



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



2025-3447
 Officer Involved Critical Incident - 1642 Cherry Ln., Findlay,
 Ohio 45840, Hancock County (L)

Investigative Activity: Personnel File Review – [REDACTED]
Involves: [REDACTED] (S)
Activity Date: 11/06/2025
Activity Location: BCI - Richfield
Authoring Agent: SA John P. Tingley #154

Narrative:

On Thursday, November 06, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) John Tingley (SA Tingley) reviewed the personnel file for [REDACTED] [REDACTED] from the Findlay Police Department (FPD). SA Tingley reviewed the personnel file and noted the following:

Personnel File:

[REDACTED] was hired by the FPD as a full-time Police Officer on [REDACTED]. [REDACTED] had previous law enforcement experience with the Hancock County Sheriff's Office as a [REDACTED] between [REDACTED]

Basic Training:

[REDACTED] attended and successfully completed the Ohio Peace Officer Training Academy (OPOTA) Basic Training Academy [REDACTED] at the Owens Community College. [REDACTED] also took and passed the OPOTA certification examination on [REDACTED] 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] [REDACTED] was a duly sworn and certified Ohio Peace Officer at the time of the Officer Involved Critical Incident.

Training File:

[REDACTED] has completed a number of advanced law enforcement training classes. Some of those classes include:

- Field Training Officer
- Use of Force and De-Escalation
- Judgmental Firearms Simulator

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



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



2025-3447
Officer Involved Critical Incident - 1642 Cherry Ln., Findlay,
Ohio 45840, Hancock County (L)

- Legal updates
- Use of Force
- Arrest, Search and Seizure
- Crisis Mitigation
- Critical Thinking in Use of Force Situations
- Use of Deadly Force and Legal Guidelines

Firearms Qualifications:

██████████ qualified on the following weapon:

Make & Model	Caliber	Serial #	Qualification Date	Weapon Used in OICI
Glock 45	9MM	██████████	10/15/2025	Yes

Disciplinary Records:

Based on the records received, ██████████ had no discipline related to the use of force.

The ██████████ OPOTA Records, Personnel File, and qualification records are attached to this report. Please refer to the individual documents for further information.

References:

None

Attachments:

1. 2025-3447 ██████████ OPOTA RECORDS
2. ██████████ Personnel File
3. ██████████ Handgun Quals

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.



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

[Redacted] Findlay Police Department, ID: [Redacted]

Appointment History*

Agency	Employee Status	Start Date	End Date	Separation Reason
Findlay Police Department	Full-time			
Hancock County Sheriff's Office	[Redacted]			

Basic Academy Records

School Number	School	Start Date	End Date	Exam Date	Certificate Number	Certificate Date	Appointed By	Appointed Date
[Redacted]	Wood County Sheriff's Academy							
[Redacted]	Owens Community College						Hancock County Sheriff's Office	[Redacted]

Advanced Certifications

Certification Date	Certification	Officer Number	Officer
No Records Found			

OPOTA Advanced Training Records**

Course Title	Start Date	End Date
Instructional Skills (80 Hours)	2/10/2025	2/21/2025
SFST (Standardized Field Sobriety Testing) Instructor	9/14/2020	9/18/2020
Tactical Communication - 4 Hour	8/15/2018	8/15/2018

Course Title	Start Date	End Date
ARIDE (Advanced Roadside Impaired Driving Enforcement)	5/9/2016	5/10/2016
Policing in the 21st Century: Community Policing Relations Webcast	1/1/2016	12/13/2016
Policing in the 21st Century: Use of Force and De-Escalation Webcast	1/1/2016	12/13/2016
Procedural Justice and Police Legitimacy	9/16/2015	9/16/2015
Judgmental Driving Simulator	10/7/2014	10/9/2014
Judgmental Firearms Simulator	10/7/2014	10/9/2014
Ohio Gang Investigator Specialist Training	6/12/2013	6/14/2013

LMS Training Records

Date Completed	Course Title	Officer Number	Officer
6/14/2025	Victims' Rights - Marsy's Law - 2025		
6/1/2025	Report Writing 2025		
6/1/2025	CAT and Officer Wellness - 2025		
3/20/2025	Legal Updates 2025		
1/20/2025	Use of Force - 2025		
1/20/2025	Ethics Law - 2025		
1/19/2025	Arrest, Search, and Seizure - 2025		
9/13/2024	Responding to Mental Health Issues		
9/12/2024	Legal Updates 2024		
9/12/2024	Crisis Mitigation - An Ohio Model		
7/5/2024	Veterans In Crisis		
7/5/2024	Safe at Home		
7/5/2024	Distracted Driving		
7/5/2024	NIBIN III		
7/5/2024	NIBIN II		

Date Completed	Course Title	Officer Number	Officer
7/5/2024	NIBIN		
7/5/2024	Victims' Rights - Marsy's Law		
7/4/2024	NIBIN Overview		
3/6/2024	Officer Wellness Seminar		
3/5/2024	Critical Thinking in Use of Force Situations		
3/5/2024	Effective Communication and Safe Interaction with Persons in Crisis		
9/20/2023	Arrest, Search, and Seizure 2023		
7/15/2023	First Amendment Auditing		
7/15/2023	Use of Deadly Force and Legal Guidelines		
7/15/2023	Trauma and the Brain		
7/13/2023	Responding to Sexual Assault		
4/9/2021	Restraint or Confinement of a Pregnant Suspect		
10/11/2019	Finding Words		
10/10/2019	CODIS Arrestee and Convicted Offender DNA Collections		
10/10/2019	Ethics and Professionalism		
9/14/2017	Policing Culturally Diverse Communities		
9/14/2017	2017 Legal Update: Search and Seizure Law		
9/14/2017	2017 Legal Update: Issues in Interrogations and Confessions		
9/14/2017	2017 Legal Update: Domestic Violence Refresher		
9/14/2017	2017 Legal Update: Civil Liability for Officers		
10/12/2016	Awareness of Cultural Diversity		
6/25/2016	Human Trafficking 2016 Update		
6/25/2016	Disability Training for First Responders		
6/25/2016	Companion Animal Encounters		

Date Completed	Course Title	Officer Number	Officer
9/17/2015	Ohio's Child Passenger Safety Law	[REDACTED]	
9/17/2015	Operating a Vehicle Impaired (OVI) Statutory Review		
9/17/2015	Domestic Violence with Lethality Factors		
2/24/2014	Ohio Human Trafficking		
12/3/2012	OH 1 Crash Report Update		
12/3/2012	Awareness of Human Trafficking		
7/11/2010	Responding to Human Trafficking		

