



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



2025-3739

Officer Involved Critical Incident – 4272 Cider Mill Drive,
Cincinnati, OH 45245 (L)

Investigative Activity: Records Received, Review of Records

Involves: [REDACTED] (S)

Date of Activity: 12/12/2025

Author: SA Lauren Frazier, #129

Narrative:

On December 12, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent Lauren Frazier (SA Frazier) received the personnel file for Union Township Police [REDACTED] from Union Township Finance Director Cindy White. SA Frazier reviewed the personnel file and noted the following:

- Numerous human resources documents
- Several Union Township Performance Appraisals, which noted numerous commendations and awards received
- No use of force complaints located

The personnel file has been attached to this report. Please refer to the attachments for further details.

References:

No references.

Attachments:

Attachment # 01: 2025-12-11 [REDACTED] – Personnel File

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



Union Township Police Department
Administrative Communication



TO: [REDACTED]
DATE: 11/20/25
FROM: Chief Rees
RE: Released for Duty

COPY

I have received correspondence from [REDACTED] and Lieutenant Hines stating that [REDACTED] has approved your return to duty. Therefore, you are authorized to return to work effective immediately.

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



Chief Anthony Rees
Union Township Police Department



Union Township Police Department
Administrative Communication



TO: [REDACTED]
DATE: 11/18/25
FROM: Chief Rees
RE: Administrative Leave

COPY

This letter serves to inform you that, effective immediately, you are being placed on paid administrative leave. According to PM 6-02 Response to Resistance, Sections XIX and XX, when any member is involved in a response to resistance incident or takes any action resulting in a death or serious injury, that member will be removed from field duty upon completion of the preliminary investigation and placed on administrative leave until the incident has been reviewed by the CEO.

Additionally, you will be required to attend a debriefing with a psychologist at a date and time to be determined in the near future. This session is intended to help you address any moral, ethical, or psychological after-effects of the incident. Please remain available at all times for official agency interviews and reports related to this matter.

I encourage you to refer to and review your rights as a member as outlined in the current collective bargaining agreement, the Union Township Policy and Procedure Manual, and the Union Township Employee Handbook.

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

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



Chief Anthony Rees
Union Township Police Department

Union Township Police Department

Written Record of Counseling

Employee Name

Date of Counseling 6/6/2025

Employee Number

Bureau Patrol

Type of Violation

<input type="checkbox"/> Attendance	<input type="checkbox"/> Carelessness	<input type="checkbox"/> Insubordination
<input type="checkbox"/> Lateness or Early Quit	<input type="checkbox"/> Failure to Follow Instructions	<input type="checkbox"/> Violation of Safety Rules
<input type="checkbox"/> Attitude	<input type="checkbox"/> Willful Damage to Material or Equipment	<input type="checkbox"/> Working on Personal Matters
<input type="checkbox"/> Unsatisfactory Work Quality	<input checked="" type="checkbox"/> Violation of Department Policies or Procedure	<input type="checkbox"/> Other

Previous Counseling

ORAL	Written	Date	By Whom
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>		

Employer Statement

Date of Incident 1/5/2025

Time 1700

Policy No. Violation (if applicable) PM 07-02 / 09-03

██████████ on January 5, 2025, you responded to a traffic crash involving a Township Owned vehicle (25-280). You failed to take any photographs of the Township Owned vehicle in violation of PM 07-02 IV F which states: Photographs are required for any crash involving Township vehicles of property. PM 09-03 V C: if a member decides that no photographs taken at a scene, a supplement report will be submitted by the member outlining the reasons.

Two photographs were taken of Unit #2 however, you failed to transfer those photographs from your cellphone to the agency's secured computer storage PM 09-03 VIII B, additionally, at no time are photographs to be taken and left on any device other than the agency's secured computer database PM 09-03 VIII 1.

I have read and understand it.

██████████
Issuing Supervisor

██████████
Bureau Commander

██████████
CEO

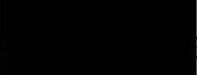
6-6-25
Date


6/6/25
Date

6/12/25
Date


6/12/25
Date

Union Township Employee Acknowledgement Receipt of Public Records Policy Handbook

I, , hereby acknowledge that I have received a copy of the *Union Township Public Records Policy Handbook*, and understand the provisions set forth therein. Further, I understand the consequences of failure to follow the provisions set forth within this document, including being subject to disciplinary procedures set forth within the *Union Township, Clermont County, Ohio (Amended June 11, 2024)*.


Signature

5/15/25
Date


Police Dept
Department/Agency



Union Township Police Department
Performance Appraisal
 Sworn Employee



Employee Name: [REDACTED]

Employee Number: [REDACTED]

Division/Section: Patrol

Rating Supervisor: [REDACTED]

Appraisal Period: July 1, 2023 to June 30, 2024

<u>Category</u>	<u>Meets Standard</u>	<u>Does Not Meet Standard</u>
Productivity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job Knowledge	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Criminal/Prelim Investigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Traffic Enforcement	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judgment and Discretion	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Crisis Intervention	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Problem ID and Resolution	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dealing with the Public	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Report Writing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Relations With Co-Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Relations with Other Agencies	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attendance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Physical Readiness	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maintenance of Equipment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attitude and Loyalty	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Any category marked "Does Not Meet Standard" must be explained on the addendum.

Sworn Employee Performance Appraisal (page 2)**Employee Name:** [REDACTED]**Strongest Performance Areas:**

Job Knowledge - [REDACTED] is familiar with agency standards of conduct, policies, and procedures; state and local laws and resolutions; and standard police procedures. Requires little or no correction from supervisors when performing routine or less than routine tasks. Requests and attends advanced in-service training. Displays interest in furthering level of knowledge. [REDACTED] is very knowledgeable on the law and case law and applies it towards his everyday policing.

Traffic Enforcement - [REDACTED] consistently performs proactive traffic enforcement and meets minimum performance standards as determined by quarterly activity studies. Understands purpose of traffic enforcement. Displays ability to use discretion when dealing with traffic violators. Is familiar with state and local traffic laws and resolutions. [REDACTED] continues to utilize his traffic enforcement initiated drug interdiction practices to generate positive results.

Weakest Performance Areas:

None observed.

Work Related Interests/Goals:

[REDACTED] interests include advanced narcotics training, K-9 training, rifle range instructor / armorer training and Taser instructor training. [REDACTED] would like to be a K-9 handler for our agency and work in a drug unit.

