes his work and is active. Although his overall numbers look low when compared to department or shift averages, when accounting for actual days worked on the road his T/S are above average and a good indicator of proactivity. What I think makes a real difference in this category relates to [REDACTED] role in training, specifically the improvements made to department training this year. [REDACTED] recognized a significant area for improvement in our department's DT program and he was able to push for a real solution to the issue.

E. Oral Communication: Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

- Effective oral communicator who consistently listens and communicates effectively.
- Typically listens and provides information that is clear and concise.
- Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.
- Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments

[REDACTED] is a solid communicator. He regularly keeps me informed of his cases/follow ups. He also does a great job during departmental trainings of conveying key concepts and principles. He is also a great resource for community presentations. In August he received a very complimentary note about a presentation he did at the Library on personal safety. [REDACTED] also participated in ALICE training this year. The PD received compliments from the SD, superintendent, and teachers about the training. It is also worth noting that [REDACTED] is considered by other officers and dispatchers as one of the best communicators under stress.

F. Written Communication: Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

- Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.
- Written work is acceptable, understandable, and suitable for the job.
- Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.
- Consistently does not express information well. Major improvements required.

Examples / Comments

The above ranking accurately reflects [REDACTED] work. It is acceptable, understandable and suitable for the job. I spend a normal amount of time reviewing his work and find it to be accurate, concise and completed on time.

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments

I think [REDACTED] does a good job at recognizing issues and problems and resolving those in a prompt and accurate manner. What sets him apart in this category is his ability to do so under stressful circumstances. Ptl. Sipos also mentioned this year that during two pursuits that took place while she was OIC she appreciated [REDACTED]'s assistance and trusted him as a resource. Personally, I know that I can depend on [REDACTED] during critical calls. A good example was a call involving [REDACTED] earlier this year (also mentioned below). [REDACTED] made threats towards friends and family and indicated that he was going to retrieve a firearm from his home. When we arrived [REDACTED] was inside the home and we were initially unable to make contact with him. During the call, [REDACTED] and I were able to communicate over the radio regarding our potential approaches and strategy. [REDACTED] made several suggestions including utilizing the FD for traffic control which lead to a successful and safe conclusion to the incident.

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments

In 201[REDACTED] attended Use of Force Instructor School, Gracie Survival Tactics, and ILEETA. In each of these cases, he not only received training but he also put himself in a position to relay that information to others in the department. With regards to the U of F and Gracie schools these were areas where he identified skills that he needed, but more importantly they have allowed him to fill gaps in our overall training programs.

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.
- Works satisfactorily well with co-workers, other staff, and/or the public.
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments

[REDACTED] has been a consistent presence on second shift. We have had to deal with multiple personnel changes and low shift staffing. He has been an important constant, especially considering his interactions with new officers. He works consistently well with others to include officers, dispatchers and the public.

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments

[REDACTED] is a good team player and I have really appreciated his efforts to act in a mentoring role to newer officers. He has provided good advice, motivation, and encouragement superficially to Ptl Feke and Ptl Kuduzovic. One area that is not specifically addressed in this review format, but has been critically important, has been with his willingness to debrief with officers after critical incidents. Earlier in the year, we had a report that [REDACTED] had made threats to friends and family members before entering his home to retrieve a firearm. While the call ended successfully, the shift that day was made up of [REDACTED] me, and three very new officers. [REDACTED] and I conducted a shift debrief that identified successes and areas for improvement. His credibility and knowledge were critical to making this a success and I think the new officers walked away with a much better understanding of what to do in future incidents. More recently Ptl. Feke and I had an incident which involved a resisting suspect that attempted to disarm me. This was Ptl. Feke's first use of force and significant resisting. [REDACTED] immediately recognized the importance of conducting an immediate debrief. We were able to review the video and discuss the incident. I know that this had a positive impact on Ptl. Feke.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

Examples / Comments

[REDACTED] is always on time and prepared for shift and there were no incidents of unexcused absences or patterned absences. He has also willingly flexed his normally schedule hours to accommodate department trainings.

Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- Outstanding Commendable Satisfactory Marginal Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

As has been the theme for much of this review, I think it's important to address [REDACTED] multiple and distinct roles in the department. In looking at the overall stats for the year [REDACTED] finished the year just above the shift average (104% of shift average) for enforcement and traffic related traffic categories when accounting for actual days worked. While his traffic stops were well above the shift average his overall arrests and reporting functions were much lower than the rest of the shift. In considering the other attributes that he brings to the shift - leadership, performance under pressure, teamwork - I feel he absolutely had a commendable year. With regards to his role as a trainer in the department, I think that this year was beyond the commendable ranking. The department's Taser training program has made significant improvements over the past four to five years and that development continued this year. I truly believe that the developments in the DT program will go a long way to better preparing our officers and the department for future U of F incidents. I would also credit [REDACTED] with pursuing these changes and compliment him on the introduction of these new concepts to the department.

Set. 1000 (A #)

1-2-19

Supervisor Signature

Date



Wadsworth Police Personnel Evaluation Patrol Officer

Employee Name [REDACTED]	Rating Supervisor Name Sgt. Chafin	Shift [REDACTED]	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special <input type="checkbox"/> Probationary
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Part 1: Performance

A. Quality: Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments
<p>For purposes of the annual review I think it is most appropriate to look at two components or categories of work. The first being work on the road that directly relates to [REDACTED] performance. Over the last year [REDACTED] was involved in two uses of force and one pursuit. With regards to the use of forces [REDACTED] remained exceptionally calm and provided significant direction and coordination of officers at the scene. Having reviewed both of these I found his actions to be commendable. With regards to the pursuit, [REDACTED] did an excellent job. After the Chief reviewed it he suggested that it be used for a shift training as it was a model pursuit. The second category of work would relate to reports and documentation. [REDACTED]'s reports contain the necessary information for prosecution and are usually complete and require little edits. The only errors usually come from including documents/materials for Pros. worksheet packets, or missing certain boxes/correctly filling out fields in Sundance or OH1's. These are all within the normal amount of supervisory review.</p>

B. Quantity: Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments
<p>When considering quantity it is important to factor in the number of days actually worked given [REDACTED]'s commitment to training and other tasks. In calculating days worked he was on the road for 163 days. If his time as an FTO is factored in he was only working the road on his own for 140 days. Despite that, [REDACTED] finished first for the shift in T/S at 254 (37% above shift average) and cites at 150 (42% above shift average). He ranked 5th in Mis. arrests with 21 and 3rd in OVI's with 4. [REDACTED] total number of CFS were lower than the shift average at 804 but this statistic almost exactly mirrors the difference in days worked (17% below shift average on CFS and his days worked were 20% the shift average). [REDACTED] took the fewest reports on shift at 42 but when all of his work was combined his proactive traffic enforcement brought up his overall totals much closer to the shift average.</p>

C. Knowledge of Work: Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.

Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments

As referenced above in the most critical incidents [REDACTED] was involved in this year he demonstrated a high level of understanding for laws, job policies, and procedures. In general [REDACTED] is a self starter and works with minimal supervision. The only room for improvement would come in the area of ensuring that his reports/OH1's are free from error or contain all of the necessary documents.

D. Initiative: Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

- Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.
- Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.
- Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.
- Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments

regularly initiates his own work as evidenced by his high number of traffic stops. As a trainer he is also responsible for developing that material. In 2017 initiated a major change to our active shooter training focusing on the overall coordination and evacuation. He is also responsible for coordinating the range trainings and does so with little supervision. All of the research/process that goes into those trainings is independently gather by

E. Oral Communication: Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

- Effective oral communicator who consistently listens and communicates effectively.
- Typically listens and provides information that is clear and concise.
- Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.
- Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments

does an effective job communicating with his co-workers and the public. I would like to note that specifically does very well with children. There were two cases this year (domestic and child endangering) where conducted interviews and/or stayed with the children for an extended period of time. His demeanor with them was outstanding.

F. Written Communication: Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

- Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.
- Written work is acceptable, understandable, and suitable for the job.
- Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.
- Consistently does not express information well. Major improvements required.

Examples / Comments

does a good job with his reports and his narratives require few changes. In the instances where corrections were sent back the errors were not critical.

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments

As mentioned above I would call special attention to the instances where [REDACTED] was required to make decisions under significant pressure (use of force and pursuit). With regards to the pursuit [REDACTED] did an excellent job of making decisions and because of the information he provided and the manner in which he provided it I never felt like I had to intervene and the pursuit ended successfully. With regards to the uses of force as I mentioned above [REDACTED] did a commendable job in handling the situation and helping to direct other officers at the scene.

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments

[REDACTED] is obviously very passionate about training and he has been an essential part of several WPD training programs. He is also relied upon outside the agency when he helps set up and develop training for SWAT. In 2017 [REDACTED] made a shift in our active shooter program and changed the focus to overall coordination and victim rescue. In addition to these roles he also acted as an FTO.

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.
- Works satisfactorily well with co-workers, other staff, and/or the public.
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments

[REDACTED] gets along well and works well with the rest of the shift.

Employee Name

Reviewing Supervi

Sgt. Chafin

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments

is a good team player and is willing to assist others.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

Examples / Comments

is consistently on time and is ready for duty at the beginning of shift. He had one documented incident of being late for a training at OPOTA. His vacation and sick use were within his balances but his use of comp time did exceed the 120 hours.

Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- Outstanding
- Commendable
- Satisfactory
- Marginal
- Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

Overall is a capable officer and he has been an asset on our shift. In the most critical incidents he was called to he performed very well under pressure and made sound decisions. As he continues into 2018 I would encourage him to spend some extra time going over his cases to avoid small errors. dramatically increased his traffic stops from 2016 and made the most on shift in 2017. I would encourage him to continue that drive and look at other categories to see if he can drive those numbers as well.

12/20/17

Supervisor Signature

12/20/17

Date

12/20/17

Date

Wadsworth Police Personnel Evaluation Patrol Officer

Employee Name <div style="background-color: black; width: 100%; height: 20px;"></div>	Rating Supervisor Name Sgt Mike Ballway	Shift Overlap	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special <input type="checkbox"/> Probationary
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Part 1: Performance

A. Quality: Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments

[REDACTED] typically does well on his reports. His narratives are easy to follow and provide the necessary information for prosecution. **[REDACTED]** reports sometimes have minor errors and typos. I believe these would be caught if **[REDACTED]** did more proof reading prior to submitting his reports. Lt. Dorland advised that, in 2016, he emailed **[REDACTED]** three times requesting the firearms training records from May 31 through June 3. Per Lt. Dorland, he never received the records.

B. Quantity: Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments

[REDACTED] accomplished the tasks that were put before him within a timely manner. He is a very capable officer, who is able to quickly identify criminal activity and act upon it. In 2016 **[REDACTED]** self initiated activity was 5th out of seven officers with 124 traffic stops. He was 7th in arrests with 17 and 7th in incident reports with 25. It should be noted that **[REDACTED]** conducted departmental training, field training for three new officers and attended monthly SWAT training during 2016. This reduced his actual road time by at least 110 days.

C. Knowledge of Work: Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, and procedures relevant to the job.
- Occasionally demonstrates a poor understanding of the laws, policies, and/or procedures relevant to the job.
- Consistently demonstrates a poor understanding of the laws, policies, and/or procedures relevant to the job.

Examples / Comments

[REDACTED] has demonstrated throughout the year that he has a very good knowledge of applicable laws, policies and procedures, though there was an incident in which he didn't follow a departmental policy for missing persons (see comments for Problem Solving/Decision Making for additional information). He functions well while handling his responsibilities and accomplishes the tasks that are put before him with minimal supervision. This is evident by him being chosen as a field training officer and training three officers in 2016.

D. Initiative: Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

Is resourceful and develops constructive ideas and solutions to problems and tasks.

Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.

Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.

Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments

Besides working the road, [REDACTED] is also a range instructor, taser instructor, field training officer and a member of the Medina County SWAT team. Volunteering for and participating in these areas shows that [REDACTED] is a highly motivated officer with a lot of initiative.

E. Oral Communication: Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

Effective oral communicator who consistently listens and communicates effectively.

Typically listens and provides information that is clear and concise.

Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.

Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments

[REDACTED] communicates well with the public and his coworkers. His radio traffic is typically loud and clear with no excessive verbiage. I have not received any complaints from WPD dispatchers about [REDACTED] radio usage.

F. Written Communication: Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.

Written work is acceptable, understandable, and suitable for the job.

Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.

Consistently does not express information well. Major improvements required.

Examples / Comments

[REDACTED] reports are articulate, with few errors. Those that he makes appear to be due to haste in completing the reports. Taking the extra time to proof read his reports prior to submitting them would probably alleviate the errors.

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.**
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments

is able to investigate incidents, gather pertinent information and formulate plans of action with minimal supervision. He also serves as an Officer in Charge at times during my absence. s decision making ability is generally good. I haven't had to countermand any of his decisions, though there was an incident in which another sergeant did. At the time, was training a new officer and advised her not to enter a missing female into LEADS. He also advised her not to complete an incident report. These instructions were incorrect and later reversed by the other sergeant.

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.**
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments

As a training officer, conducts a lot of our departmental training. He keeps himself up to date with real world situations and adjusts his training to meet those needs. This prevents the training from becoming stagnant and keeps the interest of the officers. has always been eager to attend training that would benefit him and the department.

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.**
- Works satisfactorily well with co-workers, other staff, and/or the public.
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments

is well liked by his peers and works well with them. He is friendly and polite, but at the same time maintains excellent officer safety.

Employee Name

Reviewing Superv

Sgt Mike Ballway

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments

is able to work with all of our officers and they're able to work with him. He's very personable and liked by his coworkers. is quick to assist other officers or take their calls when needed.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

Examples / Comments

has not been an attendance or punctuality problem. His paid time off usage hasn't exceeded his balance and hasn't put undue strain on the shift.

Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- Outstanding
- Commendable ←
- Satisfactory
- Marginal
- Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

is a very capable officer who knows his job and produces good work. He's a pleasure to work with and well liked. The areas for development include his written communication and quantity of work. I feel written communication would be taken care of if took the time to proof read all of his work. In doing so, he would probably catch most of the minor errors he's making. Quantity of work pertains mainly to the road. was away from the road quite a bit this year, but could still improve quantity by initiating more traffic stops. With more stops comes the opportunities to uncover more criminal activity.

SGT *Michael D. Ballway* #28

1-9-17
Date

1/9/17
Date

Wadsworth Police Evaluation Form - Patrol Officer

Employee Name [REDACTED]	Rating Supervisor Name Sgt Elchlinger	Shift [REDACTED]	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special <input type="checkbox"/> Probationary
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Part 1: Performance

A. **Quality:** Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments:

[REDACTED] reports are well written, and the narratives are accurate and easily understandable. Most of his reports were approved without having to be sent back for corrections.

B. **Quantity:** Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a average amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments:

[REDACTED] was around the middle/low average numbers for 2015 on 3rd shift. [REDACTED] did use some of his time working on range and SWAT training lesson plans but needs to be more proactive on shift.

C. **Knowledge of Work:** Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.
- Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments:

[REDACTED] has a high level job knowledge and requires minimal supervision.