Canine Training Records

Canine School	Certificate Date	Canine Unit	Certificate Type	Specialty	Renewal Date
No Records Found					

***The appointment records listed above reflect the appointed and separation information reported to OPOTC pursuant to section 109.761 of the Revised Code. Neither OPOTC, nor its staff, has independent knowledge of the information contained in these records.**

****The advanced training records listed above reflect ONLY THOSE trainings the peace officer scheduled through OPOTA. Records reflecting advanced training conducted by the peace officer's agency, or conducted by another organization, are not maintained by OPOTC. Requests for any such records should be directed to the peace officer's employing agency or the organization who conducted the training.**

*****Officer separation reasons are displayed only for separations that occurred on 7/1/2021 or later. For separations prior to 7/1/2021 this information may be obtained by submitting a public records request through the OPOTA Public Records Portal under "Request other records".**

City of Findlay

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

LETTER OF RECOGNITION

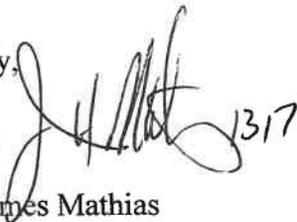
August 8, 2025

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

[REDACTED]
The Awards Committee has submitted your name for a Letter of Recognition in regards to a four month old child not breathing that you and another Officer responded to on [REDACTED]. You and Officer Benjamin Stoner performed CPR on this infant until relieved by medical personnel on scene. Although the child did not survive this incident, your actions in this emergency were admirable and should be commended for these actions.

Thank you for your continued efforts in the Patrol Division and your dedication to the citizens of Findlay and the Findlay Police Department.

Sincerely,

Chief  317
Chief James Mathias

City of Findlay

Christina M. Muryn, Mayor

POLICE DEPARTMENT

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

July 31, 2025

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

Re: Vice/Narcotics Detective

[REDACTED]

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



Captain Justin Hendren

RECEIVED

JUL 16 2025

FINDLAY POLICE DEPT

TO: 

FROM: Rob Martin
Service-Safety Director

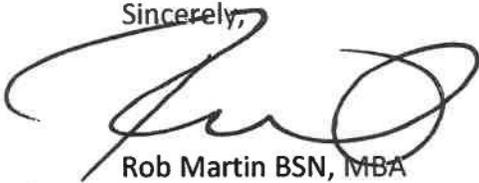
DATE: July 16, 2025

SUBJECT: Promotion Process for the Rank of Sergeant

The City of Findlay Police Department Promotion Board has convened to select the person to be promoted to the rank of Sergeant in the Findlay Police Department. As the statutory appointing authority, I regret to inform you that another candidate has been selected for promotion to the rank of Sergeant.

You are to be commended for the professional way in which you conducted yourself during the selection of Police Sergeant. Your effort during the difficult selection processes underscores the belief of the Promotion Board that you truly represent the best of the Findlay Police Department. We as a community are very fortunate to have a group of police officers who have dedicated their careers to the Police Department and the citizens of Findlay. We are confident that you will continue to make us proud and I encourage you to seek future opportunities for promotion when those opportunities arise.

Sincerely,



Rob Martin BSN, MBA
Service-Safety Director

Cc: Mayor Christina Muryn
Chief James Mathias
Civil Service Commission
Amy Hayslett

RECEIVED

SEP 17 2024

FINDLAY POLICE DEPT

Chief Mathias,

Ofcr. Hernandez and I are requesting a permanent shift trade. Our requested start date is Sunday October 13, 2024. Ofcr. Hernandez is currently assigned to [REDACTED] I am currently assigned to [REDACTED] We would be agreeable to other start dates should you approve this and the date we suggested does not work.

I approached Ofcr. Hernandez about the shift trade. I am looking to move shifts in order help with family care at night. If you are not aware [REDACTED] He is [REDACTED] At this moment in his life he is requiring certain needs and structure at home, specifically at night. We started the structure and routine about a year ago when he started going to school 5 days a week. I was working day shift during that time. Since moving from day shift to [REDACTED] he structure and routine he was used to is disrupted 4 nights of the week. We have noticed this is negatively affected him. What we have learned from his specialist and care providers that the best thing for [REDACTED] is structure and routine. We notice the three nights I can be at home and we get back to the routine we previously had things are better for him. If I can move back to dayshift hours this allows to go back to the original routine and keep that same routine 7 days a week since I will be home at night.

We have been able to adapt and adjust to this point. Should you choose to deny this request we understand and will continue to adapt. This is not a dire need. It is something I was willing to seek out in order to try and make the day to day schedule of my son manageable for him. We have been an LE family for the past [REDACTED] and we know that bad scheduling and un-expected days of work are part of it. I definitely understand that should promotion be in my near future my schedule will most likely been afternoon and midnight shift and that is something we are prepared to deal with. I feel fortunate that I found another Officer that is agreeable to a shift trade and our contract gives us the opportunity to request one.

There are certain areas that might bring you concern or question that I have already tried to get answers to. For one, Ofcr. Hernandez and I are both FTO's so the switch would not take an FTO from either shift. We also will not be moving ahead of anyone in regards to seniority on the respective shifts. We have spoke with Lt. Morey (Patrol LT), Sgt. Lawrence (afternoon Sgt), and Sgt. Deidrick (days Sgt) about the shift trade before proposing it to you. They are all agreeable to it and have no issues or concerns.

Thank you for your consideration.

[REDACTED]

Ofcr. R. Hernandez 882

[Signature]
OFCR

Date

9-12-24

Date

9-12-24

APPROVED UNDER ARTICLE 14, SECTION 14.02 FOR THE PATROLMEN
COLLECTIVE BARGAINING AGREEMENT
CHIEF *[Signature]* 1317
09/16/2024

RECEIVED

DEC 20 2023

FINDLAY POLICE DEPT

Chief Mathias,

I am requesting to have the ability to select day shift hours for the next six months rotation January 2023-July 2024. I am currently locked out at the moment. Having afternoon shift or midnight shift hours would cause a hardship with child care. My family and I have been talking about ways to make it work over the past few months and are not able to come to a solution that is concrete. I do not plan or foresee this being an issue any further than the next upcoming six month rotation. I understand this decision is in your hands and I will respect whatever your decision may be. If it helps at all I have never had to submit a hardship letter over my [REDACTED] with the Findlay Police Department, this is the first time I have had to do so. Thank you for your consideration.