Disciplinary Actions Taken: (Actions taken during rating period. Include specifics.)

None.

Career Development/Recommendations:

[REDACTED] should continue to be afforded the opportunity to attend additional range instructor and armorer training to develop his skillset and add value to our in-service training experience. If it is determined there is a need for an additional Taser instructor, I would recommend [REDACTED] also be considered for the training. [REDACTED] should continue to attend advanced narcotics training as well as legal update training related to the field.

[REDACTED] attended Pistol Armorer, Pistol Range Instructor and Field Training Officer training during this appraisal period.

Sworn Employee Performance Appraisal (page 3)**Employee Name:** [REDACTED]**Addendum:**

[REDACTED] received nine letters of commendation from his supervisors which were documented in Guardian Tracking. [REDACTED] received an "Excellence in Service Award" at the 2024 Law Enforcement Appreciation Banquet for a large narcotics seizure during a traffic stop.

[REDACTED] is a member of the Field Training Officer Program, Directed Patrol Unit, and the Union Township Honor Guard. [REDACTED] has excelled in these special assignments and should continue to participate in all.

A review of the UTPD Employee Absence Report revealed that [REDACTED] had no occurrences during this appraisal period.

I have [REDACTED] appraisal conference.

Et

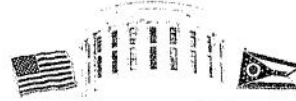
12-17-2024
Date12/17/24
Date

I have reviewed this performance appraisal and have determined that it was completed in a fair and impartial manner.
CALEA 35.1, 14

[Signature]
Bureau Commander Signature1/2/25
Date[Signature]
Chief of Police Signature1/2/25
Date



THE STATE OF OHIO



KEITH FABER
OHIO AUDITOR OF STATE

The Ohio Auditor of State's Office

certifies that



has successfully completed
Fraud Reporting and Training

July 04, 2024

A handwritten signature in cursive script that reads "Keith Faber".

Keith Faber
Ohio Auditor of State

Thank you for registering for Fraud Reporting and Training. Use the link below to enter the webcast.

WEBCAST

LINK: [https://event.on24.com/wcc/r/4639162/0BBE3A000E697ADE6D20B0E3D7CC4B79?mode=login&email=\[REDACTED\]@utclermont.gov](https://event.on24.com/wcc/r/4639162/0BBE3A000E697ADE6D20B0E3D7CC4B79?mode=login&email=[REDACTED]@utclermont.gov)

EMAIL: [REDACTED]@utclermont.gov

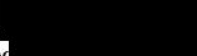
This is an auto-generated email - please do not reply. If you have questions regarding the training, please contact the AOS Training Department directly at fraudtraining@ohioauditor.gov

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

Pursuant to Ohio Revised Code Section 117.103(B), the auditor of state shall create training material detailing Ohio's fraud-reporting system and the means of reporting fraud, waste, and abuse. The auditor of state shall provide the training material to employees and elected officials of a political subdivision.

Current employees and elected officials shall complete the training within ninety days of date specified by the auditor of state as noted in Bulletin 2024-005. No exceptions will be allowed unless good cause exists for noncompliance. Each new employee or elected official shall confirm receipt of this material within thirty days after taking office or beginning employment. The training shall be required every four years for each employee or elected official.

By signing below, you are acknowledging both that the Auditor of State provided you information about the fraud-reporting system as described by Section 117.103(B) of the Revised Code and that you have completed review of the training material.

I, , have been provided and reviewed materials regarding the fraud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt and review of this information.


NAME

Police Officer
TITLE

Union Twp Police Dept
DEPARTMENT


SIGNATURE


7-4-24
DATE

Please sign the attached and present the acknowledgment slip below to your supervisor for inclusion in your personnel file.

Unless explicitly implied by bargaining statutes, I understand that I am an at-will employee and that the Board of Trustees may terminate me at any time.


I have also reviewed a copy of Union Township's Personnel Policy Manual that outlines my privileges and obligations as an employee of the Township. I will familiarize myself with the information in these directives and understand that they, effective **May 2024**, govern me as an employee and I am responsible for complying with all relevant policies.


Since the information in these directives may be subject to change by action of the Board of Trustees, it is understood that I will be notified through the usual channels of dissemination.


Employee Signature

6-13-24
Date

**Union Township Employee Acknowledgement
Receipt of Public Records Policy Handbook**


I, , hereby acknowledge that I have received a copy of the *Union Township Public Records Policy Handbook*, and understand the provisions set forth therein. Further, I understand the consequences of failure to follow the provisions set forth within this document, including being subject to disciplinary procedures set forth within the *Personnel Policy Manual of Union Township, Clermont County, Ohio (January 2005)*.



Signature

4-30-24

Date



UTPD
Department/Agency

Hines, Josh

From: Aimee Crooks <aimeecrooks@icloud.com>
Sent: Thursday, May 2, 2024 10:48 AM
To: Hines, Josh
Subject: Compliment: PO Hoess

Off. Hoess

Dear Lieutenant Hines,

My name is Aimee Murray; I live in the area. I got stopped by one of your officers yesterday. I would like to formally compliment Officer Hoess for his police work.

He was extremely kind to me and assisted me in every way he could. He also went above and beyond to make sure someone I knew who had a bench warrant, got served justice. Officer Hoess said he was already very familiar with that person. I provided dispatch with her address and phone # after our stop. Sure enough Officer Hoess made sure that the criminal was off the streets; the justice system can now do its job.

Police Officer Hoess makes me feel protected in this community. Thank you for having officers on your team who recognize the bad people around town and follow up on bench warrants.

He also has a nose for burnt marijuana as no one has smoked in my car in a very long time, and I mean that as a compliment as well.

PO Hoess is good at his job. He is thorough and clearly follows all procedures.

Good job Officer Hoess.

There was also an assisting officer whose name I forget, but he was the backup on my stop with Officer Hoess. I would like to compliment him as well.

If there is any other formal way to file a compliment with Officer Hoess, please email me back with that information if you get the chance. I only saw complaints on the website and I don't want to do that. Otherwise I hope this email suffices.

Thank you for your time Lieutenant.