Employee Name [REDACTED] Reviewing Supervisor Sgt Elchlinger

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making

improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or execute resourceful solutions to problems and tasks.

- Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.
- Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.
- Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.
- Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments:

██████████ is a veteran officer that makes sound decisions. As stated above he was below the expectations for self initiated activity, but remains on the upper end in this category as he is regularly working to improve our equipment and the training program and is resourceful and makes sound decisions.

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

- Effective oral communicator who consistently listens and communicates effectively.
- Typically listens and provides information that is clear and concise.
- Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.
- Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments:

██████████ is a good communicator with his co-workers and the public.

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

- Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.
- Written work is acceptable, understandable, and suitable for the job.
- Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.
- Consistently does not express information well. Major improvements required.

Examples / Comments:

As stated above ██████████ writes well organized reports, with minimal issues. He also has a sound grasp on the Sundance reporting system and a minimal amount of supervision is required as few of his reports are sent back for revisions.

Employee Name _____

Reviewing Supervisor _____

Sgt Elchlinger

G. **Problem Solving / Decision Making:** Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.

Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield ()r results.

Examples / Comments:

██████████ is a competent veteran officer who makes sound, timely decisions. He shows leadership and makes sound tactical decisions.

H. **Training/Development:** Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory (high)level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments:

██████████ serves are the department firearms instructor as well as the MCSO SWAT team trainer. He is motivated and very skilled and competent at what he does. ██████████ is constantly seeking outside training, often on his own time and is passionate about training his co-workers.

I. **Interpersonal Skills:** Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.
- Works satisfactorily well with co-workers, other staff, and/or the public.
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments:

██████████ gets along well with his co-workers and the public. I have not received any citizen or co-worker complaints and have observed multiple interactions with both.

Employee Name ██████████ Reviewing Supervisor Sgt Elchlinger

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments:

██████████ works well with others and has good working and personal relationship with all of his co-workers.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.

Occasionally does not adhere to scheduled work hours.

Consistently does not adhere to scheduled work hours.

Examples / Comments:

██████████ had no documented tardy occurrences in 2015 and is generally in the squadroom at the start of his shift. In 2015 ██████████ utilized 192hrs of his allotted 141hrs of vacation time. He only used 2 sick days all year until foot injury forced him on light duty status. He did not use any of his 88hrs of Holiday time, and used 95hrs of comp time, and 1 bonus day.

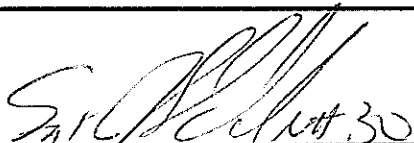
Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

Outstanding Commendable Satisfactory Marginal Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

In 2016 ██████████ will be assigned as ██████████ a very good investigative officer and has been very proactive in years past. With this new assigned shift I would like to see a significant increase in self initiated activity especially in the category of traffic stops and OVI enforcement. He was 2nd on the shift in OVI arrests and perhaps he should consider working with the OVI task force.



Supervisor Signature



Date



Date

February 28, 2016

Sgt Elchlinger,

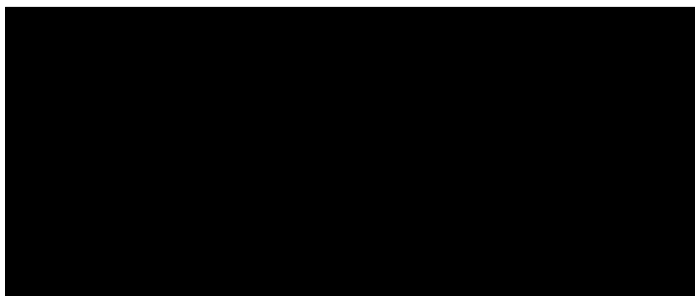
This is my second rebuttal to my 2015 employee evaluation.

I am extremely disappointed in this rebuttal process. My previous rebuttal went into great detail concerning my quantity of work and how it compares to my co-workers. My disappointment stems from you and Lt Wyrick's failure to take notice and document any of these facts on my evaluation. Additionally the continued focus on traffic stops alone as the foundation of what makes a third shift officer productive makes me wonder if my rebuttal was even taken seriously. Quantity of work is more than stopping every vehicle with one headlight or every vehicle that is missing a front plate. For the rest of my activity not to be considered and documented is not an accurate account of my performance.

Noted in Areas for Development, you would like to see a "significant increase in self-initiated activity especially in the category of traffic stops and OVI enforcement." Compared to my co-workers I had the 2nd most OVI arrests, I still do not understand how this is an area that needs further development. Concerning the area of traffic stops, I have given this a lot of thought. I will not make petty stops just to gain numbers. I feel the only way I can make more quality stops is to be on the road more. The only way I can make sure I am on the road more is to give up my responsibilities as a trainer. This aspect frustrates me considering you were once a trainer but it is obvious that something has changed. Either you fail to remember the work that goes into planning and executing training or the department no longer considers training when evaluating an officer's productivity.

Documenting my earned paid time off in a manner that suggests I do not consistently adhere to scheduled work hours is ridiculous. Additionally, not considering the numerous times I have adjusted my schedule to conduct training is insulting. I would also like to remind you that during the OTOA conference we responded to a SWAT call out in our city. After the SWAT call you decided to stay home and not return to the conference do to the long drive and lack of sleep. Though, I return to the conference in order to complete my training class. I am not bringing this up to fault your decision rather it goes to show you the length I will go to adhere to my scheduled work hours despite being called away during my off time.

This evaluation process should mean something. The problem seems to be that every supervisor views it differently and evaluates officers on what they think is important. Likewise, many senior officers brush off the evaluation with the belief it doesn't mean anything. With the FTO evaluation you have specific definitions of what is unacceptable, acceptable or outstanding, why not evaluate the officers the same way? With the current yearly evaluation officers are at the mercy of what the supervisor thinks it should be. My quantity of traffic stops was listed as "below average", the average is based on a number of 15 traffic stops. You were unable to provide me with data that supports the idea that 15 traffic stops is what makes an officer average for third shift. The standard needs to have merit, it shouldn't be a number you think is going to be acceptable. The same goes for the rest of the evaluation, each rating should be supported by actual examples whether they are good, bad or combination but the focus shouldn't be one sided.



1/24/16

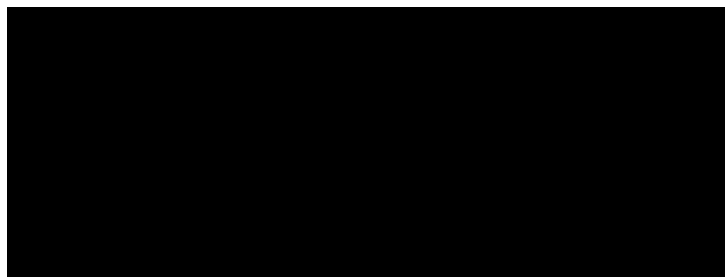
Chief Reinke,

I disagree with my 2015 evaluation and request that my evaluation be reviewed further and modified to accurately reflect my performance for 2015. My concerns with the review are with Quantity, Attendance and Performance Summary.

Concerning quantity, Sgt Elchlinger rated my performance as average based solely on my monthly average number of traffic stops which was 9. Sgt Elchlinger also states that my average was below the third shift guidelines of 15 traffic stops per month. I would like address the shift guideline first. The guideline of 15 stops per a month would mean an officer would end up with 180 traffic stops for the year. In the case of third shift, only Ptl Ahern managed to meet this goal. If only one officer is able to meet the guideline is that guideline an acceptable and obtainable goal? I don't believe it is acceptable or obtainable. My focus for traffic stops is not about just stopping someone for any violation but rather I focus on more quality stops. My traffic citations and OVI arrests are evidence of my quality stops and reflect another aspect of above average quantity of work. In 2015 I made 113 traffic stops which resulted in 53 traffic citations and had 8 OVI arrests. Comparing these numbers against my fellow third shift officers you will see I ranked second for traffic citations, OVI arrests and parking citations. Another aspect of my quantity that was glossed over in the review was my involvement in training and weapons maintenance. In 2015 I conducted more training for our department and County SWAT team than any other officer. This training takes a lot of preparation and research. With weapon maintenance I take the initiative to clean and maintain all the patrol rifles, maintain all the SWAT rifles and all department duty handguns. I am also take part in several different purchase orders throughout the year which is a challenge with the 3rd shift work hours. To consider my quantity of work "average" is insulting and I ask that my quantity evaluation be changed to exceptional.

Concerning attendance, Sgt Elchlinger rated my performance as "typically adheres to scheduled work hours" and explained that my performance rating stems from my use of paid time off. Sgt Elchlinger explained that if an officer uses more time than they earned for the year he downgrades the rating. I explained to Sgt Elchlinger that for several years I have carried over vacation hours and this year I had a surplus. I disagree that an officer receives a lesser rating simply because they used their earned paid time off. In years past it has been my experience that attendance is rated on an officer's ability to show up on time for shift, training times, court and so on. With that in mind I had no instances of being tardy for any scheduled shift or court. I would also bring to your attention that I regularly change my shift to conduct departmental training and to attend SWAT practice every month. Considering this it is clear that I "consistently adhere to scheduled work hours" and I request my evaluation be modified to reflect that.

With these two changes I believe my performance summary should then be changed to "Outstanding". I base this on the vast majority of categories in the top tier rating and none of the categories ranking in the bottom two tiers.



Wadsworth Police Evaluation Form - Patrol Officer

Employee Name [REDACTED]	Rating Supervisor Name SGT. DORLAND, #11	Shift [REDACTED]	Type of Rating:	
			<input checked="" type="checkbox"/> Annual	<input type="checkbox"/> Semi-Annual
			<input type="checkbox"/> Special	<input type="checkbox"/> Probationary

Part 1: Performance

A. **Quality:** Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.

Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.

Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.

Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments:

[REDACTED] s case investigations and routine paperwork are consistently complete, thorough, and without errors.

B. **Quantity:** Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

Consistently produces an exceptional amount of work with minimal or no supervision.

Produces a satisfactory amount of work. Normal supervision is necessary.

Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.

Consistently fails to meet the minimum requirements.

Examples / Comments:

[REDACTED] routinely generates a full day's work on each shift through various duties (traffic enforcement-good variation of offenses, security checks, special projects, training related, etc). He also is attentive to extra patrol concerns in his district and takes proactive measures to address them.

C. **Knowledge of Work:** Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.

Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.

Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments:

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.

Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.

Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.

Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments:

██████████ is consistently an active member on shift and in his extra assignments (SWAT, firearms, tactics training). He does not need prompting to maintain a high level of self-initiated activity and remains a reliable resource for his co-workers to consult with in various situations.

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

Effective oral communicator who consistently listens and communicates effectively.

Typically listens and provides information that is clear and concise.

Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.

Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments:

██████████ communicates well with everyone he has contact with (co-workers and the public).

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.

Written work is acceptable, understandable, and suitable for the job.

Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.

Consistently does not express information well. Major improvements required.

Examples / Comments:

██████████ written communication is routinely well written. He conveys complex incidents into easy to understand written narratives.

G. **Problem Solving / Decision Making:** Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.

Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.

Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.

Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments:

[REDACTED] s decisions are consistently well reasoned and based on common sense and sound rationale. He is able to effectively apply his knowledge and experience, as needed, and knows when to ask for assistance from others when he faces new, unfamiliar situations.

H. **Training/Development:** Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.

Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.

Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments:

[REDACTED] continued to provide the bulk of the departmental firearms/tactics training instruction in 2014. He continually searches for training opportunities to improve his knowledge and skills. [REDACTED] completed the assembly of the cruiser based medical kits and provided instruction on their use during the active shooter training. He also conducted Taser/impact weapon training/recertification for the department. Another role of his training in 2014 has been the development of Ptl. Chafin as a departmental firearms instructor.

I. **Interpersonal Skills:** Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

Works consistently well with all co-workers, other staff, and/or the public.

Works satisfactorily well with co-workers, other staff, and/or the public.

Occasionally has a problem relating to co-workers, other staff, and/or the public.

Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments:

[REDACTED] continues to present a very positive and professional image of himself, the department, and law enforcement profession.



J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.**
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments:

is always willing to assist other officers on calls and investigations.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.**
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

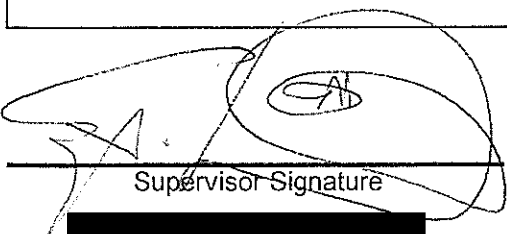
Examples / Comments:

Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- OUTSTANDING**
- Commendable
- Satisfactory
- Marginal
- Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.


Supervisor Signature

12/22/14
Date



12/23/14
Date

Wadsworth Police Evaluation Form - Patrol Officer

Employee Name [REDACTED]	Rating Supervisor Name SGT. DORLAND, #11	Shirt [REDACTED]	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Probationary
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Part 1: Performance

A. **Quality:** Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

/ Comments:

[REDACTED] case investigations are routinely complete and thorough. His routine paperwork is generally complete and without errors.

B. **Quantity:** Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

/ Comments:

[REDACTED] consistently produces a full day's work on each shift through various duties (traffic enforcement, security patrols, VHC's, extra patrols, special projects, training preparation, etc).

C. **Knowledge of Work:** Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.
- Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments:

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.

Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.

Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.

Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments:

is always an active member during his patrol shifts and in additional assignments such as SWAT and firearms training. He is a solid resource for other, less experienced officers to consult with on certain cases/situations as demonstrated by his role and success as an FTO.

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

Effective oral communicator who consistently listens and communicates effectively.

Typically listens and provides information that is clear and concise.

Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.

Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments:

communicates well with everyone he has contact with (co-workers and the public).

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.

Written work is acceptable, understandable, and suitable for the job.

Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.

Consistently does not express information well. Major improvements required.

Examples / Comments:

written communication is routinely concise and well written.

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.**
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments:

decisions are well thought out and arrived at with common sense and sound rationale. He is able to effectively apply his knowledge and experiences, as needed, and knows when to ask for assistance from others when he faces new, unfamiliar situations.

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.**
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments:

continued to provide the bulk of the departmental firearms/tactics training instruction in 2013. He continues to search for training opportunities for himself to improve his knowledge and skills. also successfully completed the department's handgun transition and has been working with Ptl. Chafin to orient him to being another departmental firearms instructor.

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.**
- Works satisfactorily well with co-workers, other staff, and/or the public.
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments:

continues to present a very positive and professional image of himself, the department, and law enforcement profession.

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.**
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments:

is always willing to assist other officers on calls and investigations.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.**
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

Examples / Comments:

Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- OUTSTANDING**
- Commendable
- Satisfactory
- Marginal
- Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

Supervisor Signature

12-28-13

Date

12-28-13

Date

Wadsworth Police Evaluation Form - Patrol Officer

Employee Name [REDACTED]	Reporting Supervisor Name SGT. DORLAND, #11	Shift [REDACTED]	Type of Rating:	
			<input checked="" type="checkbox"/> Annual	<input type="checkbox"/> Semi-Annual
			<input type="checkbox"/> Special	<input type="checkbox"/> Probationary

Part 1: Performance

A. **Quality:** Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments:

[REDACTED]'s case investigations are complete and thorough in exploring all aspects of the case. His cases where enforcement action was made are solid and well constructed.