APPROVED
CHIEF [Signature] 1317
11/03/2023



**OFFICE OF
THE MAYOR
CHRISTINA M. MURYN**

**Rob Martin BSN, MBA
Service-Safety Director**

TO:



FROM:

Rob Martin
Service-Safety Director

DATE:

December 14, 2022

SUBJECT:

Promotion Process for the Rank of Sergeant

The City of Findlay Police Department Promotion Board has convened to select the person to be promoted to the rank of Sergeant in the Findlay Police Department. As the statutory appointing authority, I regret to inform you that another candidate has been selected for promotion to the rank of Sergeant.

You are to be commended for the professional way in which you conducted yourself during the selection of Police Sergeant. Your effort during the difficult selection processes underscores the belief of the Promotion Board that you truly represent the best of the Findlay Police Department. We as a community are very fortunate to have a group of police officers who have dedicated their careers to the Police Department and the citizens of Findlay. We are confident that you will continue to make us proud and I encourage you to seek future opportunities for promotion when those opportunities arise.

Sincerely

A handwritten signature in black ink, appearing to read 'Rob Martin'.

Rob Martin BSN, MBA
Service-Safety Director

Cc: Mayor Christina Muryn
Chief Robert Ring
Civil Service Commission
Don Essex

Employee Handbook Policy Updates (#8):

Revised Civic Duty Leave

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

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

Employee Printed Name _____

Employee Signature _____

Department: Police

City of Findlay

Christina M. Muryn, Mayor

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

September 8, 2020

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

Re: Field Training Officer position

Dear [REDACTED]

On behalf of the rest of the command staff, I would like to congratulate you on being selected for one of the field training officer positions. We feel you will do well with this assignment. It is a commitment that will test your time management and patience, but will also be a gratifying assignment. Training new officers is one of the most unheralded jobs in the department, but has one of the greatest long lasting effects on the direction the department takes. Well trained officers is paramount to the overall strength of the department. Sgt. Harmon will be in touch with you about the training program and to get you up to speed.

If you have any questions, feel free to ask. Again, congratulations.

Sincerely,



Chief Robert Ring

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

John E. Dunbar, Chief of Police

318 Dorney Plaza, Room 116 • Findlay, OH 45840

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

www.findlayohio.com

January 16, 2018

[REDACTED]
318 Dorney Plaza
Findlay, OH 45840

I am writing to inform you that you were not selected to be a Standardized Field Sobriety Tests instructor.

All of the candidates brought forth their own unique skill sets, abilities, and experience.

I know that you will continue to be successful in training officers in Taser and staying informed and up to date on that important aspect of this job.

I appreciate your interest in this position.

Thank you.



Chief John Dunbar



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



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

March 30, 2017

[REDACTED]
Findlay Police Department
318 Dorney Plaza
Findlay, OH 45840

Re: Taser Instructor

[REDACTED]
I am pleased to announce that you have been selected as a Taser Instructor for the Findlay Police Department.

I am sure that the professionalism and dedication to duty that you show as a Patrol Officer will carry over into this important position.

There is a great deal of responsibility with being an instructor. I am confident that you are up to the task and will stay involved in all aspects of this position.

Congratulations.

Cordially,

Lt. John Dunbar
Acting Chief



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



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

March 30, 2017

[REDACTED]
Findlay Police Department
318 Dorney Plaza
Findlay, OH 45840

Re: Taser Instructor

[REDACTED]
I am pleased to announce that you have been selected as a Taser Instructor for the Findlay Police Department.

I am sure that the professionalism and dedication to duty that you show as a Patrol Officer will carry over into this important position.

There is a great deal of responsibility with being an instructor. I am confident that you are up to the task and will stay involved in all aspects of this position.

Congratulations.

Cordially,

Lt. John Dunbar
Acting Chief

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

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

January 23, 2017

[REDACTED]
318 Dorney Plaza
Findlay, OH 45840

Re: K-9 Officer Selection

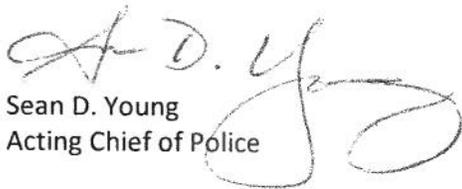
Dear [REDACTED]

I would like to thank you for your interest in becoming a K-9 Handler. There were very good candidates and everyone brought something unique to the table. Each officer has special traits and abilities that would make them good for the unit. You, in particular have special abilities that made our decision a very difficult one.

I regret to inform you that you were not selected at this time. I would like to say that you should not be discouraged by the selection. Your work ethic and professionalism are both exemplary and truly a credit to this agency.

If you have further questions please feel free to talk with me.

Sincerely,


Sean D. Young
Acting Chief of Police

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

Gregory R. Horne, Chief of Police
318 Dorney Plaza, Room 207 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

October 27, 2016

[REDACTED]
318 Dorney Plaza, Room 119
Findlay, Ohio 45840

Re: ERT Operator Position

[REDACTED]

I would like to thank you for your interest in becoming a Tactical Operator with the Findlay Police Department ERT. There were very good candidates and I wish that I could appoint every candidate to the position. Unfortunately I am unable to do that. As you know the selection process is involved and includes consideration by not only the CMT as a whole, but the command staff as well. It is a very competitive position and attracts the most dedicated and qualified candidates. You are no exception.

I regret to inform you that you were not selected at this time. I would encourage you reapply in the future.

Sincerely,



Gregory R. Horne
Chief of Police



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



Phone: 419-424-7150

Fax: 419-424-7296

Lt. Ring,

I am writing you this letter to inform you of my interest in joining the Findlay Police Department Emergency Response Team. I feel that I would be a capable and reliable member of the team.

I am a very energetic and proactive officer. I am a very motivated officer which my productivity numbers reflect. I have had the opportunity to work all three shifts and have encountered different types of high stress calls. I feel that I have been able to safely and efficiently handle those types of calls. I have not had the experience of working a high stress call for a long period of time but I know I have the determination and mindset to do so. Along with working all three shifts I have had the opportunity to work with all of the Patrol Sergeants and most of the employed Patrolmen. I have been able to work well with everyone and feel that I am a good "team player."