Sincerely,
Aimee Murray
513-258-7842



Union Township Police Department
Performance Appraisal
 Sworn Employee



Employee Name: [REDACTED]

Employee Number: [REDACTED]

Division/Section: Patrol

Rating Supervisor: Sergeant Scott Marshall

Appraisal Period: July 1, 2022 to June 30, 2023

<u>Category</u>	<u>Meets Standard</u>	<u>Does Not Meet Standard</u>
Productivity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job Knowledge	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Criminal/Prelim Investigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Traffic Enforcement	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judgment and Discretion	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Crisis Intervention	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Problem ID and Resolution	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dealing with the Public	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Report Writing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Relations With Co-Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Relations with Other Agencies	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attendance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Physical Readiness	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maintenance of Equipment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attitude and Loyalty	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Any category marked "Does Not Meet Standard" must be explained on the addendum.

Sworn Employee Performance Appraisal (page 2)**Employee Name:** [REDACTED]**Strongest Performance Areas:**

Job Knowledge - [REDACTED] is familiar with agency standards of conduct, policies, and procedures; state and local laws and resolutions; and standard police procedures. He requires little or no correction from supervisors when performing routine or less than routine tasks. [REDACTED] requests and attends appropriate advanced training to improve himself professionally and to direct his career path. [REDACTED] has a strong knowledge of criminal and narcotic detection and apprehension which is in line with his career interests and goals to become a police K9 handler and/or narcotics agent.

Criminal/Preliminary Investigation - [REDACTED] assigned investigations are completed thoroughly which include follow-up documentation describing aspects of the investigation as well final dispositions. [REDACTED] also completes his investigations and reports in a timely manner consistent with policy (PM 8-01). Evidence collected by [REDACTED] during his investigations is gathered and submitted properly. [REDACTED] has a strong criminal interdiction skillset coupled with a desire for criminal and narcotic apprehension. It is evident in reviewing [REDACTED] work product that he understands the process of his investigations and the requirements to obtain sufficient prosecution.

Report writing - [REDACTED] reports are completed properly and submitted on time. His reports require little or no correction and are neat, with proper spelling, punctuation, and grammar. [REDACTED] is a proactive member of the police department, and as such, he generates a significant amount of reports which serve as a body of evidence to support his report writing skill. Documentation of police interactions and investigations are highly scrutinized by the court and the public. [REDACTED] shows his understanding of this and invests time and effort into his reports to ensure a professional image for himself as well as the agency. In reviewing [REDACTED] reports, it is clear he understands the "four corner rule" of police report writing as he documents his observations and actions, however so slight, to articulate his course of action and investigation.

Weakest Performance Areas:

I have not observed any weakness of significance during my time as a direct supervisor to [REDACTED] during this appraisal period.

Work Related Interests/Goals:

[REDACTED] short term goal is to become a K9 handler with our agency. [REDACTED] also has auxiliary interests in becoming an armorer and firearms instructor. [REDACTED] long term goals are to become a narcotics agent with the Clermont County Narcotics Unit and to continue to build upon himself professionally to be promoted to sergeant.

Disciplinary Actions Taken: (Actions taken during rating period. Include specifics.)

A review of Guardian Tracking revealed [REDACTED] did not receive any disciplinary actions during this appraisal period.

Career Development/Recommendations:

[REDACTED] has shown his personal strengths and dedication to narcotics detection/apprehension and in doing so, should be afforded advanced training in these areas to supplement his foundation and prepare him for positions in the K9 unit and/or the drug unit if/when they become available to him. I recommend [REDACTED] become involved with our K9 unit to familiarize himself with the unit to best prepare himself for possible K9 handler opportunities as it is clear his passion is to become a K9 handler within our agency. [REDACTED] also possesses the ability and tact to instruct members of the agency. As a result, I also recommend [REDACTED] be afforded firearms instructor courses as well as training in firearms maintenance to be utilized within the agency armory and firearms instruction.

Sworn Employee Performance Appraisal (page 3)**Employee Name:** [REDACTED]**Addendum:**

[REDACTED] received three supervisor recognitions, one public recognition, one letter of commendation, and one lifesaving award all of which were all documented in Guardian Tracking during this appraisal period. While all of these entries are impressive, [REDACTED] life saving award stands out as it details his actions while evacuating a burning apartment building which likely saved several lives.

[REDACTED] attended a Desert Snow criminal workshop and a basic criminal investigations course during this appraisal period.

[REDACTED] was awarded a position on the police department's honor guard team during this appraisal period.

A review of the UTPD Employee Absence Report revealed that [REDACTED] had no reported occurrences during this appraisal period.

I have [REDACTED] performance appraisal conference.

Employee signature

9-24-2023
Date

Sgt. [Signature]
Supervisor signature

9-24-23
Date

I have reviewed this performance appraisal and have determined that it was completed in a fair and impartial manner.
CALEA 35.1.14

[Signature]
Bureau Commander Signature

11/20/23
Date

[Signature]
Chief of Police Signature

11/20/23
Date



Union Township Police Department
Performance Appraisal
 Sworn Employee



Employee Name [REDACTED]

Employee Number: [REDACTED]

Division/Section: Patrol

Rating Supervisor: Sgt. Wilson

Appraisal Period: July 1, 2021 to June 30, 2022

<u>Category</u>	<u>Meets Standard</u>	<u>Does Not Meet Standard</u>
Productivity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job Knowledge	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Criminal/Prelim Investigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Traffic Enforcement	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judgment and Discretion	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Crisis Intervention	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Problem ID and Resolution	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dealing with the Public	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Report Writing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Relations With Co-Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Relations with Other Agencies	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attendance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appearance	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Physical Readiness	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maintenance of Equipment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attitude and Loyalty	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Any category marked "Does Not Meet Standard" must be explained on the addendum.

Sworn Employee Performance Appraisal (page 2)**Employee Name:** [REDACTED]**Strongest Performance Areas:****Job knowledge-**

[REDACTED] is familiar with agency standards of conduct, policies, and procedures; state and local laws and resolutions; and standard police procedures. [REDACTED] requires little or no correction from supervisors when performing routine or less than routine tasks. [REDACTED] displays an interest in furthering his level of knowledge.

Traffic Enforcement-

[REDACTED] consistently performs proactive traffic enforcement and meets minimum performance standards as determined by quarterly activity studies. [REDACTED] understands the purpose of traffic enforcement. [REDACTED] often uses traffic enforcement to establish probable cause for drug investigations.

While [REDACTED] has only been with the Union Township Police Department since [REDACTED] he brought a lot of drug investigative knowledge with him. [REDACTED] excels at traffic enforcement initiated drug interdiction.

[REDACTED] received a letter of commendation, a lifesaving recognition, and several supervisor recognitions during the assessment period.