B. **Quantity:** Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments:

Without prompting [REDACTED] consistently produces a full day's work on each shift through various duties (traffic enforcement, security patrols, special projects, training preparation, work related research, etc).

C. **Knowledge of Work:** Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.
- Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments:

[REDACTED] is skilled and knowledgeable in all areas of his job responsibilities.

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.

Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.

Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.

Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments:

██████████ is always an active member during his patrol shifts and in additional assignments such as SWAT and firearms training. He is a solid resource for other, less experienced officers to consult with on certain cases/situations.

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

Effective oral communicator who consistently listens and communicates effectively.

Typically listens and provides information that is clear and concise.

Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.

Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments:

██████████ communicates well with everyone he has contact with - inside or outside the department. He is able to appropriately adjust his communication techniques to accommodate the various victims, suspects, and suspects he encounters.

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.

Written work is acceptable, understandable, and suitable for the job.

Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.

Consistently does not express information well. Major improvements required.

Examples / Comments:

██████████ written communication is concise and complete. It is written in a manner that allows a reader who is unfamiliar with the case to easily understand the nature of the investigation.

G. **Problem Solving / Decision Making:** Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.**
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments:

[REDACTED] decisions are arrived at with sound reason and rationale, and with little supervision. In making such decisions he is able to adapt his knowledge and experiences, as needed. He also knows when to ask for assistance from others when he faces new, unfamiliar situations.

H. **Training/Development:** Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.**
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments:

[REDACTED] continued to provide the bulk of the departmental firearms/tactics training instruction in 2012. He is always searching for training opportunities for himself to improve his knowledge and skills. [REDACTED] also initiated a successful plan to convert the departmental handgun to a new make/model and is continuing to assist in the acquisition and implementation of the weapons for the officers.

I. **Interpersonal Skills:** Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.**
- Works satisfactorily well with co-workers, other staff, and/or the public.
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments:

To the public [REDACTED] always presents a very positive and professional image of himself, the department, and the law enforcement profession.

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments:

is always willing to assist other officers on calls and investigations.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

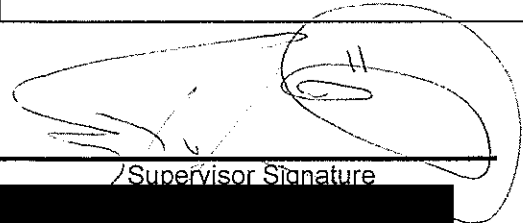
Examples / Comments:

Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- OUTSTANDING
- Commendable
- Satisfactory
- Marginal
- Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.



Supervisor Signature

12/22/12
Date

1/1/13
Date

Wadsworth Police Evaluation Form - Control Officer

Employee Name [REDACTED]	Rating Supervisor Name Sgt. D. Dorland, #11	Shift [REDACTED]	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special <input type="checkbox"/> Probationary
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Part 1: Performance

A. **Quality:** Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments: [REDACTED] case investigations and shift related work are high quality and thorough.

B. **Quantity:** Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments: [REDACTED] remains active during his entire shift with various details and duties. He consistently produces a full day's work on each shift.

C. **Knowledge of Work:** Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.
- Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments: [REDACTED] is skilled and knowledgeable in all areas of his job responsibilities. He is easily able to substitute for any other employee on any shift.

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

- Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.**
- Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.
- Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.
- Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments: [REDACTED] is an active participant during his patrol shift and also in "extra curricular" assignments such as SWAT and firearms training. Additionally, he is a departmental field training officer and did an excellent job while as an FTO to new officers during 2011.

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

- Effective oral communicator who consistently listens and communicates effectively.**
- Typically listens and provides information that is clear and concise.
- Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.
- Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments: [REDACTED] communicates well with everyone he has contact with. He adjusts his method of communication to accommodate victims, suspects, or witnesses depending on the situation. Furthermore, he maintains a professional image in the community and represents the department and the profession in a very positive manner.

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

- Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.**
- Written work is acceptable, understandable, and suitable for the job.
- Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.
- Consistently does not express information well. Major improvements required.

Examples / Comments: [REDACTED] written reports are well written, concise, and thorough. He does a very good job in communicating the incident to anyone reading his cases.

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.**
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments: [REDACTED] decisions are quickly made and accurate within the scope of his position. He arrives at conclusions with little supervision and is able to adapt his knowledge and experiences, as needed. He also knows when to ask for assistance from others when encountering unfamiliar or difficult situations.

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.**
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments: [REDACTED] conducts the majority of the departmental training. He is always searching for training opportunities for himself to improve his knowledge and skills. During 2011, he also worked with Wadsworth EMS to further their education in handling firearms that they may encounter during their duties.

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.**
- Works satisfactorily well with co-workers, other staff, and/or the public.
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments:

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.**
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments: [Redacted] is always willing to assist other officers on calls and investigations.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.**
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

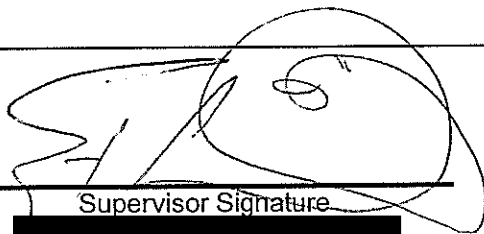
Examples / Comments:

Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- OUTSTANDING**
- Commendable
- Satisfactory
- Marginal
- Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.



Supervisor Signature

1/11/12
Date

[Redacted Signature]

1/11/12
Date

Wadsworth Police Evaluation Form - Patrol Officer

Employee Name [REDACTED]	Rating Supervisor Name Sgt. Dorland, #11	Shift [REDACTED]	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Probationary
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Part 1: Performance

A. **Quality:** Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments: [REDACTED]'s cases are excellent and high quality. His investigations are complete and thorough.

B. **Quantity:** Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments: [REDACTED] produced the highest quantity of traffic cites/MVW's among the first shift patrol officers. He had a good variety of moving violations, equipment violations, seat belt, and DUS/driver license offenses.

C. **Knowledge of Work:** Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.
- Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples / Comments:

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

- Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.
- Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.
- Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.
- Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments: I had to prompt and remind [REDACTED] numerous times during the year to amend cases or complete follow-ups on his investigations. Most of the time this was due to him working an inconsistent patrol schedule due to PTO or department sanctioned training events. Other than this, he regularly takes the initiative during shift to remain busy on his own by doing preventative patrol, traffic enforcement, parking enforcement, and checking areas marked for extra patrol.

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

- Effective oral communicator who consistently listens and communicates effectively.
- Typically listens and provides information that is clear and concise.
- Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.
- Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments: [REDACTED] has very good communication skills with suspects, witnesses, and victims.

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

- Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.
- Written work is acceptable, understandable, and suitable for the job.
- Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.
- Consistently does not express information well. Major improvements required.

Examples / Comments: [REDACTED] writes very good, thorough narratives.

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.**
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments:

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.**
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments:

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.
- Works satisfactorily well with co-workers, other staff, and/or the public.**
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments: [REDACTED] portrays a very professional image to the public.

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments:

had negligent discharge with another officer's Taser that he was trying to assist with. The cartridge impacted the floor and did not cause any damage or injury.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences; adherence to appropriate lunch breaks; preparedness for shift. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

Examples / Comments:

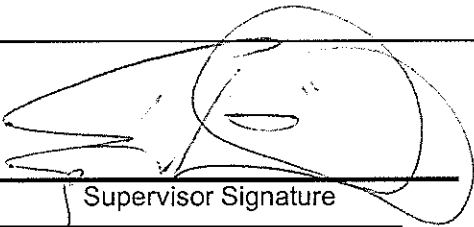
Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

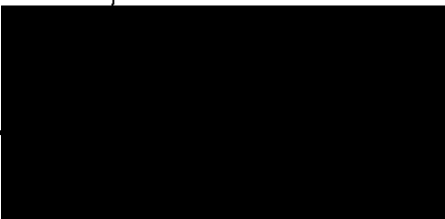
- Outstanding Commendable Satisfactory Marginal Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

Keep better track of open cases. Develop a system that he can check on a regular basis to better monitor pending investigations.


Supervisor Signature

1/24/11
Date



1/24/11
Date

Wadsworth Police Evaluation Form - Patrol Officer

Employee Name [REDACTED]	Rating Supervisor Name Sgt. Dorland, #11	Shift [REDACTED]	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Probationary
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Part 1: Performance

A. **Quality:** Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments: [REDACTED] completes his cases/investigations with little supervision. His field work is thorough and well thought out.

B. **Quantity:** Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments: [REDACTED] consistently remains active during his shift and produces an above average daily amount of work.

C. **Knowledge of Work:** Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to job.
- Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to job.
- Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to job.

Examples / Comments: [REDACTED] has a strong comprehension of traffic laws, especially the OVI laws. He is continuing to learn criminal laws, including search/seizure along with WPD procedures. There was one instance during the year where he made a warrantless arrest for criminal damaging when he should have first obtained an arrest warrant for the subject since he was not present when the offense was committed.

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.

Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.

Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.

Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments:

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

Effective oral communicator who consistently listens and communicates effectively.

Typically listens and provides information that is clear and concise.

Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.

Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comments: [REDACTED] successfully uses his verbal skills to interact with the public and

suspects. This is one of his strongest qualities in that he can adjust his verbal demeanor to obtain information, gain a confession, or obtain needed information from a witness or victim.

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.

Written work is acceptable, understandable, and suitable for the job.

Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.

Consistently does not express information well. Major improvements required.

Examples / Comments: [REDACTED] translates his cases into reports that are easy to understand, clear to

the reader, and applicable to all audiences. His reports are an asset to the prosecution and aids in winning court cases.

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

- Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.**
- Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.
- Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.
- Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments:

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

- Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.**
- Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.
- Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments: [REDACTED] is always searching for training opportunities to improve his knowledge and develop new skills.

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

- Works consistently well with all co-workers, other staff, and/or the public.
- Works satisfactorily well with co-workers, other staff, and/or the public.**
- Occasionally has a problem relating to co-workers, other staff, and/or the public.
- Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments: [REDACTED]s use of PTO during the year sometimes prevented other officers from using time off. It also often left the shift with minimum personnel during busy times of the week. As a result, this caused some discontent with the other officers on shift.



J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.**
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comments:

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.**
- Consistently does not adhere to scheduled work hours.

Examples / Comments: [Redacted] uses an excessive amount of paid time off (71 days - 22 more than 2006)

He worked 145 days on shift during the year which was well below the average for the rest of the shift. Additionally, he was late one day and often arrives only a few minutes before his shift is scheduled to begin. Sick leave usage: 9 occurrences / 11 days.

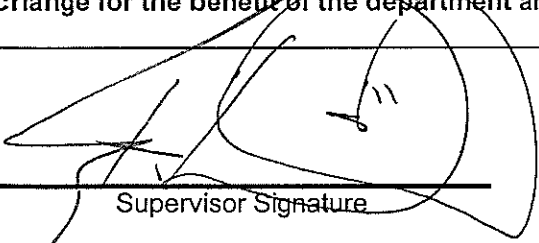
Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- Outstanding
- COMMENDABLE**
- Satisfactory
- Marginal
- Unsatisfactory

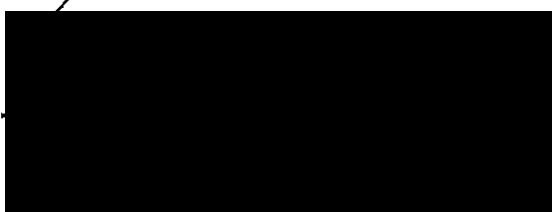
Areas for development: Comment on areas that need to be further developed during this performance review period.

[Redacted] should increase the amount of time that he spends on shift. This will help him maintain his productivity and continue exposing him to new types of calls and situations. His upcoming rotation in the detective bureau will present him with new types of cases that he has not yet faced in his career. I noticed an improvement in his attitude towards the administration during 2007. In several situations where he disagreed with a decision made by the administration he provided reasoning and information in an attempt to change their minds and influence a change for the benefit of the department and the other officers.



Supervisor Signature

1-4-08
Date



1/4/2008
Date

Wadsworth Police Evaluation Form Patrol Officer

Employee Name [REDACTED]	Rating Supervisor Name Sgt. Dorland, #11	Shift [REDACTED]	Type of Rating: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special <input type="checkbox"/> Probationary
-----------------------------	--	---------------------	--

Part 1: Performance

A. Quality: Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples / Comments: [REDACTED] is very thorough in completing his work and in conducting his investigations. He takes pride in his work and strives to continuously improve his knowledge and skills.

B. Quantity: Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Examples / Comments: [REDACTED] produces a full workload each day and keeps busy during the entire shift.

C. Knowledge of Work: Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

- Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to the job.
- Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to job.
- Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to job.
- Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to job.

Examples / Comments: [REDACTED] maintains a strong knowledge base of laws and departmental PPRR's. He applies these laws on a regular basis to the situations that he faces during shift.

D. **Initiative:** Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.

Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.

Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.

Unwilling to initiate independent work activities. Unwilling to start a new task without excessively detailed instructions from supervisor.

Examples / Comments: [REDACTED] **one of the hardest working officers on the shift always looking for things to do. One thing that he consistently did during the year was foot patrol in the business district in the square. It was very common for him to locate open doors to the businesses during this patrol effort which not only enhances the security of the business, but also creates a good image for the department.**

E. **Oral Communication:** Observe the employee's ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and check for understanding in a non-judgmental manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

Effective oral communicator who consistently listens and communicates effectively.

Typically listens and provides information that is clear and concise.

Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.

Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples / Comment: [REDACTED] **is able to effectively communicate to suspects, witnesses, and victims. He shows compassion and treats everyone with respect and is advanced in utilizing effective interview and interrogation techniques during his investigations.**

F. **Written Communication:** Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.

Written work is acceptable, understandable, and suitable for the job.

Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.

Consistently does not express information well. Major improvements required.

Examples / Comments: [REDACTED] **s written report narratives are complete and add to the strength of his cases.**

G. Problem Solving / Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.

Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.

Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.

Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples / Comments [REDACTED] is a quick thinker and strong decision maker. He makes good decisions during stressful, dynamic situations and is an asset to the other officers working with him.

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.

Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.

Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples / Comments [REDACTED] is one of the highest trained officers in the department. This is due to him constantly monitoring and submitting for training opportunities and taking the rare initiative to pay for courses himself and to attend them during his time off. Additionally [REDACTED] conducts a lot of the departmental training, particularly in firearms and tactics. He is professional during his training sessions and his goal is to use the training to maximize the safety and survivability of the other officers.

I. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

Works consistently well with all co-workers, other staff, and/or the public.

Works satisfactorily well with co-workers, other staff, and/or the public.

Occasionally has a problem relating to co-workers, other staff, and/or the public.

Consistently has problems relating to co-workers, other staff, and/or the public.