Prior to working as a Police Officer with the City of Findlay I had the opportunity to be employed as a Corrections Officer. During my time in that profession I developed a good attention to detail mindset. Working as a Police Officer has only increased that skill and is one that I feel I excel at. My father taught me to use firearms at a very young age. I am very comfortable using and working with firearms. I have a good knowledge of most firearms to include handguns, shotguns, and ArmaLite rifles. I feel that I am a proficient marksman and often target shoot in my spare time. I was named the Top Gun in my twenty person police academy class in [REDACTED]

At this current time my family consists only of me and my wife. I have no children and would be willing and available for call outs. If selected to the team, I would come ready to train, preform, and take on any job that is asked of me.

After reading this letter I hope that you will find me a reliable candidate to become a member of the Findlay Police Department Emergency Response Team.

Sincerely,

[REDACTED]

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

Gregory R. Horne, Chief of Police
318 Dorney Plaza, Room 207 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

October 25, 2016

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

Re: Special Assignment Unit

Dear [REDACTED]

On behalf of the Command Staff we would like to congratulate you on being selected for the Special Assignment Unit (SAU). Effective January 3 2017 you be assigned to SAU for a period not to exceed one year. You will report directly to Sergeant Dill who has been selected to direct the unit's activity. He will have a meeting soon to discuss the logistics of the SAU including work schedules and hours.

The other officers assigned to the unit are Officer Luke Benjamin and Officer Andrew Rudnik.

Sincerely,



Gregory R. Horne
Chief of Police



CITY OF FINDLAY
POLICE DEPARTMENT
FINDLAY, OHIO 45840



Phone: (419) 424-7194
FAX: (419) 424-7391

Chief Horne,

This letter is to inform you of my interest in the open positions for the Special Assignment Unit for the year of 2017. Since I started with the Findlay Police Department one of my main goals was to be a proactive asset to the department. To this date I feel that I have had success in reaching that goal. I have received average and above average scores on all of my evaluations. In those evaluations I was given above average scores in productivity.

I have lead the department in arrests in each six month rotation that I have worked since being released from field training. My productivity ratio has been the highest of all officers on my shift in those rotations. I have had the opportunity to work all three shifts and see a variety of different calls. I feel working all three shifts has helped make me a well-rounded officer. I enjoy staying proactive using my spare time to partake in not only criminal patrol but traffic enforcement as well.

I feel that my proactive nature would be an asset to the Special Assignment Unit. I have previous employment history as a Corrections Officer at the Hancock County Jail that has given me the ability to recognize local criminals that frequent the criminal justice system by sight. This I feel could be beneficial in locating people with bench warrants and identify possible suspects to other crimes that may be occurring.

I am interested in all aspects of policing and would be willing and ready to work whatever assignment that may be given to me if I am placed in the Special Assignment Unit. I consider myself to be a team player.

By selecting me to the Special Assignment Unit you would be getting a very proactive employee that is willing to complete every assignment given to me.

Thank you for your consideration.



5 ~~Nov~~ March 2016

Dear Chief Harse,

this is in praise of

[REDACTED] Unit # [REDACTED]

who was very kind, professional + helpful to me.

on ~~February~~ ^{5th} 28 February I had pulled off the freeway to rest in a parking lot, then walked around for air. [REDACTED]

[REDACTED] came to check on me + made sure I was O.K.

He is an asset to the force.

Respectfully,

Marilyn J. Dwyer

[Signature]

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

Gregory R. Horne, Chief of Police
318 Dorney Plaza, Room 207 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

October 5, 2015

[REDACTED]
318 Dorney Plaza, Room #207
Findlay, Ohio 45840

Re: Special Assignment Unit

Dear [REDACTED]

I would like to thank you for applying for the openings in the Special Assignment Unit. The unit offers the opportunity for officers to work in an assignment with flexibility and to work in areas they may not otherwise have the opportunity. It is a great development tool.

Unfortunately you were not selected for the 2016 rotation. You are establishing yourself as a very good officer and I would encourage you to reapply next year at this same time. You were strongly considered this time and with another year of experience I am sure you will be an even better candidate.

Sincerely,



Gregory R. Horne
Chief of Police



City of Findlay Police Department

318 Dorney Plaza, Room 207
Findlay, OH 45840

Phone 419-424-7194 . Fax 419-424-7296

www.findlayohio.com



Chief Horne,

This letter is to inform you of my interest in the open positions for the Special Assignment Unit for the year of 2016. As you know, I have been employed with the Findlay Police Department since [REDACTED]. Since I started with the Findlay Police Department one of my main goals was to be a proactive asset to the department. To this date I feel that I have had success in attempting to reach that goal. I have received average scores in both evaluations I have received since being released from FTO. In those evaluations I was given above average scores in productivity. During FTO I was able to maintain average to above average scores from my FTO and was permitted to exit the FTO program two weeks earlier than scheduled.

In the six month rotation from 7-6-2014 to 1-3-15 I lead the entire department in arrests. In the six month rotation from 1-4-15 to 7-5-15 I again lead the entire department in arrests. I enjoy staying proactive using my spare time to partake in not only criminal patrol but traffic enforcement as well.

I feel that my proactive nature would be an asset to the Special Assignment Unit. I have previous employment history as a Corrections Officer at the Hancock County Jail that has given me the ability to recognize local criminals that frequent the criminal justice system by sight. This I feel could be beneficial in locating people with bench warrants and identify possible suspects to other crimes that may be occurring.

I am interested in all aspects of policing and would be willing and ready to work whatever assignment that may be given to me if I am placed in the Special Assignment Unit. I consider myself to be a team player.

By selecting me to the Special Assignment Unit you would be getting a very proactive employee that is willing to complete every assignment issued to me to the fullest extent.

Thank you for your consideration in this matter.





Findlay Police Department
318 Dorney Plaza
Findlay, Ohio 45840
419-424-7194



I, [REDACTED] have read the "introduction to CALEA"
document provided by the Findlay Police Department on 4/28/14.

[REDACTED]

4/28/2014
Date

Cheryl Horne

From: [REDACTED]
Sent: [REDACTED] 12:01 PM
To: Cheryl Horne
Subject: Off duty employment

Cheryl,

FYI as of today I no longer have off duty employment at UF. I resigned by position there.