Weakest Performance Areas:**Traffic Enforcement-**

One area where [REDACTED] could improve is to focus more on impaired drivers while conducting traffic enforcement.

Work Related Interests/Goals:

[REDACTED] aspires to be a canine handler and an agent in the Clermont County Narcotics Unit. [REDACTED] would also like to join the Union Township Honor Guard and the dive team.

Disciplinary Actions Taken: (Actions taken during rating period. Include specifics.)

None

Career Development/Recommendations:

[REDACTED] indicates he received training in CIT. He is also scheduled for Desert Snow in October. [REDACTED] currently has an associate's degree in criminal justice.

[REDACTED] would benefit himself and the agency in attending drug interdiction courses. [REDACTED] would also benefit himself and the agency by completing his bachelor's degree.

Sworn Employee Performance Appraisal (page 3)

Employee Name:

Addendum:

I have [redacted] performance appraisal conference.

Employee signature

1/18/2022
Date

Supervisor signature

12/22/2021
Date

I have reviewed this performance appraisal and have determined that it was completed in a fair and impartial manner.
CALEA 35.1.14

Bureau Commander Signature

10/20/22
Date

Chief of Police Signature

12/11/22
Date

PERSONNEL ACTION FORM

For Internal Use

Reason for Action: ☐ Promotion ☐ New Position ☒ Rate Change ☐ Termination ☐ Other _____

Employee Name: [REDACTED] Effective Date of Change: 11 / 2 / 22

Employee Changes

New Department: _____ New Position: _____

New Status Type: ☐ Full Time ☐ Part Time ☐ Seasonal ☐ Intern

New Pay Rate: \$40.66 ☒ Hourly ☐ Salary Old Pay Rate: \$32.69

Leave of Absence: ☐ FMLA ☐ Workers Comp ☐ Other: _____

Termination: Last Day Worked: ____/____/____ ☐ Voluntary ☐ Involuntary

Supervisor Approval:  Date: 10/25/22

HR/Payroll Department

Insurance policies impacted by change: ☐ Medical ☐ Dental ☐ HRA/FSA ☐ Life ☐ LTC
Date insurance carriers notified: _____

Changes completed in HR/Payroll by: _____ Date: _____



Union Township Police

Established in 1965
Chief of Police Scott T. Gaviglia

October 28, 2022



It is my pleasure to advise you that you have been removed from probationary status. You have been appointed to your current rank as a permanent full-time employee. This change is effective one year from your date of appointment to the probationary position.

I want to congratulate you on your accomplishment. You have done a good job, and the Township is pleased to reward your efforts.

Please keep up the good work!

Sincerely,

Scott Gaviglia
Chief of Police

cc: personnel file

4312 Glen Este-Withamsville Road • Cincinnati, Ohio 45245

(513) 752-1230 • FAX (513) 753-2687


Equal Opportunity Employer

Please sign the attached and present the acknowledgment slip below to your supervisor for inclusion in your personnel file.

Unless explicitly implied by bargaining statutes, I understand that I am an at-will employee and that the Board of Trustees may terminate me at any time.

I have also reviewed a copy of Union Township's Personnel Policy Manual that outlines my privileges and obligations as an employee of the Township. I will familiarize myself with the information in these directives and understand that they, effective **September 2014**, govern me,

Since the information in these directives may be subject to change by action of the Board of Trustees, it is understood that I will be notified through the usual channels of dissemination.


Employee Signature

11-2-2021
Date



UNION TOWNSHIP EMPLOYEE ACKNOWLEDGEMENT RECEIPT OF CELLULAR TELEPHONE POLICY

I, [REDACTED], hereby acknowledge that I have received a copy of the *Cellular Telephone Policy*, as amended, and understand the provisions set forth therein. Further, I understand the consequences of failure to follow the provisions set forth within this document, including being subject to disciplinary procedures set forth within the *Personnel Policy Manual of Union Township, Clermont County, Ohio (January 2005)*, as amended, and any other penalties, whether in law or in equity, as provided within the Ohio Revised Code.

[REDACTED]
Signature

11-7-2021
Date

[REDACTED]
Union Township Police Department
Department/Agency



**UNION TOWNSHIP EMPLOYEE ACKNOWLEDGEMENT
RECEIPT OF CONFLICT OF INTEREST POLICY**

I, [REDACTED], hereby acknowledge that I have received a copy of the *Conflict of Interest Policy*, and understand the provisions set forth therein. Further, I understand the consequences of failure to follow the provisions set forth within this document, including being subject to disciplinary procedures set forth within the *Personnel Policy Manual of Union Township, Clermont County, Ohio (January 2005)*, and any other penalties, whether in law or in equity, as provided within the Ohio Revised Code.

[REDACTED]

Signature

11-2-2021

Date

[REDACTED]

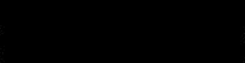
Union Township Police Department
Department/Agency


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

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

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

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

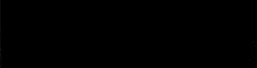
I, , have read the information provided by my employer regarding the fraud-reporting system operated by the Ohio Auditor of State's office. I further state that the undersigned signature acknowledges receipt of this information.


 Police Officer, Union Township
TITLE, AND DEPARTMENT


PLEASE SIGN NAME


11-2-2021
DATE

**Union Township Employee Acknowledgement
Receipt of Public Records Policy Handbook**

I, , hereby acknowledge that I have received a copy of the
Union Township Records Policy Handbook, and understand the provisions set forth
therein. Further, I understand the consequences of failure to follow the provisions set forth
within this document, including being subject to disciplinary procedures set forth within the
Personnel Policy Manual of Union Township, Clermont County, Ohio (January 2005).


Signature

11-2-2021
Date


Union Township Police Department
Department/Agency

Union Township supports the Drug Free Workplace Act of 1988. Consequently, any unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on these premises by employees is strictly prohibited and violators will be subject to corrective action and criminal prosecution.

This policy is to be regarded as a condition of employment. Any employee convicted of a work related drug offense must notify the Township Administrator no later than five (5) calendar days after conviction.

DRUG FREE WORKPLACE POLICY RECEIPT

The purpose of this document is to verify that I have received a copy of the Township's Drug Free Workplace Notice and Policy.