Examples / Comments: [REDACTED] generally gets along well with his co-workers and treats the public with respect and professionalism. There were a few times during the year when he had conflicts with Ptl. Graff when Ptl. Graff was the shift OIC. While it is unknown who the instigator was due to varying versions of the incidents from different officers, it is apparent that there is a personality conflict between [REDACTED] and Ptl. Graff.

Employee Name

Reviewing Supervisor

Sgt. Dorland, #11

J. **Teamwork:** Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples / Comment: [redacted] is always willing to assist other officers and ask for help when needed.

K. **Attendance:** Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

Examples / Comments: 2006 sick leave usage: 5 occurrences, 40 hours. 2006 comp time usage: 308.25 hours. [redacted]'s sick leave usage was average compared to the rest of the shift. His comp time usage was the highest on the shift. However, a lot of the comp time that he used was for training opportunities that he paid for himself and that benefited the department.

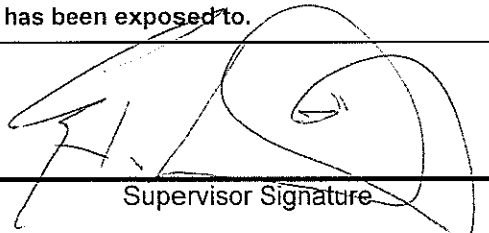
Part 2: Performance Summary

Based on overall evaluation, this employee is found to be:

- Outstanding
- Commendable
- Satisfactory
- Marginal
- Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

One thing that I noticed with [redacted] during the year is that he began developing a cynical attitude towards the administration on certain topics concerning firearms training and some other topics. I would like to see him work at maintaining a positive attitude and continue working with those he disagrees with in order to achieve his goals and objectives. One additional area that [redacted] should continue to develop is his officer discretion. This is an area of continued development for most officers with under 5 years of experience so it's not based on anything specific that [redacted] has done incorrectly. Officer discretion takes awhile to develop depending on the officer's level of activity and the nature of calls he has been exposed to.


Supervisor Signature

1-10-07
Date

[redacted signature area]

1-10-07
Date

Wadsworth Police Rating Form

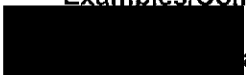
	Rating Supervisor Name Sgt M Kaiser	Shift [REDACTED]	Type of Rating: <input type="checkbox"/> Probationary <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special
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Part 1: Performance

A. Quality: Observe the accuracy, organization, effectiveness, and completeness of the employee's work. Assess the degree to which the employee follows through with assignments/jobs and completes them in a timely manner. Consider how the work compares to expected standards for the employee's position. Also, consider the amount of supervisory review required to assure satisfactory work quality.

- Produces work that exceeds reasonable expectations. Little or no supervisory review of work is necessary.
- Produces work that is consistently satisfactory. Normal amount of supervisory review is necessary.
- Produces work that is sometimes below the normal expectations. Closer than normal supervisory review of the work is necessary.
- Produces work that consistently fails to meet the minimum requirements. Major improvements are required.

Examples/Comments:



[REDACTED] as a high level of accuracy with his paperwork and needs very little supervisory review. His reports are thorough and he completes all the necessary paperwork without needing to be reminded to do so.

B. Quantity: Consider the total quantities of work produced and the amount or closeness of supervision required to obtain this quantity of output. Think about the consistency of the employee's work pace and whether time is utilized effectively by performing other tasks during unused blocks of time.

- Consistently produces an exceptional amount of work with minimal or no supervision.
- Produces a satisfactory amount of work. Normal supervision is necessary.
- Works slowly or inconsistently. Does not utilize unused blocks of time for proactive tasks. May require assistance from others to complete routine work or need pushing when not assigned to a specific task.
- Consistently fails to meet the minimum requirements.

Example/Comments:



[REDACTED] consistently produces an exceptional amount of work. He has completed the highest amount of PPR's on the shift, spending large amounts of time patrolling neighborhoods for safety hazards and problems. He also has the highest amount of OVI arrests on the shift and currently has the second highest amount of total arrests on the department,

many of which are self-initiated. He is vigilant about patrolling, routinely stopping and speaking to subjects out walking late at night, and investigating suspicious situations.

C. Knowledge of work: Consider the level of understanding that the employee has for all aspects of the job. Observe the employee's level of knowledge of the laws, policies, regulations, and procedures against the level of knowledge that is needed to perform his or her job.

Consistently demonstrates a high level of understanding of the laws, policies, regulations, and procedures relevant to job.

Demonstrates a satisfactory level of understanding of the laws, policies, regulations, and procedures relevant to job.

Occasionally demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to job.

Consistently demonstrates a poor understanding of the laws, policies, regulations, and/or procedures relevant to the job.

Examples/Comments:

[REDACTED] has a solid knowledge of the law comparable to what you would anticipate with the amount of time he has on the department.

D. Initiative: Consider the employee's ability to demonstrate self-initiative by taking independent action in making improvements in work methods and initiating independent work activities. Also assess the employee's willingness to make suggestions and/or exercise resourceful solutions to problems and tasks.

Frequently initiates independent work activities. Is resourceful and develops constructive ideas and solutions to problems and tasks. Frequently anticipates supervisor's instructions and is able to take appropriate action.

Regularly initiates independent work activities. Begins assigned tasks with minimal instructions from supervisor.

Occasionally initiates independent work activities. Sometimes will not start a new task without explicit instructions and prompting.

Unwilling to initiate independent work activities. Unwilling to start new task without excessively detailed instructions from supervisor.

Examples/Comments:

[REDACTED] has a considerable amount of initiative and does not hesitate to make suggestions or offer his opinion when he sees opportunities to improve the ways things are handled.

E. Oral Communication: Observe the employees ability to provide clear, concise, and effective oral communications and assess the employee's ability to consistently listen and to check for understanding in a non-judgmental

manner when communicating with people. Also consider whether the employee keeps co-workers, supervisors, and subordinates adequately informed of new information.

X Effective oral communicator who consistently listens and communicates effectively.

Typically listens and provides information that is clear and concise.

Occasionally does not give appropriate attention to people and sometimes conveys imprecise or confusing information.

Regularly fails to listen to others and frequently provides incorrect and incomplete information.

Examples/Comments:

Good radio discipline, very clear and easy to understand. He comes across as self-assured and professional when speaking to members of the public and does a good job interviewing suspects. He also testifies very well in court.

F. Written Communication: Observe the employee's ability to express information in writing; assess the degree to which written work is organized, clear, accurate, concise, and completed on time. Also, consider the amount of supervisory review that is necessary.

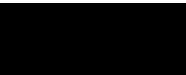
X Consistently able to relate complex information clearly, accurately, professionally, and in a timely manner.

Written work is acceptable, understandable, and, suitable for job.

Occasionally does not express information well; work is sometimes unclear, inappropriate, and/or incomplete.

Consistently does not express information well. Major improvements required.

Examples/Comments:

 writes clear, concise reports that are well organized and thorough.

G. Problem solving/Decision Making: Consider the employee's ability to recognize problems, accurately develop creative alternatives, and implement creative solutions. Observe the level of accuracy by which the employee identifies and analyzes problems, obtains proper information, generates alternatives, anticipates consequences, and makes decisions promptly. Also, consider the employee's ability to anticipate problems and whether major decisions are successful.

Consistently accurate in recognizing, diagnosing, and resolving problems. Decisions are routinely prompt and accurate.

X Recognizes, diagnoses, and resolves problems within scope of position. Makes decisions that are typically accurate, timely, and independently arrived at with minimal supervision.

___ Occasionally does not recognize or misdiagnoses a problem. Sometimes overly procrastinates in making decisions. In some instances, decisions with predictable outcomes yield poor results.

___ Consistently does not recognize or misdiagnoses problem. Overly procrastinates in making decisions with predictable outcomes and yield poor results.

Examples/Comments:

Good problem solver. Can make decisions quickly and is self confident.

H. Training/Development: Observe whether the employee seeks to improve job performance through training and solicits opportunities for growth through special assignments. Consider whether the employee voluntarily identifies interests and asks for job related training. Also, consider the level of willingness that the employee shows toward training and development.

I. opment.

Consistently seeks opportunities to develop job skills and regularly identifies skill needs. Frequently shows a high level of willingness for training.

___ Typically seeks opportunities to develop job skills and usually identifies skills needs when required. Shows a satisfactory level of willingness for training.

___ Occasionally neglects to seek opportunities to develop job skills. Will minimally participate in identifying skills needs when required. Sometimes resistant to training.

Examples/Comments:

██████████ has attended a variety of schools throughout the year. He seems to enjoy furthering his training and welcomes any opportunities to do so.

J. Interpersonal Skills: Consider the employee's ability to establish and maintain cooperative working relationships with all co-workers, external agencies, and the general public. Also, observe the employee's ability to demonstrate sensitivity and awareness in relating to people of diverse backgrounds; to secure trust and respect from others. Lastly, assess the employee's skill at managing conflict constructively.

Works consistently well with all co-workers, other staff, and/or the public.

___ Works satisfactorily well with co-workers, other staff, and/or the public.

___ Occasionally has a problem relating to co-workers, other staff, and/or the public.

___ Consistently has problems relating to co-workers, other staff, and/or the public


Examples/Comments:

██████████ gets along well with both his co-workers and the public. He is polite and friendly.

K. Teamwork: Consider the employee's ability to obtain cooperation and achieve results through others. Assess the employee's ability to encourage teamwork and provide guidance and accept guidance without alienating others. Observe whether the employee solicits co-workers for ideas and opinions.

- Consistently promotes and provides cooperation. Regularly achieves results with and through others.
- Typically promotes and provides cooperation. Usually achieves results with and through others.
- Occasionally does not provide or promote cooperation. Sometimes does not achieve results with or through others.
- Consistently does not promote or provide cooperation; frequently does not achieve results with or through others.

Examples/Comments:

 is quick to back-up others on traffic stops and arrests and pitches in to help out without complaint. Works very well with everyone on the shift.

L. Attendance: Consider the employee's work attendance and punctuality. Observe the number of unexcused absences or excessive absenteeism; patterned absences. Also consider whether tardiness is held to a minimum and with good cause.

- Consistently adheres to scheduled work hours.
- Typically adheres to scheduled work hours.
- Occasionally does not adhere to scheduled work hours.
- Consistently does not adhere to scheduled work hours.

Examples/Comments:

None.

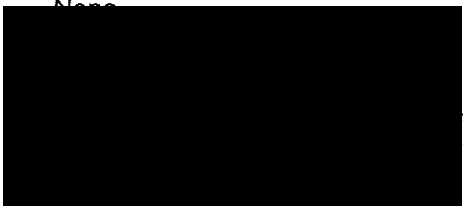
Part II: Performance Summary

Based on overall evaluation, this employee is found to be:

- Outstanding Commendable Satisfactory Marginal Unsatisfactory

Areas for development: Comment on areas that need to be further developed during this performance review period.

None



01/04/06

S. AMK 1-16-06
(Supervisor signature and date)

Wadsworth Police Rating Form

Employee Name (Last name first) [REDACTED]	Social Security Number [REDACTED]	Shift [REDACTED]	Type of Rating: <input type="checkbox"/> Probationary <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special
--	---	----------------------------	---

Rater's Comments

[REDACTED] is a motivated, energetic young officer that is friendly and always willing to help others. He is very active and usually dependable. He handles calls very professionally and his narratives are well written, although he would benefit from paying more attention to detail and case follow-ups. [REDACTED] is very committed to his job and takes on several extra responsibilities (SWAT, range) beyond his patrol duties.

S. M. Karsch

Signature _____ Date _____

Reviewer's Comments

Signature _____ Date _____

Appointing Authority Action

Signature _____ Date _____

Quality of work (accuracy, neatness, thoroughness)

Inferior Work	Rather Careless	Meets Requirements	Highly Accurate	Exceptional										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
							X							

Quantity of work (volume amount speed)

Very Slow	Insufficient Work	Moderate	Rapid Worker	Highly Productive										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
								X						

Knowledge of work

Almost None	Limited	Adequate	Good Understanding	Excellent Comprehension					
1	2	3	4	5	6	7	8	9	10
							X		

Adaptability (adjustment to change, ability to learn)

Unable To Adapt	Slow in Learning	Satisfactory	Adapts Readily	Rapid Learner					
1	2	3	4	5	6	7	8	9	10
								X	

Dependability (reliability)

Constant Supervision	Frequent Checking	Usually Dependable	Seldom Needs Checking	Highly Reliable					
1	2	3	4	5	6	7	8	9	10
							X		

Cooperation (working with other employees)

Troublemaker	Has Difficulty	Generally Cooperative	Gets Along Well	Excellent Relations					
1	2	3	4	5	6	7	8	9	10
								X	

Judgment (ability to make decisions, plan work)

Disorganized Illogical	Limited Judgment	Plans Well	Logical Thinker	Creative					
1	2	3	4	5	6	7	8	9	10
								X	

Initiative (motivation, interest in work)

Lazy Indifferent	Needs Pushing	Adequate	Considerable	Highly Motivated					
1	2	3	4	5	6	7	8	9	10
								X	

Personality (courtesy, appearance, public relations)

Rude Slovenly	Indifferent	Adequate for Job	Polite Courteous	Exceptional					
1	2	3	4	5	6	7	8	9	10
								X	

Sign to indicate acknowledgment, but not necessarily agreement. (comment if desired)

Signature _____ [REDACTED] _____ Date 12-26-01

Wadsworth Police Rating Form

Employee Name (Last name first)	Social Security Number	Shift	Type of Rating:
[REDACTED]			<input type="checkbox"/> Probationary <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Semi-Annual <input type="checkbox"/> Special

Circle Appropriate Number

Rating Comments

[REDACTED] is a motivated officer. He has come to be an officer who is counted on for important matters in a shorter time period than I have seen with other newly hired officers in the past. I have especially enjoyed seeing his genuine interest in criminal investigation, and interviews and interrogations. He is developing a superior ability to investigate and solve and I hope that this is not diminished by his placement on night shift where there is less opportunity to be involved in lengthy criminal investigations. Even with such little experience, [REDACTED] needs less improvement than many other officers. [REDACTED] report narratives sometimes lack facts and/or details that can help a prosecutor in a courtroom, but with eventual courtroom experience, and given [REDACTED]'s obvious desire to do this job as well as he can, I have no doubt that his report narratives will continue to improve.