Thanks,

[REDACTED]

EMPLOYEE ADDRESS CHANGE FORM

RECEIVED

Name: [REDACTED]

MAY 20 2014

Please change my address to:

FINDLAY POLICE DEPARTMENT

[REDACTED]

Phone Number:

[REDACTED]

My residence is in the

[REDACTED] school district.

This change becomes effective:

5-20-14

Employee signature

[REDACTED]

Date:

5-20-14

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

Oath of Office

The State of Ohio, Hancock County
City of Findlay

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



[REDACTED]

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

Lydia L. Mihalik
Lydia L. Mihalik, Mayor

Cheryl Horne

From: Carolyn Ehrnschwender <carolyn@findlayohio.com>
Sent: Monday, May 12, 2014 1:58 PM
To: [REDACTED]@findlayohio.com
Cc: chorne@findlayohio.com; gsampson@ci.findlay.oh.us
Subject: Sick time and vacation time

The Sheriff's Department has returned the Verification of your prior service with that department. We have transferred just over 181 sick hours onto your balance for your use under the limitations of your contract. Your vacation date has also been changed to incorporate the full service time you had with the County. This means you will be accumulating holicac at the rate as if you had been with the City since 9/9/2010.

If you have any questions, please let me know.

Carolyn Ehrnschwender

Payroll, City of Findlay
313 Municipal Building
318 Dorney Plaza
Findlay, OH 45840
(P) 419-424-7101
(Fax) 419-424-7866

CONFIDENTIALITY NOTICE: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message.



MIKE DEWINE

★ OHIO ATTORNEY GENERAL ★

BCI
P.O. Box 365
London, OH 43140
Telephone: (866) 406-4534
Facsimile: (866) 750-0233
www.ohioattorneygeneral.gov
www.ohleg.org

REQUEST FOR ACCESS TO OHLEG

(NOTE: Only applications with this notice will be accepted as of 12/16/13.)

First: [Redacted] Middle: [Redacted] Last: [Redacted]

SSN: [Redacted] Date of Birth: [Redacted]

*Email: [Redacted]@findlay4ohio.com

*Confirmation and instructions will be sent via email. If email is unavailable, please list fax number: _____

Agency Name: Findlay Police Department

Agency Address: 318 Dorney Plaza
Findlay OH 45940

Agency Phone No.: 419-424-7150

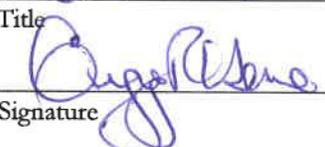
Agency ORI: OH0320100

Terms and Conditions

The undersigned is hereby requesting user access to the investigative tools with the Attorney General's Ohio Law Enforcement Gateway (OHLEG) authorized by Revised Code section 109.57. I am requesting access as a representative of my employing criminal justice agency. I acknowledge that the information and data on OHLEG is confidential and sensitive, and must be used for the official purposes of my agency in the administration of criminal justice. I acknowledge and agree that I will utilize this information exclusively for the administration of criminal justice for the official purposes of my agency. I acknowledge that any unauthorized access or misuse of the law enforcement information and data on this site is prohibited by Revised Code section 2913.04, and constitutes a fifth degree felony. I further acknowledge that any failure to abide by the conditions and restrictions in the user agreement and in the OHLEG policy directive will result in a loss of my privileges of access to this tool. I ACKNOWLEDGE THAT I AM RESPONSIBLE FOR READING THE CURRENT VERSION OF THE POLICY, AVAILABLE ON THE OHLEG SITE. Applicant SSN's are used solely for the purpose of maintaining user authentication, and are required for processing requests. SSN's will not be disclosed to individuals or agencies except in accordance with state and federal law and the policy of the Attorney General of the State of Ohio.

[Redacted Signature] 5-2-14
Requestor's Signature Date

APPROVED BY:  GREGORY R. HORNE
Chief, Sheriff or Supervisor Printed Name

CHIEF OF POLICE
Title
 5/5/14
Signature Date

For Office Use Only:
Entered by: _____
Date: _____



TRANSMISSION VERIFICATION REPORT

TIME : 05/05/2014 14:10
NAME : FINDLAY PD
FAX : 4194247296
TEL :
SER.# : BRQG2J386898

DATE, TIME	05/05 14:10
FAX NO./NAME	918667500233
DURATION	00:00:29
PAGE(S)	02
RESULT	OK
MODE	STANDARD ECM

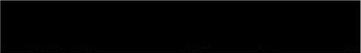
City of Findlay

Christina M. Mury, Mayor

POLICE DEPARTMENT

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

August 12, 2024


318 Dorney Plaza Room #116
Findlay, Ohio 45840

Re: Vice/Narcotics Detective


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



Captain Justin Hendren

City of Findlay

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

LETTER OF RECOGNITION

September 28, 2023

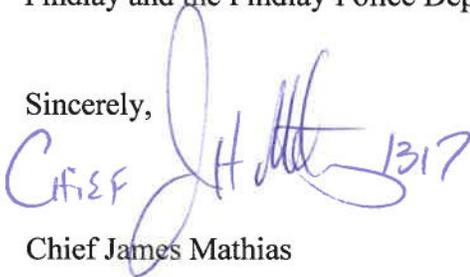
[REDACTED]
Findlay Police Department
318 Dorney Plaza Room 116
Findlay, Ohio 45840

[REDACTED]

The Awards Committee has submitted your name for a Letter of Recognition in regards to an investigation in reference to a vehicle pursuit that happened on [REDACTED]. You followed up a vehicle pursuit that Ofcr. Andrews was involved with involving a male suspect driving recklessly on a motorcycle. A few days later while checking the immediate area where the suspect was last seen, you were able to locate the motorcycle involved in this Case in a garage with an open door. After speaking to the homeowner, it was learned that an acquaintance had abandoned this motorcycle after the pursuit and he admitted to the homeowner that he fled from the police. You impounded the motorcycle and the person was later charged for Failure to comply with the lawful order of a Police Officer. You done an excellent job of following up on this Case and locating the motorcycle and then getting the person responsible for this senseless act. A job well done sir and keep up the great work!

Thank you for your continued efforts in the Patrol Division and your dedication to the citizens of Findlay and the Findlay Police Department.