Employee Signature

11-2-2021
Date

JOB DESCRIPTION

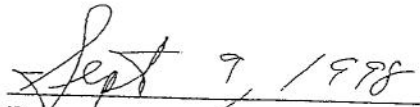
Page 4 of 4

Union Township
An Equal Opportunity Employer

This job description in no manner states or implies that these are the only duties and responsibilities to be performed by the position incumbent who will be required to follow other instructions and perform any duties required by the position's supervisor, Police Chief/Fire Chief, or Administrator.

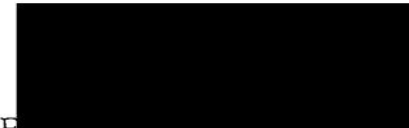


Approved by Township Administrator

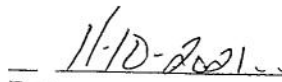


Date

I understand, and will perform to the best of my ability, the job duties and requirements specified in this job description. Unless explicitly implied by bargaining contract or statutes, I understand that I am an at-will employee and that I may be terminated at any time by the Board of Trustees.




Employee's Signature



Date

Union Township Police Department
Acknowledgment of General Orders

I  have been informed that the General Orders are available on Power DMS and the templates drive. On 11/10/2021 I have
Date
been shown the General Orders and agree to abide by the standards of conduct, policies, and procedures therein.


I understand that a physical copy of this manual will be available to me in my place of work; in addition to the digital versions outlined above.

I understand that the CEO reserves the right to change these general orders in the future to reflect changes in laws, work environment, operations and other circumstances affecting economic, operational, and administrative needs.

I understand that, unless otherwise stated, all general orders are in effect upon date of issue.

I understand that under no circumstances may these General Orders and its contents be lent, given away, or copied in any manner by any person without the explicit permission of my employer. I understand that any digital or physical copies of the General Orders will be returned to my employer upon request.



P.O.  #20
Signature of issuing supervisor

Union Township Police Department
Code of Ethics for Sworn Members

As a law enforcement officer, my fundamental obligation is to protect the constitutional rights and freedoms of the people whom I have been sworn to protect.

While I consider the way I choose to conduct my private affairs a personal freedom, I accept the responsibilities for my actions, as well as inactions, while on duty or off duty, when those actions bring disrepute on the public image of my employer, my fellow members, and the law enforcement profession.

I vow to perform all my duties in a professional and competent manner. I consider the abilities to be courageous in the face of danger and to exercise restraint in the use of my powers and authorities to be the ultimate public trust. I accept that I must consistently strive to achieve excellence in learning the necessary knowledge and skills associated with my duties. I will keep myself physically fit and mentally alert so that I am capable of performing my duties according to the standards of quality expected of my position.

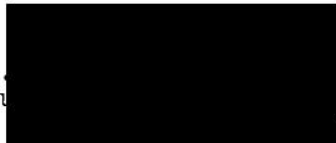
I vow to be fully truthful and honest in my dealings with others. I deplore lies and half-truths that mislead or do not fully inform those who must depend on my honesty. I will obey the very laws that I am sworn to uphold. I will seek affirmative ways to comply with the standards of my agency and the lawful directions of my supervisors.

I vow to treat others with courtesy at all times. I consider it to be a professional weakness to allow another's behavior to dictate my response. I will not allow others' actions or failings to be my excuse for not performing my duties in a responsible and professional and expected manner.

I vow to empathize with the problems of people with whom I come into daily contact. However, I cannot allow my personal feelings, prejudices, animosities, or friendships to influence the discretionary authorities entrusted to my job. I will affirmatively seek ways to avoid conflicts and potential conflicts of interest that could compromise my official authority or public image.

I hold the authority inherent in my position to be an affirmation of the public's trust in me as a law enforcement officer. I do not take this trust lightly. As long as I remain in this position, I will dedicate myself to maintaining this trust and upholding all the ideals of the law enforcement profession.

Employee Signature



Witness Signature

P.O. *[Signature]* #20

Date

11/09/21

Lion Township Police Department
Code of Ethics for Sworn Members

As a law enforcement officer, my fundamental obligation is to protect the constitutional rights and freedoms of the people whom I have been sworn to protect.

While I consider the way I choose to conduct my private affairs a personal freedom, I accept the responsibilities for my actions, as well as inactions, while on duty or off duty, when those actions bring disrepute on the public image of my employer, my fellow members, and the law enforcement profession.

I vow to perform all my duties in a professional and competent manner. I consider the abilities to be courageous in the face of danger and to exercise restraint in the use of my powers and authorities to be the ultimate public trust. I accept that I must consistently strive to achieve excellence in learning the necessary knowledge and skills associated with my duties. I will keep myself physically fit and mentally alert so that I am capable of performing my duties according to the standards of quality expected of my position.

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I hold the authority inherent in my position to be an affirmation of the public's trust in me as a law enforcement officer. I do not take this trust lightly. As long as I remain in this position, I will dedicate myself to maintaining this trust and upholding all the ideals of the law enforcement profession.

Employee Signature

Witness Signature

Date

P.O. [Redacted] #20

11/10/2021

PUBLIC EMPLOYMENT

In accordance with section 2909.34 of the Ohio Revised Code

DECLARATION REGARDING MATERIAL ASSISTANCE/NONASSISTANCE TO A TERRORIST ORGANIZATION

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

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

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

LAST NAME	[REDACTED]		FIRST NAME	[REDACTED]	MIDDLE INITIAL	[REDACTED]
HOME ADDRESS	[REDACTED]					
CITY	[REDACTED]	STATE	[REDACTED]	ZIP	[REDACTED]	COUNTRY
HOME PHONE	[REDACTED]	WORK PHONE	[REDACTED]			

DECLARATION

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

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

- Are you a member of an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No
- Have you used any position of prominence you have with any country to persuade others to support an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No
- Have you knowingly solicited funds or other things of value for an organization on the U.S. Department of State Terrorist Exclusion List?
☐ Yes ☒ No



Union Township Police

Established in 1965
Chief of Police Scott T. Gaviglia

October 11, 2021



Dear Mr. [REDACTED]

You will attend the Trustee Meeting on Thursday, October 14, 2021, at 7:00 p.m. Please meet Chief Gaviglia at the Civic Center at 6:30pm, dressed in professional attire. On Friday, October 15, you need to have your pre-employment physical at Concentra, 2884 East Kemper Rd., 771-2233. Their hours are 8:00am – 5:00pm. (They ask that you not show up any later than 2:00pm) I have included a map. Be sure to take a picture I.D. and **do not eat or drink anything 12 hours prior.**

If you have any questions, please call me at 753-2211.