Sgt. Phil... #1-18-04
 Signature _____ Date _____

Reviewer's Comments

Signature _____ Date _____

Appointing Authority Action

Signature _____ Date _____

Quality of work (accuracy, neatness, thoroughness)

Inferior Work	Rather Careless	Meets Requirements	Highly Accurate	Exceptional										
1	2	3	4	5	6	7	8	9	10	(11)	12	13	14	15

Quantity of work (volume amount speed)

Very Slow	Insufficient Work	Moderate	Rapid Worker	Highly Productive										
1	2	3	4	5	6	7	8	9	10	(11)	12	13	14	15

Knowledge of work

Almost None	Limited	Adequate	Good Understanding	Excellent Comprehension					
1	2	3	4	5	6	(7)	8	9	10

Adaptability (adjustment to change, ability to learn)

Unable To Adapt	Slow in Learning	Satisfactory	Adapts Readily	Rapid Learner					
1	2	3	4	5	6	7	8	9	10

Dependability (reliability)

Constant Supervision	Frequent Checking	Usually Dependable	Seldom Needs Checking	Highly Reliable					
1	2	3	4	5	6	7	8	9	10

Cooperation (working with other employees)

Troublemaker	Has Difficulty	Generally Cooperative	Gets Along Well	Excellent Relations					
1	2	3	4	5	6	7	8	9	10

Judgment (ability to make decisions, plan work)

Disorganized Illogical	Limited Judgment	Plans Well	Logical Thinker	Creative					
1	2	3	4	5	6	7	(8)	9	10

Initiative (motivation, interest in work)

Lazy Indifferent	Needs Pushing	Adequate	Considerable	Highly Motivated					
1	2	3	4	5	6	7	8	(9)	10

Personality (courtesy, appearance, public relations)

Rude Slovenly	Indifferent	Adequate for Job	Polite Courteous	Exceptional					
1	2	3	4	5	6	7	(8)	9	10

Sign to indicate acknowledgment, but not necessarily agreement. (comment if desired)

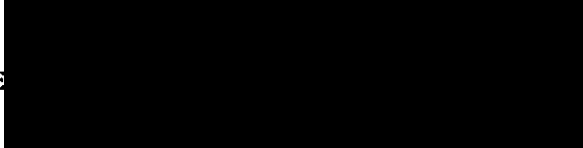
Signature _____ Date 1/20/04

STATUS REPORT

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

These reports must be completed and returned to the Employee Service Manager by the due date indicated on the report.

EMPLOYEE



DUE DATE:

1/2/2004

1st

2nd

3rd

4th

3 months

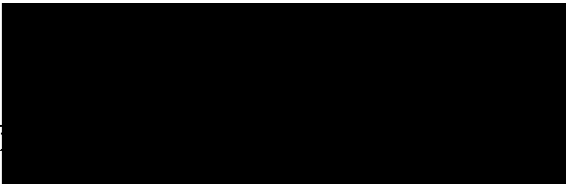
6 months

9 months

12 months

PROBATIONARY EMPLOYEE STATUS REPORT --- RECAP

	<u>EXCEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEEDS IMPROVEMENT</u>
<u>QUANTITY</u>	_____	<u>X</u>	_____	_____
<u>QUALITY</u>	_____	<u>X</u>	_____	_____
<u>JOB KNOWLEDGE</u>	_____	<u>X</u>	_____	_____
<u>COOPERATION</u>	<u>X</u>	_____	_____	_____
<u>INITIATIVE</u>	<u>X</u>	_____	_____	_____
<u>ATTITUDE</u>	<u>X</u>	_____	_____	_____



S.A. Wilcox #12
(Supervisor's Signature)

12/8/03
(Date)

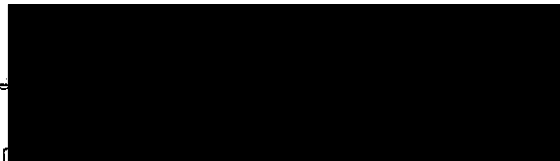
12/8/03
(Date)

STATUS REPORT

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EMPLOYEE:

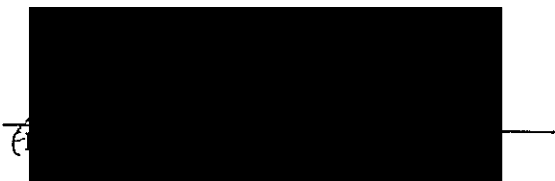


DUE DATE: 10/4/2003

1st 2nd 3rd 4th
3 months 6 months 9 months 12 months

PROBATIONARY EMPLOYEE STATUS REPORT --- RECAP

	<u>EXCEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEEDS IMPROVEMENT</u>
<u>QUANTITY</u>	_____	<u>X</u>	_____	_____
<u>QUALITY</u>	_____	_____	<u>X</u>	<u>X</u>
<u>JOB KNOWLEDGE</u>	_____	_____	<u>X</u>	<u>X</u>
<u>COOPERATION</u>	_____	<u>X</u>	_____	_____
<u>INITIATIVE</u>	_____	<u>X</u>	_____	_____
<u>ATTITUDE</u>	_____	<u>X</u>	_____	_____



10/23/03
(Date)

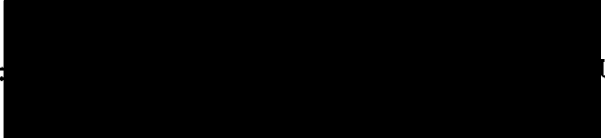
Sfr [Signature]
(Supervisor's Signature)

10/23/03
(Date)

STATUS REPORT

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

These reports must be completed and returned to the Employee Service Manager by the due date indicated on the report.

EMPLOYEE:  DUE DATE: 7/4/03

1st 2nd 3rd 4th
3 months 6 months 9 months 12 months

PROBATIONARY EMPLOYEE STATUS REPORT --- RECAP

	<u>EXCEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEEDS IMPROVEMENT</u>
<u>QUANTITY</u>	_____	_____	_____	<u>X</u>
<u>QUALITY</u>	_____	_____	_____	<u>X</u>
<u>JOB KNOWLEDGE</u>	_____	_____	_____	<u>X</u>
<u>COOPERATION</u>	_____	<u>X</u>	_____	_____
<u>INITIATIVE</u>	_____	<u>X</u>	_____	_____
<u>ATTITUDE</u>	_____	<u>X</u>	_____	_____

 _____ 6/3/03
(E) (Date)

Sau Kaise m6 _____ 6/3/03
(Supervisor's Signature) (Date)

(PLEASE COMPLETE BACK PAGE BEFORE COMPLETING ABOVE RECAP)

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

These reports must be completed and returned to the Employee Service Manager by the due date indicated on the report.

EMPLOYEE:  DUE DATE: 4/4/03

1st 3 months 2nd 6 months 3rd 9 months 4th 12 months

PROBATIONARY EMPLOYEE STATUS REPORT --- RECAP

	<u>EXCEPTIONAL</u>	<u>GOOD</u>	<u>ADEQUATE</u>	<u>NEEDS IMPROVEMENT</u>
<u>QUANTITY</u>	_____	_____	_____ ✓	_____
<u>QUALITY</u>	_____	_____	_____ ✓	_____
<u>JOB KNOWLEDGE</u>	_____	_____	_____ ✓	_____
<u>COOPERATION</u>	_____	_____	_____ ✓	_____
<u>INITIATIVE</u>	_____	_____	_____ ✓	_____
<u>ATTITUDE</u>	_____	_____	_____ ✓	_____

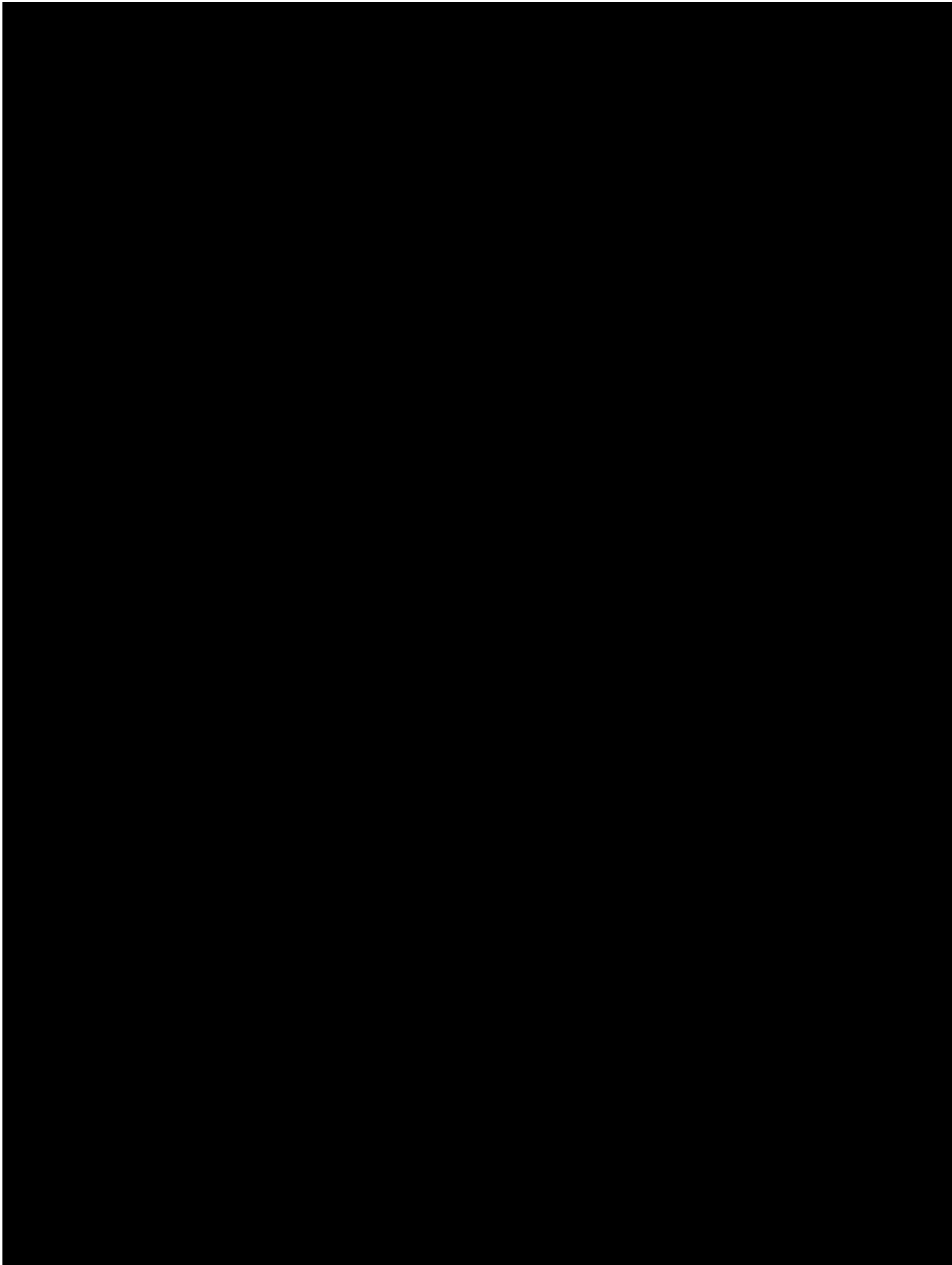


3/7/03
(Date)

David S. [Signature]
(Supervisor's Signature)

3-3-03
(Date)

(PLEASE COMPLETE BACK PAGE BEFORE COMPLETING ABOVE RECAP)



City of Wadsworth

120 Maple Street
Wadsworth, Ohio 44281
330-385-1521



Dear [REDACTED]

The City of Wadsworth would like to offer you a position as a Police Officer. This offer of employment is contingent upon your successful completion of the psychological evaluation, physical agility test, physical evaluation and drug screening. You must **successfully complete the entire** above-mentioned testing procedure prior to employment with the City.

The next phase of the testing process is the psychological evaluation. This will be conducted by Oakwood Psychological Associates, 198 W. Portage Trail Ext., Suite 105, Cuyahoga Falls, OH 44223. Their phone number is 330/928-7100. Your appointment is Tuesday, [REDACTED] at 10:00 a.m. As I stated in our phone conversation this process is quite lengthy so you may want to take something to eat and drink. Once we get the results of the psychological, the physical agility test will be scheduled. I have enclosed a list of the events that will be included in the physical agility test. We will contact you with the date for the physical agility test once we have received the results of the psychological evaluation.

If you have any questions do not hesitate to contact me.

Sincerely,

CITY OF WADSWORTH

A handwritten signature in cursive script that reads "Sue Cox".

Sue Cox
Employee Service Manager

Attachment

WADSWORTH CIVIL SERVICE COMMISSION

WADSWORTH POLICE OFFICER PHYSICAL AGILITY TEST

The following five (5) tests are designed to appraise the overall physical fitness level of those taking it. The tests evaluate the following components of physical fitness: strength, cardiovascular endurance (stamina), agility, speed, power, flexibility, and balance.

The duties of a Police Officer require that the individual pass at least average physical fitness in all of these components. The final score on the Physical Fitness Test is converted to a pass or fail.

- (1) **PUSH UPS** The total number of push ups you can complete
Purpose: To measure upper torso strength
Requirements: Twelve (12) push ups without resting.

- (2) **VERTICLE JUMP** Marking a wall from a standing position with arm fully extended – then jumping vertically and marking the wall at your highest point. Best of (3) tries.
Purpose: To measure lower torso strength.
Requirements: Fourteen inch (14”) difference

- (3) **SIT UPS** The total number of sit ups you can do in sixty (60) seconds
Purpose: To measure abdominal muscle strength and muscular endurance.
Requirements: Twenty-nine (29) in sixty (60) seconds

- (4) **SHUTTLE RUN** Run from one line, thirty feet (30’) to another line with two (2) erasers – pick up one (1) eraser and run back to original line, drop eraser on line, return for other eraser and sprint back to original line.
Purpose: To measure speed and agility.
Requirements: Ten and one-half (10.5) seconds.

- (5) **TWELVE (12) MINUTE RUN** Maximum distance you can run in twelve (12) minutes.
Purpose: To measure cardiovascular endurance (stamina)
Requirements: Five thousand seven hundred ninety-five (5,795) feet.

YOU MUST RECEIVE A PASSING SCORE ON THREE OF THE FIRST FOUR EVENTS AND A PASSING SCORE ON THE 5TH EVENT TO PASS THE PHYSICAL AGILITY TEST.

DRIVING TEST Driving forward through an S-curve with a standard Police Car, then driving backwards through the same S-curve without knocking over cones (pylons).

Fwd: 540 Main St

Vivian Feke <vfeke@wadsworthcity.org>
To: Katy Cindia <kcindia@wadsworthcity.org>

Sun, Apr 16, 2023 at 9:14 PM

Hi Katy, I put this in [REDACTED] google doc, is this something we would add to personnel?

----- Forwarded message -----

From [REDACTED]
Date: Mon, Apr 3, 2023 at 3:57 PM
Subject: Fwd: 540 Main St
To: Vivian Feke <vfeke@wadsworthcity.org>

please add to my file

----- Forwarded message -----

From [REDACTED]
Date: Mon, Apr 3, 2023 at 1:00 PM
Subject: 540 Main St
To: [REDACTED]

Hello [REDACTED]

My wife and I just wanted to take a minute and thank you for your time and attention in regards to our property. Everything you guys have to deal with, our problems are more than petty, but I know you've been taking time out of your patrol/day to make sure people are respecting our signs and property. We appreciate you very much!

Sincerely,
[REDACTED]

--
Sergeant Vivian Feke #10
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281
(330) 334-1511

Summit County Sheriff's Office
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

Kandy Fatherree, Sheriff

October 17, 2022

Medina County Sheriff's Office
555 Independence Drive
Medina, Ohio 44256

Attn: [REDACTED]

Dear [REDACTED]

I wanted to personally thank you for your assistance you provided to the Summit County Sheriff's Office the nights of July 9 & 10, 2022.