Sincerely,


Chief James Mathias

City of Findlay

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

LETTER OF RECOGNITION

February 17, 2023

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

[REDACTED]

The Awards Committee has submitted you for a Letter of Recognition in regards to a traffic stop that led to the significant seizure of meth and crack on [REDACTED]. You spotted a car with a license plate light out and made a traffic stop. You recognized the driver and knew of his drug history. You demonstrated good tactics and scene control as the man tried to resist portions of the traffic stop and subsequent investigation. Your abilities led to the recovery of 53.9 grams of methamphetamine and 2 grams of crack cocaine. It was a job well done! You have always done good work in the area of drug interdiction. I appreciate the continual effort and how you help spread your knowledge to new officers through the FTO program and by being a leader on your shifts.

Thank you for your continued dedication to the citizens of Findlay and the Findlay Police Department.

Sincerely,



Chief Robert Ring

City of Findlay

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

LETTER OF RECOGNITION

February 4, 2022

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

[REDACTED]
The Awards Committee has submitted your name for a Letter of Recognition in regards to the medical call you responded to on [REDACTED] at the EconoLodge. You responded there and found an unresponsive David Oates. You performed CPR for quite some time before FFD and EMS could take over care. While Mr. Oates ultimately died, I thank you for your valiant efforts to save him.

Thank you for your continued dedication to the citizens of Findlay and the Findlay Police Department.

Sincerely,



Chief Robert Ring

City of Findlay

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

LETTER OF RECOGNITION

February 10, 2022

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

[REDACTED]
The Awards Committee has submitted you for a Letter of Recognition in regards to an incident on [REDACTED]. You assisted with a pursuit that was being conducted by Troopers from the Ohio State Highway Patrol. The pursuit came into town and traveled through downtown, ultimately ending in Highland Dr., near the hospital. The driver fled his vehicle and you were able to chase after him on foot, along with a Trooper. You were able to end that foot pursuit when you used your Taser to stop the driver. No officers involved in the incident were injured. Narcotics were recovered from the car. You did a great job with your driving skill, officer safety practices, and overall performance. A job well done Sir!

Sincerely,



Chief Robert Ring



**OFFICE OF
THE MAYOR
CHRISTINA M. MURYN**

Rob Martin BSN, MBA
Service-Safety Director

TO: [REDACTED]

FROM: Rob Martin
Service-Safety Director

DATE: December 10, 2021

SUBJECT: Promotion Process for the Rank of Sergeant

Pursuant to Article 11 of the Collective Bargaining Unit for Patrol between the City of Findlay and the Ohio Patrolmen's Benevolent Association, the City of Findlay Police Department Promotion Board has convened to select the person to be promoted by the rank of Sergeant in the Findlay Police Department. As the statutory appointing authority, I regret to inform you that another candidate has been selected for the promotion to the rank of Sergeant.

You and all of the candidates are to be commended for the collegial, supportive, and professional way in which you conducted yourselves during the selection of Police Sergeant. Your conduct during the difficult selection processes, your encouragement of one another, and your dignity as a group during the time, underscore the belief of the Promotion Board that the candidates truly represent the best members of the Findlay Police Department. We as a community are very fortunate to have a group of police officers who have dedicated their careers to the Police Department and the citizens of Findlay. We are confident that you will continue to make us proud.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rob Martin'.

Rob Martin BSN, MBA
Service-Safety Director

Cc: Civil Service Commission
Personnel File

City of Findlay

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

LETTER OF COMMENDATION

March 4, 2021

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

[REDACTED]

The Awards Committee has submitted you for a Letter of Commendation in regards to a suicide attempt call that occurred at 208 E. Edgar Ave. on [REDACTED]. You assisted Officer Smith on this incident after it was called in by a suicide help line. With the assistance of Dispatch, Smith was able to find the address for the male and you and Officer Smith responded to the residence. Finding a running car in the closed garage, you kicked open a walk in door. Officer Smith then forced open the main garage door and held it up so you could go inside and pull the male out of the running car. Your quick action prevented the male from further injury. Thank you for a job well done!

Sincerely,



Chief Robert Ring

City of Findlay

POLICE DEPARTMENT

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

LETTER OF RECOGNITION

March 1, 2021

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

The Awards Committee has submitted your name for a Letter of Recognition in regards to the burglary complaint reported at the Stock and Field store on [REDACTED]. You were involved with identifying the suspect off of the surveillance footage. Your assistance proved vital in the successful investigation that ultimately ended with a charged suspect and the recovery of 19 stolen firearms.

I appreciate your efforts and your continued dedication to the citizens of Findlay and the Findlay Police Department. Keep up the good work!

Sincerely,



Chief Robert Ring

City of Findlay

POLICE DEPARTMENT

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

Letter of Compliment

January 9, 2020

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

The Awards Committee has submitted your name for a letter of compliment regarding an e-mail submitted by Officer Doug Marshall regarding the effort of you and other officers on some trespassing complaints at the Findlay Laser and Vein Center, 1000 Tiffin Ave. during in [REDACTED]

Officer Marshall noted the following in an e-mail: "The owner of Findlay Laser and Vein Center 1000 Tiffin Ave. came on station and wanted to express his appreciation for how you handled yourselves on a couple of 37 reports last week. He said you all acted very professional and represented the Police Department in a positive way (not made up). I told him I would pass it on."

Thank you for being a professional and representing the Findlay Police Department in a positive light.

Keep up the good work.



Chief John Dunbar

City of Findlay

POLICE DEPARTMENT

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

Letter of Recognition

August 26, 2019

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

[REDACTED]
The Awards Committee has submitted your name for a Letter of Recognition in regards to you and other officers assisting the Detectives from the Lansing, MI Police Department at the EconoLodge on [REDACTED]
[REDACTED]

In this incident, officers were sent to the EconoLodge on the request of a Detective from the Lansing, MI PD looking for subjects regarding their arson investigation and that someone may have a firearm.

The subsequent investigation resulted in the subjects being located, a search warrant being executed, and firearms and narcotics being found.

This incident was handled professionally, calmly, and thoroughly and was a great representation of our agency.

Thank you for being a dedicated member of the Findlay Police Department.



Chief John Dunbar

City of Findlay

POLICE DEPARTMENT

John E. Dunbar, Chief of Police

318 Dorney Plaza, Room 116 • Findlay, OH 45840

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

www.findlayohio.com

Letter of Recognition

August 26, 2019

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

[REDACTED]
The Awards Committee has submitted your name for a Letter of Recognition in regards to a compliment received from the City of Findlay Safety Director, Paul Schmelzer, regarding the actions of Officer Dillon Kliesch and you on [REDACTED]

Mr. Smelzer had been notified of the incident regarding the traffic stop you conducted in the 700 block of Cherry Street. During this traffic stop, a subject on the porch of a house pointed a crossbow with arrow in the direction of you and Officer Kliesch.