Sincerely,

Heather Brown

Heather Brown
Administrative Assistant

4312 Glen Este-Withamsville Road • Cincinnati, Ohio 45245

(513) 752-1230 • FAX (513) 753-2687

Equal Opportunity Employer

PC#1 3/8/21

Phone: [REDACTED]

Email: [REDACTED]

March 4, 2021

Re: Police Officer Position

To Whom It May Concern:

I am very interested in becoming a fulltime Police Officer with The Union Township Police Department. With roughly [REDACTED] years of experience in Law Enforcement both in [REDACTED] and as a sworn Police Officer in the state of Ohio I am positive I can contribute to your departments on going success and reliability in the community.

I hold an Associates Degree in Criminal Justice from the University of Cincinnati, and graduated from the Ohio Police Officer Training Academy in [REDACTED]. In addition, I have also graduated from the [REDACTED]

From April 2011 until September 2014 I served as a [REDACTED] both

[REDACTED]
[REDACTED]
serve as a Police Officer with the City of Mason as a [REDACTED]. Over the past [REDACTED] I have received hundreds of hours of training in the Law Enforcement field and hold numerous certifications. Looking at my resume, you would appreciate that I am extremely dedicated and loyal towards my career and have a very strong work ethic. Therefore, if provided a chance, I would proudly serve the citizens and residents of Union Township.

Thank you for considering my resume. I look forward to hearing from you.

Sincerely,

[REDACTED]

RECEIVED MAR 05 2021

[Redacted]
[Redacted]
Cell:
[Redacted]

Profile

Highly motivated Law Enforcement Officer ready to provide Loyal Dedicated Service for The Union Township Police Department. Qualifications include an Associate Degree in Criminal Justice, OPOTA certification, [Redacted] comprehensive field training, and extensive experience in patrol, narcotic investigations, and community policing.

Key Skills

- | | | |
|--------------------------------------|-----------------------------|------------------------------|
| •Law Enforcement & Public Safety | •Crime Prevention | •Counterterrorism Strategies |
| •Emergency Planning & Response | •Traffic Control | •Firearms Safety & Handling |
| [Redacted] | •Evidence Collection | •Interviews & Interrogation |
| •Criminal & Narcotics Investigations | •Defensive Tactics | |
| | •Crime Scene Investigations | |

Experience

Mason Police Department, Mason Ohio [Redacted]
Police Officer [Redacted]
Protect life and property, Community Oriented Policing, Role Model, Enforce state and local ordnances, perform patrols, traffic accident/first responder investigations, ticket/report writing, traffic stops, search and seizure of evidence.

Hillsboro Police Department, Hillsboro Ohio [Redacted]
Police Officer [Redacted]
Protect life and property, Community Oriented Policing, Role Model, Enforce state and local ordnances, perform patrols, traffic accident/first responder investigations, ticket/report writing, traffic stops, search and seizure of evidence.

[Redacted]



UNION TOWNSHIP POLICE DEPARTMENT

Chief Scott Gaviglia

4312 Gleneste-Withamsville Road • Cincinnati, Ohio 45245
(513)752-1230 (513)753-2687 (FAX)



APPLICATION FOR EMPLOYMENT

Revised 01/2016

UNION TOWNSHIP IS AN EQUAL OPPORTUNITY EMPLOYER

Today's Date 7-29-2021

Name Last	First	M.I.	Social Security Number
[REDACTED]			
Present address	City	State	Zip code
[REDACTED]			
How long have you lived at your present address?	Home phone number	Alternate phone number	
1 yrs. 7 mos.	DNA	C# [REDACTED]	
Are you a US citizen? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>			
Are you 21 years of age or older? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>			
Are you legally eligible for employment in the US? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>			
Position applying for:			
<input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Civilian (Communications, Secretarial)			

Education

TYPE OF SCHOOL	NAME AND ADDRESS OF SCHOOL	LAST GRADE COMPLETED	COURSE OF STUDY	DATES	DEGREE OR DIPLOMA
ELEMENTARY	Clough Pike Elementary 868 Clough Pike Cincinnati, OH 45245 Merna Elementary 1040 Miskins Road Cincinnati, OH 45245	2nd 5th	N/A	[REDACTED]	DNA DNA
HIGH SCHOOL	Aurora High School 1351 Clough Pike Batavia, OH 45103	12th	General Education		Diploma
COLLEGE	University of Cincinnati 4200 College Drive Batavia, OH 45103	14th	Criminal Justice		Associates Degree
LAW ENFORCEMENT	University of Cincinnati Police Academy 5956 Buckhorn Road Wilford, Ohio 45150	DNA	Police Academy		OPOTA Certification

Are you continuing your education? YES ☐ NO ☒

If yes, please indicate how

Scholastic honors or scholarships received

DNA

Thurs 9/2
9/7 10:00
10:00

RECEIVED JUL 30 2021

Employment History

Please list all employment, starting with present or most recent employer.
Account for all periods, including all unemployment or time not spent in school or military service.

1	Name and address of employer MASON Police Department 6000 Mason-Montgomery Road Mason OH 45040		<input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number 513-229-8560	Supervisor name and title Sgt. BRAD WALKER
Final salary \$42.21 <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Month <input type="checkbox"/> Year		Job Title Police Officer	Reason for leaving Career Development
Describe type of business and duties: Law enforcement officer Duties AND Responsibilities.			

2	Name and address of employer Hillsboro Police Department 128 W. WALNUT STREET Hillsboro OH 45133		<input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number 937-393-3411	Supervisor name and title Sgt. STEVE BROWDER
Final salary \$66.00 <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month		Job Title Police Officer	Reason for leaving Career Development
Describe type of business and duties: Law enforcement officer Duties AND Responsibilities.			

3	Name and address of employer [REDACTED]		<input type="checkbox"/> Full time <input type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number [REDACTED]	Supervisor name and title [REDACTED]
Job Title [REDACTED]		Reason for leaving [REDACTED]	
Describe type of business and duties: [REDACTED]			

4	Name and address of employer BATAVIA Police Department 389 E. MAIN STREET BATAVIA OH 45103		<input type="checkbox"/> Full time <input type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number 513-732-5692	Supervisor name and title Chief MICHAEL GARDNER
Final salary \$17.00 <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month		Job Title Police Officer	Reason for leaving Career Progression to Full Time Employment
Describe type of business and duties: Law enforcement officer Duties AND Responsibilities			

Continued on next page

Employment History (cont.)