During this time of unrest and unpredictability, it is comforting to know that we can all come together in times of crisis as brothers and sisters in law enforcement.

Thank you again for your time and assistance.

Sincerely,

A handwritten signature in cursive script that reads "Kandy Fatherree".

Kandy Fatherree
Sheriff, County of Summit

cc: Sheriff Terry Grice



Wadsworth Police Department

City of Wadsworth, Ohio

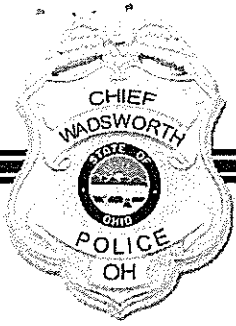
Police Officer of the Month

THIS CERTIFICATE IS AWARDED TO

[REDACTED]
November 2019


Randall Reinke
Randall Reinke, Chief of Police

December 5, 2019



WADSWORTH POLICE DEPARTMENT

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

Award Application

Name: [redacted] and Ptl. Haas

Date: 12/4/19

Award Recommended: Officer of the Month November

Describe Reason for Award

[redacted] and Ptl. Haas went above and beyond to provide assistance to the officers involved in the Guy Barnard incident on the night of the shooting and the days that followed. They provided emotional and peer support to the officers by maintaining regular contact with them through texts, phone calls, and in person. They also acted as a liaison between the officers and the department, as well as the OPBA, helping to coordinate the debriefing, interviews and arranging for any needed assistance. While their expertise as use of force instructors allowed them to serve as a resource for the other officers, their actions are more of a reflection of their character and their concern. Most of this contact was done on their own time and done without any prompting or direction. While our agency has not experienced an incident like this before, their actions should serve as a model moving forward. Having spoken with both officers it is clear that this was all done without any thought of recognition or credit; however their actions and the values that they represent deserve such.

Request Submitted by: Sgt. Dan Chafin #7

Administrative Review

Award Granted: Yes No

Type of Award Granted: OTM

[Signature]
Chief of Police

Safety Director

12/5/19
Date

Date



BrittFit
FAMILY FITNESS

Fitness for the whole family • Prenatal • Postnatal • Family Fitness

June 27th, 2019

www.Britt-Fit.com
BrittFit1@gmail.com
(330) 960.1077

Office [REDACTED] and Wadsworth Police Department,

Thank you so much for your time in helping us understand your training and fitness regimens so we could build the BrittFit Police Training Obstacle Course as part of Wadsworth's June First Friday Event: First Responders.

The feedback from our community was overwhelmingly awesome! Across the board, people really enjoyed learning about how police officers get and stay fit and healthy and then watching their children attempt to do similar things! The kids had an awesome time competing to complete our course as quickly as possible.

Please accept the enclosed thank you letter with fingerprints from many people who visited us that night. We'd also like you to enjoy some Clif Bars to keep you adequately fueled to serve our community.

Thank you for all your service and protection!

BrittFit Family Fitness
Brittany Gerstenslager

147 College Street, Wadsworth

February 22, 2019

Wadsworth Police Department
c/o Patrol Division
120 Maple Street
Wadsworth, Ohio 44281

Dear Police Department:

I want to extend my appreciation to an officer in the Wadsworth Police Department. I am afraid I could not read the officer's name badge at the time of his assistance due to the onset of dusk, but I am hoping you will be able to identify this kind officer as a result of my description of the situation. The plate on his patrol car was # [REDACTED]. The time was around 5:00PM on Sunday, December 23, 2018.

On the evening of Saturday, December 22, 2018, my husband, our close friend Allen, and I receive word that another very close friend of the three of us, considered a brother to us, who lived in Wadsworth, was in the Barberton Hospital and had been diagnosed with Stage 4 bone and lung cancer. We were shocked because our friend had no health issues and had even officiated a state-level high school cross-country tournament only a few weeks before. Consequently, the three of us drove to Barberton the next morning, Sunday, December 23.

While at the hospital, the distant relatives of our friend (his closest relatives) and the three of us were approached about our wishes for our friend's care, given the doctor's estimate of 3-6 weeks of life. The decision was made to move him to a hospice in Wooster and the arrangements were made. However, the hospice wanted to have the living will and power of attorney papers that were in our friend's Wadsworth home on Plum Creek Drive. The three of us drove to Wadsworth to retrieve the papers.

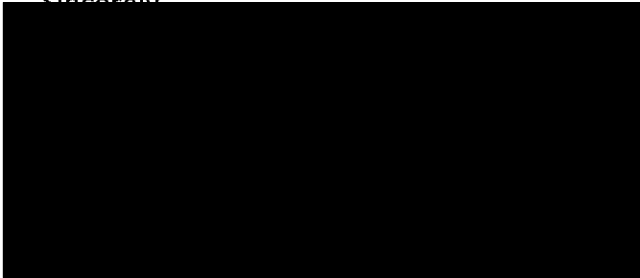
With my husband, [REDACTED] driving my car, we made a right-hand turn at the red light onto the highway. Truly, none of us even noticed the sign forbidding the right turn on red. The police officer stopped our car just as we turned onto the entrance ramp to the highway. As my husband pulled over, the passenger-side front tire deflated from the drop-off at the side of the road.

The officer checked my husband's record (nothing) and asked why we were in the area. My husband replied we had a friend in the hospital. My husband was not given a ticket. As the officer was about to leave, our friend Allen and my husband exited the vehicle to exam the tire. Likewise, the officer came back to the car to look at the tire. After a brief discussion of the tire damage, the three men (my husband John, our friend Allen, and the officer) pulled the spare tire from the trunk and worked to change the tire. The officer certainly didn't need to help! But he actively assisted.

We learned at a nearby filling station that the tire could not be repaired, and we'd need to purchase a new tire, which we did. We were on our way by 6:30PM.

Ever since this incident, the three of us have been telling everyone about the courtesy, respect, kindness, and helpfulness of this Wadsworth police officer. He did not need to help us, but he did. We hope this officer can be identified and our appreciation extended to him. We also want the Wadsworth Police Department to know about his good deed for us on that day when our hearts and minds were burdened with the condition of our ill friend.

Sincerely,



P.S. The funeral for our Wadsworth friend was three weeks from the day of his diagnosis. We made many trips to be with him in his last days, every time remembering the kind officer who helped us on that first trip.

Call Summary Report

Printed on 02/25/2019

CallID [REDACTED] Date Taken 12/23/2018 Time Taken 16:24:48 Method Received SELF-INIT
 Call Dispo: VERBAL WARNING

Code 62T Type TRAFFIC STOP Citation
 Street Info 0 STATE ROUTE 57 /INTERSTATE 76 Apt PNum
 Location STATE ROUTE 57//INTERSTATE 76 FNum
 City/State/Zip WADSWORTH OH 44281W T ENum
 County Entry ID rbrown

Caller Information

Caller Name
 Caller Address 0 Apt Caller City
 Caller Phone

Comments

(12/23/2018 16:25:36 By: rbrown) ON RAMP 57 TO 76 EB AK57VP
 (12/23/2018 16:33:46 By: rbrown) [REDACTED] T/S COMPLETE, NOW VEHICLE HAS A FLAT TIRE, WILL ASSIST WITH CHANGING TIRE
 (12/23/2018 16:53:54 By: [REDACTED] verbal right on red seville rd/57

Unit Times

Unit Id	Date	Disp	Enroute	Onscene	IN AREA	TO HOSPIT	AT HOSPIT	IN SERVICE	TO JAIL	IN QTRS	Cleared
[REDACTED]	12/23/18	16:25:20		16:25:20							16:53:56

Call MNI

EntryCode	Lname	Fname	MI	Title	DOB	Address	Lic Num
OWN DRI	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Call Vehicle

Plate	State	Year	Make	Model	Color	Color2	Vin
AK57VP	OH	2012	FORD	4S	SIL		[REDACTED]

Wadsworth

CITY SCHOOLS

Charles R. Parsons Administrative Offices

524 Broad Street, Wadsworth Ohio 44281

Phone: 330-336-3571, Fax: 330-335-1313

March 28, 2013

Mr. Matthew Hiscock
Director of Public Safety
The City of Wadsworth
120 Maple Street
Wadsworth OH 44281

Dear Matt:

I wanted to express sincere appreciation on behalf of our district safety committee and employees for your assistance and support in our Safety Day Training on March 28, 2013. Your personnel were very professional and well received. Their ability to interact in a positive way and present the training in a serious but relaxing manner put our staff at ease. The tactical exercises were very beneficial and the question/answer sessions helped to raise the comfort level and knowledge of our employees. I am confident now that Wadsworth City Schools is much better prepared to address a crisis after experiencing the training.

Thank you to Chief Reinke, Ptl. Adam Innocenti, Ptl. Heath Studer and the other patrolmen for their professionalism and willingness to assist us in this serious matter.

I deeply appreciate our relationship with your department and forces which help make Wadsworth a great place to live and work

Sincerely,



Dale Fortner, Ed.D.
Superintendent

CC: Mayor Robin Laubaugh
Chris Easton

City of Wadsworth, Ohio

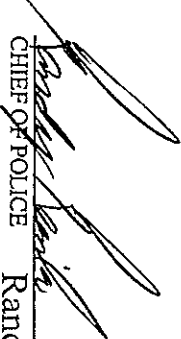
DIVISION OF POLICE

Certificate of Appreciation

THIS CERTIFICATE IS AWARDED TO

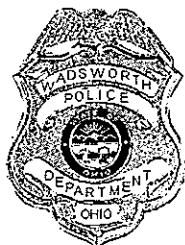


Exceptional Performance - June 29, 2012


CHIEF OF POLICE Randy Reinke

July 19, 2012

DATE



Award Application

Name: [REDACTED]

Date: July 18, 2012

Award Recommended: Certificate of Appreciation & Instant Performance Incentive - 2012

Describe Reason for Award

Use reverse side if necessary.

On Friday, June 29, 2012, WPD units responded to Wal-Mart for two shoplifting suspects fleeing from the store (WPD incident: [REDACTED]). The suspects entered a nearby wooded area in an attempt to elude Wal-Mart's loss prevention associates. When [REDACTED] arrived on scene, he began searching the expansive area on foot, tracking the suspects through the densely wooded areas. The outside temperature during this time was very hot - 93 degrees and sunny. The search for the suspects lasted for over an hour, during which [REDACTED] spent all of it on foot. When one of the suspects was located and arrested, [REDACTED] assisted Ptl. Petit in carrying the injured suspect to a location that was more accessible for EMS personnel. As a result of [REDACTED] efforts, he damaged his uniform pants and contracted poison ivy on his arms. During the subsequent investigation later that same day, he conducted an extended interrogation with one of the suspects, which led to the admission of additional crimes (thefts from vehicles and garages) committed by the subjects during the previous week. These admissions led to the recovery of more stolen property at the suspects' campsite in Sharon Township. Additional crimes that had not yet been discovered or reported by the victims were revealed, enabling the owners to recover their missing property. [REDACTED] dedicated effort and relentless pursuit of the suspects is a perfect demonstration of "performance that exceeded expectations." Furthermore, his extraordinary efforts at the scene and during the investigation resulted in the apprehension of the suspects, the recovery of numerous property items, and led to the solving of several cases in Wadsworth and surrounding jurisdictions.

Request submitted by: Sgt. D. Dorland, #11

Administrative Review

Award Granted? Yes [] No

Type of Award: Cert. of Appreciation & IPI

Days off with pay granted? [] Yes No How many? _____

Chief of Police

Safety Director

Mayor, City of Wadsworth



Award Application

Name: [REDACTED]

Date: March 5, 2011

Award Recommended: 2011 Instant Performance Incentive

Describe Reason for Award

Use reverse side if necessary.

On Wednesday, March 2 and Thursday, March 3, 2011 [REDACTED] conducted a firearms handling/familiarization training program for members of the Wadsworth EMS. Since Wednesday's training was during the evening and not during his normal shift hours [REDACTED] agreed to "flex" his schedule to accommodate the training and remain within his normal 40 hour workweek.

The following e-mail was received from Wadsworth Fire Chief Ralph Copley on March 4, 2011: "Just a word of thanks for allowing [REDACTED] to present a Firearms Safety training program to the members of Wadsworth EMS. He did a great job and the program was well received by our members. He developed a program that was not too basic but was good for members with little or no experience in the safe handling of firearms."

Request submitted by: Sgt. Dorland, #11

Administrative Review

Award Granted? Yes [] No

Type of Award: IPI

Days off with pay granted? [] Yes No How many? _____

Chief of Police

Safety Director

Mayor, City of Wadsworth



Randy Reinke <rreinke@wadsworthcity.org>

Re: Numbers

Rob Wyrick <rwyrick@wadsworthcity.org>

Mon, Mar 7, 2011 at 12:06 PM

To: Ron Likley <rlikley@wadsworthcity.org>

Cc: [REDACTED], Randy Reinke <rreinke@wadsworthcity.org>, Dave Dorland <ddorland@wadsworthcity.org>

Ron:

Thanks for the numbers, as well as the compliments for [REDACTED] I'll make sure that he's aware of them.

In appreciation,

Rob

On Mon, Mar 7, 2011 at 11:56 AM, Ron Likley <rlikley@wadsworthcity.org> wrote:

Rob,

For Wednesday night 3/2/11 we had 22 people attend and on Thursday morning 3/3/11 there were 11 people who attended the class. I would like to thank you for allowing [REDACTED] to teach the class, he did an excellent job!

Ron

On Mon, Mar 7, 2011 at 11:41 AM, Rob Wyrick <rwyrick@wadsworthcity.org> wrote:

Ron:

Do you have the number of personnel that attended each of the training sessions in which [REDACTED] presented Safe Weapons Handling?

If so, please advise.

Thanks,

Rob

City of Wadsworth, Ohio

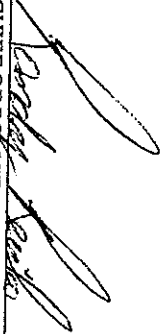
DIVISION OF POLICE

Police Officer of the Month

THIS CERTIFICATE IS AWARDED TO

[REDACTED]

November 2010


CHIEF OF POLICE
Randy Reinke


DATE



NEIL F. HASSINGER
Medina County Sheriff

Neil F. Hassinger

www.medinasheriff.com

555 Independence Drive, Medina, OH 44256
(330) 725-0028

August 16, 2010

Chief Randy Reinke
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281

Dear Chief Reinke:

On July 16, 2010, it was necessary to page out the SWAT team to assist the Federal Drug Enforcement Agency and the Cuyahoga County Sheriff's Office on Crow Road in serving a warrant. Your officers, [REDACTED] James Eichlinger, John Ahern and Matt Markley, responded to this call.

I was at the scene and it was very impressive to watch all the officers preparing for this entry. The officers responded and were very professional and efficient in their actions. Because of the highly trained officers of the SWAT team, drugs and numerous weapons were removed from this home with no injuries.

I am very proud of all of the officers and I commend them for a tremendous job. I know you feel the same and I wanted to make you aware of a great job performed by the Wadsworth Police Officers.