The Safety Director noted in an e-mail that he "is not sure how often during a career an officer draws his weapon while another weapon is pointed at them. It does sound like they showed extraordinary restraint."

Your ability to quickly assess the situation and take command of the scene resulted in a successful conclusion of this incident.

Thank you for being a dedicated member of the Findlay Police Department.



Chief John Dunbar

City of Findlay

POLICE DEPARTMENT

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

LETTER OF RECOGNITION

March 12, 2019

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

[REDACTED]
The Awards Committee has submitted your name for a Letter of Recognition to recognize your efforts on [REDACTED] when you and Officer Dan Griffith helped a family traveling through Findlay and they were stranded here with a flat tire

Sgt. Dan Harmon wrote the following: "I wanted to commend [REDACTED] and Griffith on their assistance to a family of three that were stranded in our city with a disabled vehicle. The family was traveling to Michigan from Florida after visiting a sick relative. They had a flat tire on I75 [REDACTED] and Griffith attempted to change the tire by all means possible. However, the owner of the vehicle had already stripped one of the lug nuts and the vehicle could not be repaired. [REDACTED] and Griffith were able to obtain a hotel room for the family at a discounted rate since the City Mission could not accommodate children at that time. A family pet was involved and the hotel also took the pet without any charge. Although the family ended up in a hotel and the vehicle could not be repaired, [REDACTED] and Griffith did not give up on helping this family although they could have very well just left without any resolution. I would like to recommend that they receive a letter of thanks and recognition for their efforts."

I appreciate the fact that both of you took the extra time to help this family who found themselves in a strange town with no means of transportation. I am sure this family will always remember the help they received while in Findlay and will have positive comments about our city.

Thank you for being a dedicated member of the Findlay Police Department.



Chief John Dunbar

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

John E. Dunbar, Chief of Police

318 Dorney Plaza, Room 116 • Findlay, OH 45840

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

www.findlayohio.com

LETTER OF COMMENDATION

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

[REDACTED]
The Awards Committee has submitted your name for a Letter of Commendation to recognize your efforts on [REDACTED] when you responded to an overdose call at 825 Skyview Drive, Findlay, Ohio.

Upon your arrival, you found a female slumped in a corner against the shower and a wall. You moved her into the kitchen area to better assess her.

You checked for a pulse and did not find one. You also noticed that the female was not breathing. At this time, you realized that CPR would be needed and you began administering aid.

This aid continued on and off while the female would change from breathing to not breathing. This continued until the Findlay Fire Department arrived on scene and took over treatment.

Your actions were a very important part of the successful resolution of this situation.

Thank you for being a dedicated member of the Findlay Police Department.



Chief John Dunbar

City of Findlay

POLICE DEPARTMENT
John E. Dunbar, Chief of Police
318 Dorney Plaza, Room 116 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

Letter of Compliment

February 1, 2019

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

The purpose of this letter is to acknowledge the compliment given to you by Jeff Whithaus on January 22, 2019 via the Police Department website. Mr. Whithaus was referencing an incident on [REDACTED]

He wrote the following:

[REDACTED] You responded to a welfare call for my mother on Sunday morning, January 13 & found that she had passed away on her couch. I guess you never know what you will find when responding to a call but I would assume that was a tough one. None of mom's four children were in Findlay that weekend so I requested a copy of your report. Your words helped bring closure for all of us. Thank you for your service."

This is a great example of how the deeds that seem small and routine to us are important to the family members of those whom we come into contact.

Thank you for taking the time to make sure the matter was properly investigated and professionally documented.

This effort on your part has reflectively positively on all members of the Findlay Police Department and I appreciate it.

Keep up the good work.



Chief John Dunbar

John Dunbar

From: City of Findlay, OH <findlayohio@enotify.visioninternet.com>
Sent: Tuesday, January 22, 2019 6:30 PM
To: Police Chief (website)
Subject: [EXTERNAL]*NEW SUBMISSION* Findlay Police - Officer Compliment

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

Findlay Police - Officer Compliment

Submission #: [REDACTED]
IP Address: 65.219.124.65
Submission Date: 01/22/2019 6:29
Survey Time: 17 minutes, 56 seconds

You have a new online form submission. To view full details in addition to all current submissions, please [log into your system of record](#).

Note: all answers displaying "*****" are marked as sensitive and must be viewed after your login.

Your Name

Jeff Whithaus

Phone

6185539723

Email

jwwithaus@marathonpetroleum.com

Address

407 West Main Street
RobinsonIL62454

Message To A Cop

Officer's Name

Date You're Referring To

Your Compliment

[REDACTED] You responded to a welfare call for my mother on Sunday morning, January 13, & found that she had passed away on her couch. I guess you never know what you will find when responding to a call but I would assume that was a tough one. None of mom's four children were in Findlay that weekend so I requested a copy of your report. Your words helped bring closure for all of us. Thank you for your service.

Thank you,
City of Findlay, OH

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

Gregory R. Horne, Chief of Police
318 Dorney Plaza, Room 207 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

August 24, 2016

[REDACTED]
Findlay Police Department
Findlay, Ohio

Re: Letter of Complement (event [REDACTED])

Dear [REDACTED]

The awards committee met recently and have recommended you for a letter of complement for your work on the Robert Sheldon suicide. I understand that the scene was both hot and spread out over several feet. Sgt. Mathias, in his email, stated that your entire shift acted with professionalism in documenting and photographing the scene.

I will place this letter in your personal file. Nice job.

Sincerely,



Gregory R. Horne
Chief of Police

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

Gregory R. Horne, Chief of Police
318 Dorney Plaza, Room 207 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

August 24, 2016

[REDACTED]
Findlay Police Department
Findlay, Ohio

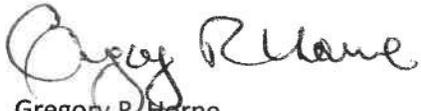
Re: Letter of Complement

Dear [REDACTED]

The awards committee recently made me aware of an act of compassion you showed on [REDACTED] Marilyn Sulkanen had pulled off the I-75 on her way back to Niles Michigan. In her letter she sent she stated that you were professional, kind and helpful. Although this may seem routine to you it shows that you truly do care about the people you serve.