5	Name and address of employer <i>Owensville Police Department 115 W. Main Street Owensville, OH 45160</i>		<input type="checkbox"/> Full time <input checked="" type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number <i>513-732-5350</i>	Supervisor name and title <i>Chief Mike Freeman</i>
Final salary \$ <i>10.00</i> <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month		Job Title <i>Police officer</i>	Reason for Leaving <i>Career progression, Larger Jurisdiction</i>
Describe type of business and duties: <i>Law Enforcement officer Duties AND Responsibilities.</i>			

6	Name and address of employer <i>Madeira Police Department 7141 Miami Ave Madeira, OH 45243</i>		<input type="checkbox"/> Full time <input type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number <i>513-272-4214</i>	Supervisor name and title <i>LT. Chris Zumbiel Auxiliary</i>
Final salary \$ <i>DNA</i> <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month		Job Title <i>Police officer</i>	Reason for leaving [REDACTED]
Describe type of business and duties: <i>Law Enforcement officer Duties AND Responsibilities</i>			

7	Name and address of employer <i>(Unemployed / Student)</i>		<input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number <i>DNA</i>	Supervisor name and title <i>DNA</i>
Final salary \$ <i>DNA</i> <input type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month		Job Title <i>DNA</i>	Reason for leaving <i>DNA</i>
Describe type of business and duties: <i>DNA</i>			

8	Name and address of employer <i>Shaylor Creek Landscaping 1292 Old State Route 74 Batavia, OH 45103</i>		<input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part time
Dates of employment [REDACTED]		Phone number <i>513-967-1425</i>	Supervisor name and title <i>Dusty Adams Foreman</i>
Final salary \$ <i>9.00</i> <input checked="" type="checkbox"/> Hour <input type="checkbox"/> Week <input type="checkbox"/> Month		Job Title <i>Laborer</i>	Reason for leaving <i>Police Academy Attendance</i>
Describe type of business and duties: <i>Lawn Care AND Maintenance</i>			

I hereby give my permission to contact the employers I have listed concerning my present and prior work experience.

Signature [REDACTED] Date 7-29-2021

If there is a particular employer(s) you do not wish us to contact, please indicate which one(s) and explain:

Previous Address(s)

Starting with your present address, list ALL addresses where you have lived for the past ten (10) years. Include your address while in military service.

Dates	Street Address	City	County	State
12-2019-Present				
7-2016-12-2019				
6-2018-7-2016				
4-2012-6-2012				
3-2011-4-2012				
9-2010-3-2011				
1-2005-9-2010				

I certify that the above information is true to the best of my knowledge.

Signature  Date 7-29-2021

REFERENCES (Do not list persons related to you)

1	Name	Nick Motley		Phone Number	[REDACTED]
Address		1316 Cross Creek Drive	City	Loveland	State/Zip
Relationship		Close Friend / Co-Worker			
				Ohio	45140

2	Name	Brian Stitt		Phone Number	[REDACTED]
Address		565 Andres Ln	City	Cincinnati	State/Zip
Relationship		Close Friend			
				Ohio	45244

3	Name	Adam Day		Phone Number	[REDACTED]
Address		208 Chariss Ave	City	Hillsboro	State/Zip
Relationship		Friend / Former Co-Worker AT Hillsboro			
				Ohio	45133

4	Name	Tyler Stitt		Phone Number	[REDACTED]
Address		3707 Oakwood Drive	City	Amelia	State/Zip
Relationship		Friend			
				Ohio	45702

5	Name	Dan Alakun		Phone Number	[REDACTED]
Address		[REDACTED]			
Relation		Neighbor			

I certify that the above information is true to the best of my knowledge.

Signature

[REDACTED]

Date

7-29-2021

EMPLOYMENT APPLICATION and **PERSONAL HISTORY QUESTIONNAIRE**

Instruction and Reminder

There are legal obligations to complete this Employment Application and Personal History Questionnaire in a truthful, fully informative manner. All questions must be answered. If a question does not apply to your particular circumstance, insert "DNA" (Does not Apply) in the proper blank. You may add additional sheets if more space is needed.

Please be aware that ALL information is subject to verification via home visits, source documentation, polygraph (truth verification) examination in which questions will be derived from this application booklet and a pre-screening polygraph booklet. Be fully truthful and do not evade questions. The Ohio Revised Code (ORC) provides penalties for making false statements of a material fact or for practicing fraud or deception in obtaining or attempting to obtain employment. Such penalties include rejection for appointment, discharge after appointment, and/or prosecution under Ohio Revised Code Section 2921.13.

PERSONAL HISTORY QUESTIONNAIRE

Explanation of the Purpose and Use

Thank you for taking the time and thoughtful effort to complete this Personal History Questionnaire. We want you to understand the purpose of this form and the objective, professional manner in which we will treat the information you provide.

We want you to consider the Personal History Questionnaire as an opportunity to organize and present relevant information about yourself. This information will assist us in gaining an accurate picture of your background to be used as one of the bases for our appraisal of the "goodness of fit" between you and the position for which you are applying. Other bases are your physical ability and health, your self-presentation in interviews, a polygraph (lie detector) examination, and a psychological examination.

Additionally, we want you to know that we not only consider the facts presented, but we also consider your explanations surrounding the facts. That is why it is so critically important that you make a special effort to answer all questions completely, truthfully, and thoughtfully. There are many opportunities within the form for you to offer an explanation of facts and/or circumstances.

We will take an overview of the information you provide and treat it in a "profile" manner which enables us to make judgments about your background as well as analyze specific areas. Using a full scope of information, we can evaluate the overall balance of your strengths and limitations so that our conclusions about your eligibility are not unduly influenced by narrow or isolated bits of information.

Our profile approach to your background leads us to look at the balance of factors in the following areas:

- I. **Financial Status**
- II. **Moving Traffic Violations**
- III. **Memberships in Organizations Conspiring and/or Advocating Use of Violence or Illegal Activity**
- IV. **Prior Applications for a Position with any Police Department**

In analyzing your background in the various profiled areas we are looking for evidence of your sense of responsibility, self-discipline, emotional maturity, and the ability to exercise good judgment as you meet the demands of living in our contemporary society.

Please feel free to ask any questions you may have about the instructions for completing this Personal History Questionnaire. We have personnel available to insure that you understand the instructions. However, the personnel cannot answer how your responses to the questions will be interpreted.