Sincerely,

A handwritten signature in black ink that reads "Neil F. Hassinger".

Neil F. Hassinger
Medina County Sheriff

NFH/mld

cc: File

*Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281
(330) 334-1511*

January 21, 2010

[REDACTED]
Wadsworth Police Department
120 Maple Street
Wadsworth, Ohio 44281

Dear [REDACTED]

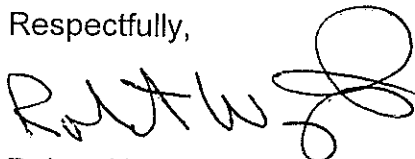
I believe you have met the requirements of section 29.6 (Instant Performance Incentive) of the current Agreement between the City of Wadsworth and the Ohio Patrolmen's Benevolent Association (Patrol Officers).

I want to acknowledge your recent actions as documented in the attached letter from Sergeant Reinke.

This action certainly enhanced the efficiency of the department. As such, I will be forwarding this letter and its attachment to the Human Resources Department for filing in your personnel file and requesting payment of the Instant Performance Incentive.

I appreciate your willingness to remain flexible in your work schedule so that we can efficiently meet the training and operational requirements of the department.

Respectfully,



Robert Wyrick, Acting Chief of Police

*Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281
(330) 334-1511*

Robert Wyrick, Acting Chief of Police
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281

January 8, 2010

Re: Performance Bonus for [REDACTED]

Chief Wyrick:

I believe that [REDACTED] has recently met the requirements of section 29.4 (Instant Performance Incentive) of the current collective bargaining agreement between the City and the Ohio Patrolmen's Benevolent Association.

[REDACTED] will be conducting defensive tactics training for our department during the month of January. The training was to be conducted at the Center for Older Adults but due to a scheduling conflict it had to be relocated to the Reimer Road Baptist Church. In order to conduct the training at the new location [REDACTED] had to move all of the floor mats and equipment between the locations and he agreed to voluntarily change his schedule so that he could do this when he wasn't working his regular patrol duties or on overtime. [REDACTED] dedication minimized the impact on patrol operations, saved the department money and will allow for the scheduled training to begin on time without interruption.

[REDACTED] actions clearly enhanced the efficiency of the department and I would therefore respectfully request he be awarded an instant Performance Bonus.



Sergeant Randy Reinke
Wadsworth Police Department

Cc: [REDACTED]



Medina County Sheriff

Neil F. Hassinger

www.medinasheriff.com

555 Independence Drive, Medina, OH 44256
(330) 725-0028

October 3, 2008

Chief David Singleton
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281

Dear Chief Singleton:

Please express my appreciation to your officers for their assistance with the jail search on Friday, September 26, 2008. Your officers responded in a professional manner and were very proficient in their actions. They were responsible for a safe and thorough search of the jail for drugs.

Thank you for the cooperation from your agency!

Sincerely,

A handwritten signature in black ink that reads "Neil F. Hassinger".

Neil F. Hassinger
Medina County Sheriff

NFH/mlld

cc: File



Medina County Sheriff

Neil F. Hassinger

www.medinasheriff.com

555 Independence Drive, Medina, OH 44256
(330) 725-0028

April 30, 2008

[REDACTED]
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281

Dear [REDACTED]

I want to express my appreciation to you for the excellent work of bringing a very dangerous incident to a safe conclusion on April 17, 2008. Your participation and professionalism had a direct impact in protecting the lives of fellow officers, the citizens of Wadsworth and the suspect.

Thank you for your dedication to the citizens of Medina County!

Sincerely,

A handwritten signature in cursive script that reads "Neil F. Hassinger".

Neil F. Hassinger
Medina County Sheriff

NFH/mld

cc: File

*Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281
(330) 334-1511*

October 4, 2006

[REDACTED]
Wadsworth Police Department
120 Maple St.
Wadsworth, OH 44281

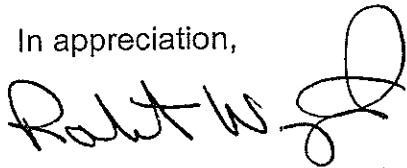
Dear [REDACTED]

I want to recognize the recent award bestowed upon you from the Medina Safe Communities in which you received an O.V.I. Enforcement Award for your efforts during 2005 and 2006.

You had the highest number of O.V.I. arrests (35) within the Wadsworth Police Department during the 12 month period between July 1, 2005 and June 30, 2006.

You are to be congratulated for your efforts that resulted in these accolades.

In appreciation,



Robert Wyrick, Lieutenant
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281

Cc: David Singleton, Chief of Police
David Dorland, Sergeant

*Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281
(330) 334-1511*

October 4, 2006

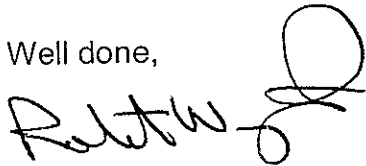
[REDACTED]
Wadsworth Police Department
120 Maple St.
Wadsworth, OH 44281

Dear [REDACTED]

I offer my congratulations to you and your fellow S.W.A.T. team members for your recent participation in the 2006 Special Response Team (S.R.T.) Tactical Competition held at the Corrections Center of Northwest Ohio in September. You were a contributing member to the Medina County S.W.A.T. team's exceptional performance, placing second overall in the competition.

I'm impressed by your commitment to duty and your desire to maintain a 'higher standard' to be a member of the S.W.A.T. team. Participating in this competition is physically demanding, mentally challenging, and greatly reflects your ability to master your special weapons and work together as a team. I appreciate your contributions to the success of the S.W.A.T. team, both in this competition and in all other aspects of the team.

Well done,



Robert Wyrick, Lieutenant
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281

CC: David Singleton, Chief of Police
David Dorland, Sergeant

David Singleton
03/14/2006 11:17 AM

To: Debra Jackson/Saf/WadsworthCity@WadsworthCity
cc:
Subject: Re: Address

Deb, can you do a certificate of appreciation for Mr. McMillan?
----- Forwarded by David Singleton/Saf/WadsworthCity on 03/14/2006 11:20 AM -----

[REDACTED]
03/13/2006 04:38 PM

To: David Singleton/Saf/WadsworthCity@WadsworthCity
cc:
Subject: Re: Address [REDACTED]

Chief, Here is the address for Mr. McMillan...

McMillan Fiberglass Stocks, Inc.
c/o Kelly McMillan
1638 W. Knudsen Dr Suite 101
Phoenix, AZ 85027 USA

David Singleton

David Singleton
03/13/2006 01:45 PM

To: [REDACTED] Saf/WadsworthCity@WadsworthCity
cc:
Subject: Address [REDACTED]

Can you give me the address I should address the recognition to?

[REDACTED]
03/13/2006 02:59 AM

To: David Singleton/Saf/WadsworthCity@WadsworthCity, Robert
Wyrick/Saf/WadsworthCity@WadsworthCity
cc: David Dorland/Saf/WadsworthCity@WadsworthCity
Subject: McMillan Sniper Comp

Gentlemen,

As you all know I attended the McMillan Sniper Comp in Phoenix, AZ this past week. The competition comprised of 19 teams (38 total snipers) from the Marine Corps, US Army, Canadian Military and several full time SWAT teams from AZ, NM, TX. The competition lasted three days in which we shot from 5 yards to 620 yards and included one night shoot. I was partnered up with [REDACTED] from Alvin, TX. [REDACTED] and I were the only team that did not work together. All the other sniper teams worked together on a full time basis giving them an upper hand.

After the three days our team came out on top with Mesa SWAT (full time SWAT team) in a close second. [REDACTED] came in 4th place as an individual and I came in 1st place as an individual.

The McMillan Sniper school and Competition was paid for in full by Kelly McMillan of McMillan Fiberglass Stocks. From air fare, ammo, rental car, lodging, entry fees, school fees ect... Everything was paid for by Mr.McMillan. Because of Mr.McMillan's generosity and willingness to seek out Law Enforcement Officers such as [REDACTED] and myself, our SWAT teams are better prepared. Is it possible for the PD to send Mr.McMillan a certificate or recognition or appreciation? I want to do something to thank him beyond a hallmark card.

Respectfully [REDACTED]

City of Wadsworth, Ohio

DIVISION OF POLICE

Certificate of Appreciation

THIS CERTIFICATE IS AWARDED TO

MR. KELLY MCMIHAN
C/O MCMIHAN FIBERGLASS STOCKS, INC.

For your generosity and support of Officer
[REDACTED] in the Sniper School and
Competition in Phoenix, AZ

David A. Singleton
CHIEF OF POLICE DAVID G. SINGLETON

March 14, 2006

DATE

bottom of my heart for
this chance to make my
life right. When I get enough
sobriety in, I want to use the
photos I have of my vehicle to
show & tell kids and adults
that this can happen to them or
loved ones - anyone. And they
might not be as lucky as me. And
everything they do in life does not
only effect them, but everyone. I
hope you all are well. There's so
much to say, but little room to write.
Words aren't enough, to let you ^{know} how I
feel, how grateful ^{I am} for you guys, and
for the community.

Heartline

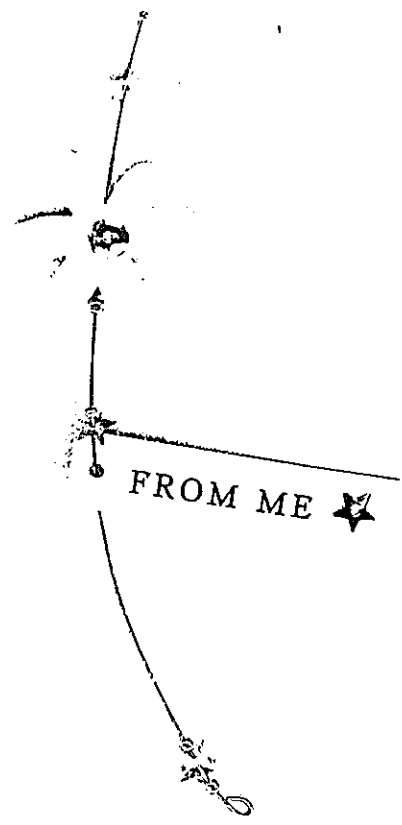
A Division of Hallmark Cards
U.S.A. 5.99
Canada 7.99
AHC 246 F
© HALLMARK LICENSING, INC.
HALLMARK CARDS, INC.
KANSAS CITY, MO 64141
TORONTO, CANADA M2J 1P6
MADE IN CHINA
www.hallmark.com

A special-huge
Thanks to the
officers that risked
their own lives
pulling me out of
my vehicle to save
mine.



Sincerely

A Thank-You Message



To
Wadsworth
Police Dept.
Officers

2006

There are
some very thoughtful
people in this world...
people who seem to enjoy
making life a little nicer
for others—

people like you.

On July 2nd, 2006, I was in an accident on State St.
Thanks to all the officers that were involved,
I am still here, and alive. I want to thank
you all from the bottom of my heart for
saving my life. Now I do have another chance
to make things in my life right for me, and
for my kids. I'm not only trying my best
to stay sober, but all the things in my life
that need to be changed, to lead a
productive life, that I've needed for so
long. GOD knows the officers have always
been there for me, and I still made wrong
decisions in my life, when you all really
cared. Once again, I want to
Thank You & GOD from the → back

Remove protective wrap
before placing in envelope.

PADDED ENVELOPE
recommended for mailing.

Kelly McMillan
McMillan Fiberglass Stocks, Inc.
1638 W. Knudsen Dr. Suite 101
Phoenix, Arizona 85027
(623)582-9635

August 31, 2005

Wadsworth Police Dept.

[REDACTED]
120 Maple st.

Wadsworth, Ohio 44281

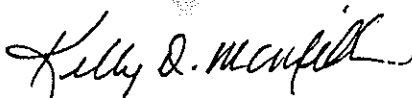
Dear Captain:

[REDACTED] has been chosen as one of two Law Enforcement officers to attend the McMillan Sniper School on a scholarship. The cost of tuition will be absorbed by the school, and McMillan Fiberglass Stocks, Inc. will cover all transportation and housing expenses including airline travel to and from his home state.

If there is any additional information you require please let me know. We have not yet established the dates for the class he will attend, but we are planning for sometime in February, 2006. Information about the school is available on the web at

<http://www.sniperschool.org/McMillan%20Sniper%20School%20.htm>

Sincerely,



Kelly D. McMillan

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SO
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y re-

LETTERS

Thanks to the WPD for offering police academy

To the editor:

I wish to wholeheartedly thank the Wadsworth Police Department for offering the Citizen's Police Academy — a general, two-month, course in police work offered to the public. I, along with 10 other students who participated in this unique program, were privileged to experience a taste of police work — everything from the opportunity to experience a ride-along in a patrol car to the actual firing of police weapons.

As a result of the course, I have gained a tremendous amount of respect for those who are members of the Wadsworth Police Department. As a result of the course, I have a deeper understanding of the tremendous stress experienced by the individuals in the WPD, as well as the personal daily risk they endure in order to protect and serve our community.

Special thanks go to Sgt. Melissa Kaiser for coordinating the program, as well as

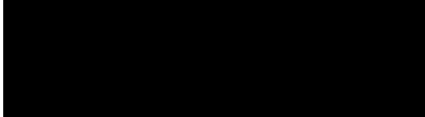
Ptl. Mike Cindia and his dog "Jaeger," Ptl. Sean Shannon, Communications Officer Mike Banks, Sgt. Randy Reinke, Charles DeFelice of Medway Drug Enforcement Agency, Judge Steven McIlvaine and SWAT team members Dorland and Echlinger. Thanks also go to Chief David Singleton for initiating the pro-

gram, as well as Lt. Robert Wyrick who had a hand in making the program available to the public. I regret if I have left out any other instructors who dedicated themselves to this program. Just know that I am grateful to all those that played a role in making the Citizen's Police Academy come to life.

All of the WPD representatives who stood before the 2005 class of the Citizen's Police Academy gave dynamic presentations with such knowledge, dignity and pride, seemingly because they have such passion for their careers in law enforcement. The work they do to protect the citizens of Wadsworth and carry out justice should not be taken for granted. I feel fortunate to have been a participant in this Academy and want each and every one of them to know that I feel blessed to have been given the opportunity to be educated by them. I have to agree with the comments of one fellow graduate who said, "I learned more in eight weeks in the Citizen's Police Academy than I did in an entire four years of high school."

Again, thank you, to the Wadsworth Police Department two-fold: 1., for offering the Academy, and 2., for being there 24/7/365.

**Carrie Valentin
Wadsworth**



I want to thank all of you for the job you did on Wednesday, October 20, 2004. All of you routinely handle serious calls, but it hits particularly close to home when a brother officer goes down. Additionally you had to deal with two injury accidents out of the same incident. Your immediate response is what made the difference.

Although we experienced communications problems equipment failures, and lacked certain intelligence, you dealt with each short coming and continued on. The suspect was contained by a perimeter that was quickly established and then reinforced with officers from Medina County Sheriff's Office, Wayne County Sheriff's Office, Norton Police Department, and Lafayette Police Department. Working together the suspect was apprehended without further incident. Each of you did not let the frustration keep you from performing professionally. It is your dedication that carried the day, and it is you personally that makes Wadsworth Police what it is.

Thanks to all of you for a job well done.

*Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281
(330) 334-1511*

July 22, 2004

[REDACTED]
Wadsworth Police Department
120 Maple St.
Wadsworth, OH 44281

Dear [REDACTED]

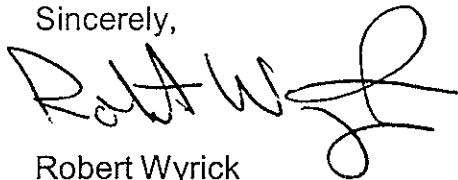
I want to thank you for your contributions to keeping our streets safe. In particular, your arrest of Garland Parsons (documented in case [REDACTED]) for Operation of a motor Vehicle while Intoxicated (O.V.I.).

You had been engaged in another traffic stop when Parsons brought attention to himself as he engaged in loud, vulgar behavior and violated the traffic code. You made a wise decision to end your traffic stop and proceed after Parsons.

Upon locating Parsons, a decision to arrest him was quickly made. Subsequently, he was charged with several offenses, including a third charge of O.V.I. within six years. This ultimately resulted in him being found guilty of O.V.I. and sentenced appropriately, including the court ordered forfeiture [REDACTED]
[REDACTED]

[REDACTED]
Your actions bring great credit upon the Wadsworth Police Department.

Sincerely,



Robert Wyrick

Lieutenant
Wadsworth Police Department
120 Maple Street
Wadsworth, OH 44281

Cc: David Singleton, Chief of Police

COPY

120 Maple Street
Wadsworth, OH 44281
Phone (330) 334-1511
Fax (330) 335-2770

Wadsworth Police Department

Wadsworth and Medina County Safety Forces:

I'd like to thank all of you for your service during the New Year's Eve/New Year's Day holiday. While much of the citizenry enjoyed the holiday, you spent yours responding to emergency calls such as possible shots being fired, fights, domestic disputes, person with a knife, drug overdose, intoxication, OVI, theft, drugs, fire, and heart attacks.

During the 12 hour period of 8:00 P.M. to 8:00 A.M., Wadsworth Police responded to 27 calls, initiated another 15 incidents, made 6 arrests, and issued 3 summonses. Wadsworth EMS responded to 7 emergency calls of which 5 were in conjunction with the police department. The Wadsworth Fire Department responded to one fire in conjunction with EMS.

None of the calls for service or pleas for help that night would have been answered had it not been for the dispatchers in the communication centers. Dispatchers Modzelewski, Emrick, Bannerman, Banks; and Medina County Sheriff's Department Dispatchers Young, Poland and Meredith handled routine transmissions, provided emergency dispatches and insured that assistance arrived for the rescuers.

Ptl. Cindia, Ptl. Cooper, Ptl. Elchlinger, Ptl. Shannon [REDACTED] Sgt. Wilcox, and Aux. Ptl. Samic performed admirably in dealing with the call volume. Each incident was handled professionally and efficiently with each of you working over to complete the cases. Although assistance was required, we could not have asked for more capable police officers than we received in Sgt. Kaiser, Ptl. Ballway, Ptl. Graff, and Ptl. Patterson; as well as with the Medina County Sheriff's Department officers Sgt. Phillips, Sgt. Herte, Dep. Seibert, Dep. England, Dep. Schismenos, and Dep. Wagner.

Bob DeLong, Jim Fox, Bob Heller, Troy Lorton, Lisa Crowley, Curt Lauer, Heather May, and Capt. Keith McConnell from Wadsworth EMS worked continually with police officers through the night dealing with the ever difficult intoxicated patient. Assistant Chief Likely, Lt. Buck Adams, Jason Lorton, Richard Potter, Lt. Tim Flath, Joe Kantorik, Jamie Weise, Larry Skruck, and Lt. Carl Raatz sacrificed their holiday to protect the public by responding to the fire call.

.....

January 6, 2004

Page 2

The dedication and level of competency that each of you bring to work every day, is what makes Medina County and the City of Wadsworth such a desirable place to live.

David G. Singleton

Chief of Police
January 1, 2004

cc:
Chief Copley
Safety Director Chuck Potter
Jim Kovacs ✓
Sheriff Hassinger

David Singleton

12/12/03 01:58 PM

To: James Wilcox/Saf/WadsworthCity@WadsworthCity,

[REDACTED]/Saf/WadsworthCity@WadsworthCity

cc: Jim Kovacs/Srv/WadsworthCity@WadsworthCity, Caesar

Carrino/Admin/WadsworthCity@WadsworthCity, Chuck

Potter/Saf/WadsworthCity@WadsworthCity

Subject: Robbery case [REDACTED]

Nathan Berkey called to thank both of you for your help in this case. He was impressed with your professionalism, and the speed in which you were able to obtain an apprehension. I too would like to thank you for an impressive investigation. You followed up on leads and just information, that when combined, brought this case to a close. Thank you for a job well done.

David Singleton
12/03/03 02:56 PM

To: Jim Kovacs/Srv/WadsworthCity@WadsworthCity
cc:
Subject: For [REDACTED]'s File.

Caesar Carrino
12/02/2003 03:55
PM

To: [REDACTED]Saf/WadsworthCity@WadsworthCity
cc: David Singleton/Saf/WadsworthCity@WadsworthCity,
Robert Wyrick/Saf/WadsworthCity@WadsworthCity, James
Wilcox/Saf/WadsworthCity@WadsworthCity
Subject:

[REDACTED]

Thanks for taking care of the theft and robbery case at Buehler's. Your work is a credit to your profession as well as to your department.

We are proud of your accomplishments.

**Caesar A. Carrino
Mayor**

120 Maple Street
Wadsworth, OH 44281
Phone (330) 334-1511
Fax (330) 335-2714

.....

Wadsworth Police Department

December 1, 2003

[REDACTED]
Wadsworth Police Department
120 Maple St.
Wadsworth, OH 44281

[REDACTED]

I want to commend you for your investigation of the recent Theft and Robbery case at Buehler's, case # [REDACTED]. As you are aware, the investigation led to the arrests of David R. Neff and Faith Vaughn for their participation in the offense(s). Your diligence, which you displayed throughout the shift and well beyond, led you to Massillon, Ohio, and resulted in the confession of arrestee David Neff, securing the likelihood of convictions in court on this matter.

The extra effort that you provided is a positive reflection of your overall attitude on this job, and it is also a positive reflection on the Wadsworth Police Department of which you are an important part.

Thank you.

Sincerely,



Sergeant James Wilcox
Wadsworth Police Department

Cc. Caesar Carrino, Mayor of Wadsworth
Charles Potter, Director of Safety
David Singleton, Chief of Police
Robert Wyrick, Lieutenant

.....

City of Wadsworth

120 Maple Street

Wadsworth, Ohio 44281

330-335-1521

Sgt. Wilcox, Ptl. Sobie and Det. Mills found themselves handling an extremely fluid and dangerous situation with no time for pre-planning. The suspect's vehicle was successfully blocked in Wadsworth Ford parking lot with all three officers appropriately using cover. Richard Hensley was taken into custody by Sgt. Wilcox and Ptl. Sobie, while Det. Mills secured the hostage, [REDACTED]. All of you continued to work with the Fairlawn officers, transported Hensley to our station and remained with them during the interviews with Hensley and [REDACTED].

Victim Services Coordinator, Wendy Emrick, responded to deal with an obviously shaken victim. She included the parents in the initial debriefing. The insight into victimization will no doubt help them understand the trauma that she has gone through, and go a long way toward her complete recovery.

Each and every one of you contributed to the successes we experienced on June 25, 2003.

Chief David G. Singleton

Cc: Safety Director
Civil Service

City of Wadsworth

120 Maple Street
Wadsworth, Ohio 44281
330-335-1521

TO: Lt. Robert D. Wyrick Sgt. Randall M. Reinke
Sgt. James R. Wilcox Ptl. Michael A. Sobie
Sgt. David A. Dorland Det. Robert R. Mills
Ptl. Katie L. Sipos Ptl. Brian Covil
[REDACTED] Ptl. James Elchlinger
Disp. Barbara Jenkins Ptl. Michael Ballway
Disp. Wendy Emrick Disp. Nicole Bannerman

FROM: Chief David G. Singleton

DATE: June 26, 2003

SUBJECT: [REDACTED]

Once again, all of you have demonstrated what an extraordinary police department the Wadsworth Police Department really is. Everybody working together brought about the capture of Richard L. Hensley, and more importantly, safely rescued the hostage,
[REDACTED]

Beginning with the initial call from a boyfriend, information continuously poured through the dispatch center. Names, addresses, call history, cell phone numbers, vehicle information and even information that a kidnapping had occurred, all originated from the dispatch center. While our dispatchers were constantly dealing with Fairlawn Police Department and our officers with information on the kidnapping, the following calls were simultaneously handled: lost and found, breaking and entering, a death, a dog bite and three EMS calls. Even during the apprehension, you had the presence of mind to call the car dealerships on Broad Street to provide safety for the civilians from a potential shooting. This case could not have been successfully concluded without the efforts demonstrated by Disp. Barbara Jenkins and Disp. Nicole Bannerman.

Sgt. Wilcox actively directed the investigation in the Wadsworth area. Together with Ptl. Sobie and Ptl. Ballway, they began running down leads, checking the residence and monitoring possible entrances into the city. Det. Mills, Sgt. Reinke and Lt. Wyrick all responded from the station while Sgt. Dorland and Ptl. Elchlinger stopped the range training to assist in searching for the suspect's vehicle. Ptl. Sipos and [REDACTED] were continually handling the other incidents in the city. Ptl. Covil, who was in for court, also was pressed into service.

City of Wadsworth

*120 Maple Street
Wadsworth, Ohio 44281
330-335-1521*

Sgt. Wilcox, Ptl. Sobie and Det. Mills found themselves handling an extremely fluid and dangerous situation with no time for pre-planning. The suspect's vehicle was successfully blocked in Wadsworth Ford parking lot with all three officers appropriately using cover. Richard Hensley was taken into custody by Sgt. Wilcox and Ptl. Sobie, while Det. Mills secured the hostage, [REDACTED]. All of you continued to work with the Fairlawn officers, transported Hensley to our station and remained with them during the interviews with Hensley and [REDACTED].

Victim Services Coordinator, Wendy Emrick, responded to deal with an obviously shaken victim. She included the parents in the initial debriefing. The insight into victimization will no doubt help them understand the trauma that she has gone through, and go a long way toward her complete recovery.

Each and every one of you contributed to the successes we experienced on June 25, 2003.

Chief David G. Singleton

Cc: Safety Director
Civil Service

[REDACTED]

He would like to
Thank you for the
Sprint Home Report
Report you left on 9/15.

He didn't realize
that our garage door
was left open.

What a wonderful
service.

He appreciates your
time very much.

Dear [REDACTED]

7/21/18

I want to thank you, again,
for your excellent presentation
at the Wadsworth library on 7/17
on the subject of
'Situation Awareness'.

I was glad your 'visuals'
were not available. Your eye
contact made a strong
connection with your audience.

All of the information you
shared was personal and
relevant. You made us aware of
our own responsibility... yet, I
find it comforting to know you
are part of my 'back-up' team.

Thank you for serving
the citizens of Wadsworth with
dedication, knowledge + compassion.

Sincerely,
[REDACTED]

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 the independent study course:

IS-00200.b
ICS for Single Resources and
Initial Action Incident, ICS-200

Issued this 15th Day of June, 2015



A handwritten signature in black ink, appearing to read "Tony Russell".

Tony Russell
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMIA

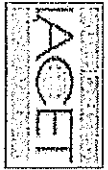
This Certificate of Achievement is to acknowledge that

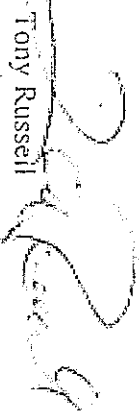


has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00800.b
National Response Framework, An Introduction**

Issued this 26th Day of April, 2015




Tony Russell
Superintendent
Emergency Management Institute

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that



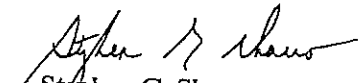
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700

**National Incident Management System
(NIMS) an Introduction**

Issued this 05th Day of August, 2005

0.3 CEU


Stephen G. Sharro
Director, Training Division

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that



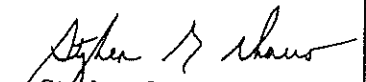
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.LE

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

Issued this 04th Day of August, 2005

0.3 CEU


Stephen G. Sharro
Director, Training Division



The City of Wadsworth Receipt of Employee Handbook

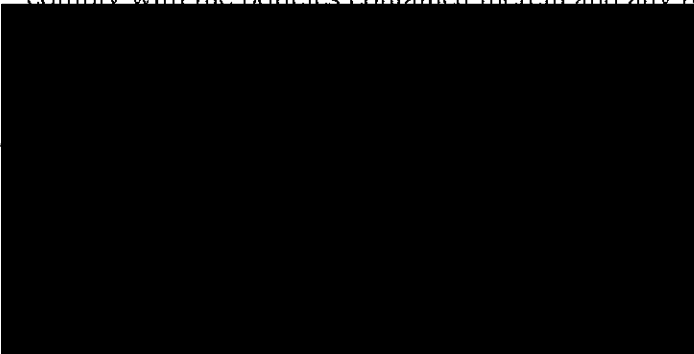
The Employee Handbook (sometimes called a Policy Manual) is a compilation of Human Resources policies, practices and procedures currently in effect in the "City of Wadsworth".

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

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

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

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



6 - 20 - 2012
Date

Police
Assigned Department

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

Handbook Distribution: June 2012
Handbook Effective Date: July 1, 2012

The City of Wadsworth Receipt of Employee Handbook

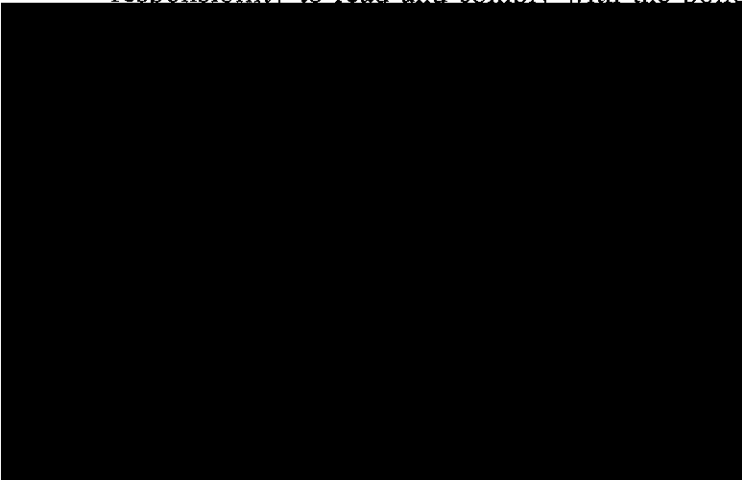
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6-24-07
Date

WPD
Department

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Handbook Distribution: June 2007