Please acknowledge your reading and fully understanding of the **Employment Application** and the **Explanation of the Personal History Questionnaire** by signing in the space below.

Signature



Date 7-29-2021

I. Financial Status

Indebtedness (Check as many as apply today)

- ☒ own ☐ rent/lease ☐ living with parents
☐ living with other ☐ other

All yes answers require an explanation (use additional sheet if necessary)

- | Yes | No | |
|--------------------------|-------------------------------------|---|
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever had your wages attached or garnished?
If yes, when _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever been a defendant in small claims court?
If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Do you have any civil action pending against you?
If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever filed for bankruptcy or been declared bankrupt?
If yes, When _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever been declared delinquent in child support payments
ordered by the court?
If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever been refused credit?
If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you ever had property repossessed?
If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Do you owe past taxes?
If yes, explain _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you written checks within the last twelve (12) months that you knew
would be returned for insufficient funds but wrote them anyway?
If yes, how many _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Have you skipped paying bills or debts on time?
If yes, explain all occurrences _____ |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Are any of your bills in the hands of a bill collection agency?
If yes, explain _____ |

I certify _____ is true to the best of my knowledge.

Signature _____ Date 7-29-2021

Financial Status (cont)

Obligation	Company (name, city, state)	Amount owed / overdue/ past due
Home Loan	Caliber Home Loans Coppell, TX	\$248,613.32
Personal Loan	DNA	DNA
Auto Loan #1	DNA	DNA
Auto Loan #2	DNA	DNA
Finance Co.	Sheffield Financial (Lawn Mower)	\$10,001.26
Finance Co.	DNA	DNA
Mastercard	DNA	DNA
VISA	Chase VISA New York, NY	\$6,000.00
Department Store	DNA	DNA
Department Store	DNA	DNA
Credit Union	DNA	DNA
Obligation	Court of Jurisdiction	
Child Support	DNA	DNA
Child Support	DNA	DNA
Chapter 13	DNA	DNA
Bankruptcy	DNA	DNA
Small Claims	DNA	DNA
FRA (traffic)	DNA	DNA
Civil Suits	DNA	DNA
Alimony	DNA	DNA

☒ Yes ☐ No Do you have a personal checking account?
 If yes, institution name Chase Bank

☒ Yes ☐ No Do you have a personal savings account?
 If yes, institution name Chase Bank

I certify that the information provided is true and correct to the best of my knowledge.

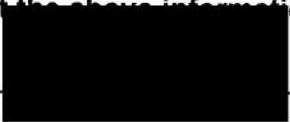
Signature _____ Date 7-29-2021

II. Moving Traffic Violations

List the number of Moving Violations you have had since age 16.

Offense	Number	Ohio	Non- Ohio
D.U.I.	0	DNA	DNA
Speed	1	✓	DNA
Driving w/o License	0	DNA	DNA
Reckless Driving	0	DNA	DNA
Driving Under Suspension	0	DNA	DNA
Other	2	✓	DNA

I certify that the above information is true to the best of my knowledge.

Signature  Date 7-29-2021

III. Memberships in Organizations

YES NO

☐☒

Are you now or have you ever been a member of an organization that advocates or practices violence and/or unlawful acts (including, but not limited to, bombing or burning structures, murder, mayhem, rioting, kidnapping, extortion, or terrorism) to effect political or social change?

If yes, give names and dates of memberships

Organization	Dates of Membership

I certify that the above information is true to the best of my knowledge.

Signature



Date 7-29-2021

IV. Prior Applications

YES



NO



Have you ever applied for a police position with any police department in the US?

If yes,

Date	Department	Position	Hired?
	Mason Police Department	Police officer	yes
	Lebanon Police Department	Police officer	offer Received
	Warren County Sheriff's Office	Deputy Sheriff	No, Withdrew from Process
	Hillsboro Police Department	Police officer	yes
	Amelia Police Department	Police officer	offer Received
	BATAVIA Police Department	Police officer	yes
	Ross County Sheriff's Office	Deputy Sheriff	offer Received
	Pierce Township Police Department	Police officer	No
	Clermont County Sheriff's Office	Deputy Sheriff	No
	Onionsville Police Department	Police officer	yes

I certify that the above information is true to the best of my knowledge.

Signature

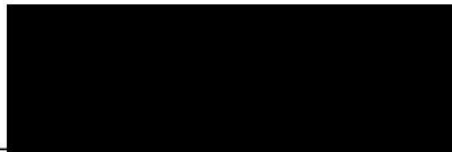
[Redacted Signature]

Date 7-29-2021

CERTIFICATION OF AUTHENTICITY

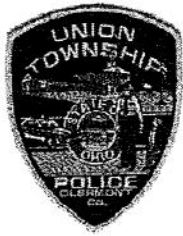
I CERTIFY THAT THE STATEMENTS CONTAINED IN THIS APPLICATION/QUESTIONNAIRE ARE TRUE TO THE BEST OF MY KNOWLEDGE. I UNDERSTAND THAT ANY OMISSIONS OR FALSE STATEMENTS MADE ON THIS QUESTIONNAIRE MAY BE CAUSE FOR DISAPPROVAL OF MY APPOINTMENT, OR FOR DISCHARGE AFTER APPOINTMENT. I FURTHER REALIZE THAT ANY FALSEHOODS MAY SUBJECT ME TO PROSECUTION UNDER OHIO REVISED CODE SECTION 2921.13.

Signature of Applicant

A large black rectangular box redacting the signature of the applicant.

Date

7-29-2021



UNION TOWNSHIP POLICE DEPARTMENT

Chief Scott T. Gaviglia

4312 Gleneste-Withamsville Road • Cincinnati, Ohio 45245
(513)752-1230 (513)753-2687 (FAX)



Dear Sir, [REDACTED]

I, [REDACTED], permit any authorized representative of the UNION TOWNSHIP POLICE DEPARTMENT, Clermont County, Ohio, bearing this release, or copy thereof, within one (1) year of it's date, to obtain any information in your files pertaining to employment, including personal history and disciplinary records. I hereby direct you to release such information upon request of the bearer. This release is executed with full knowledge and understanding that the information is for official use of Employment Investigation.

I hereby release you, as the custodian of such records, both individually and collectively, from any and all liability for damages whatever kind, which may at any time result to me, my heirs, family, or associates because of compliance with this authorization and request to release information, or any attempt to comply with it.

Signed: [REDACTED]

Dated: 7-29-2021