Thank you very much.

Sincerely,



Gregory R. Horne
Chief of Police

Capt. Sean Young

From: Capt. Sean Young <syoun@findlayohio.com>
Sent: Friday, March 18, 2016 8:42 AM
To: [REDACTED]@findlayohio.com'
Cc: Ryan Doe (rdoe@ci.findlay.oh.us)
Subject: FW: Compliment
Attachments: image2016-03-18-081714.pdf

[REDACTED]

Attached is a complimentary card sent by Marilyn Sulkanen for your professionalism on [REDACTED]. This compliment will be sent to the Awards Committee for further review so that a permanent record of this compliment may be placed in your personnel file.

Good job!
Capt. Young

From: Scan@FindlayOhio.com [mailto:Scan@FindlayOhio.com]
Sent: Friday, March 18, 2016 8:17 AM
To: syoun@findlayohio.com
Subject:

*Letter of Commendation
Appreciation*

Dear Chief Horne,

This is in praise of

Unit # [REDACTED]

[REDACTED] who was very kind, professional + helpful to me.

On ~~Saturday~~ ^{Supper} 28 February I had pulled off the freeway to rest in a parking lot, then walked around for air. [REDACTED]

[REDACTED] came to check on me + made sure I was O.K.

He is an asset to the force.

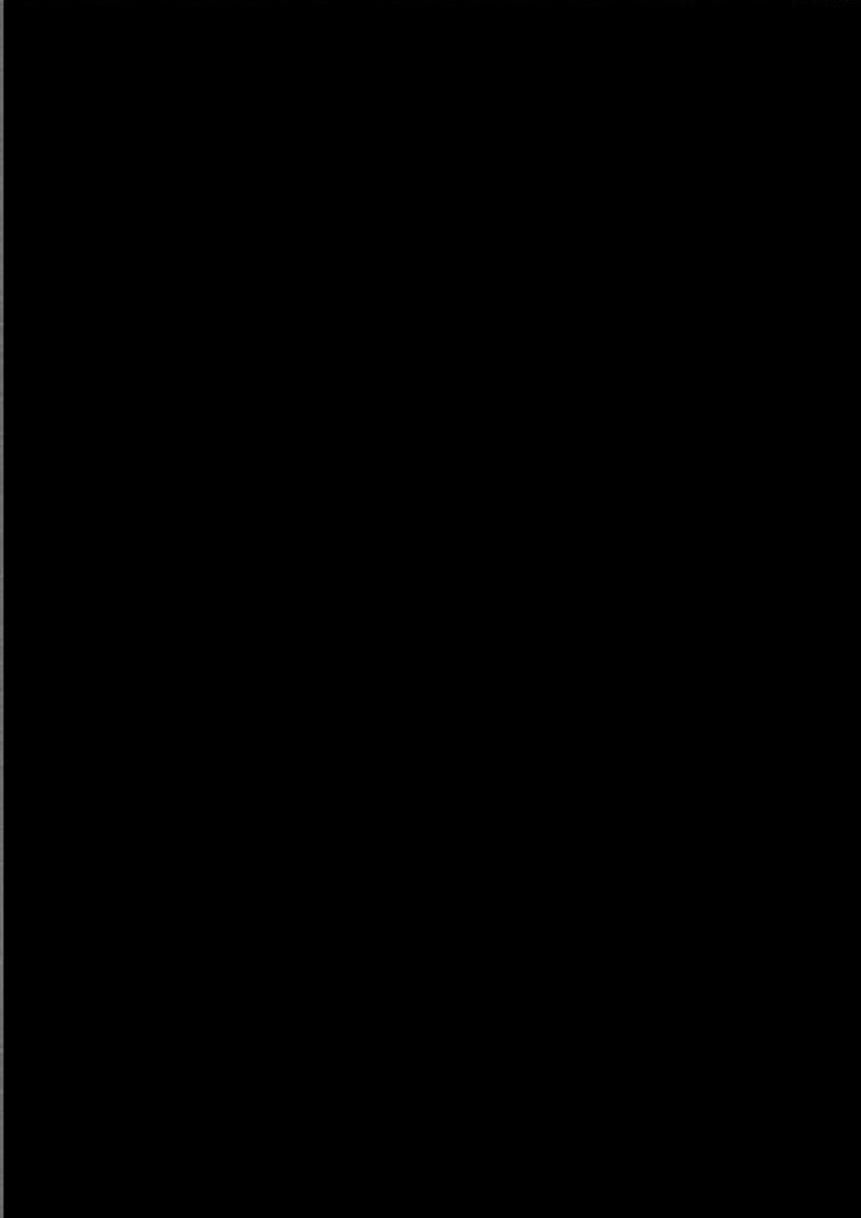
Respectfully,
Marilyn J. Dwyer
Sulkanen

S Marilyn D. Sulkanen

2258 Inverness Dr
Niles, MI 49120-8808



Chief Greg Horne
Findlay Police Department
318 Dorney Plaza Room 207
Findlay Ohio 45839-0826



City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

Gregory R. Horne, Chief of Police
318 Dorney Plaza, Room 207 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

August 23, 2016

[REDACTED]
Findlay Police Department
Findlay, Ohio

Re: Letter of Complement

Dear [REDACTED]

I would like to thank you for attending Wesley Love's birthday party this past Saturday. It means so much to young children to actually see their heroes personally. You may feel that it wasn't a big deal but trust me when I say it did. He will remember this for the rest of his life. To him you are the best.

Your compassion reflects well not only on the department but also on you as a person. Again, THANK YOU! I will place a copy of this letter in your personnel file.

Sincerely,



Gregory R. Horne
Chief of Police

PAYROLL CHANGE NOTICE

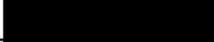
CURRENT DATE

_____  _____

EMPLOYEE NAME

_____  _____

EMPLOYEE NUMBER

_____  _____

DEPARTMENT

_____ Police _____

EFFECTIVE DATE OF CHANGE

_____  _____

LAST PAID WORKING DAY

(If terminating employment)

NATURE OF CHANGE(S):

New probationary Police Officer

Title Police Officer

Pay Range _____

Pay Rate \$18.51

If promotion, is this increase subject to the promotion policy? (Y/N) N

Appointed _____ Civil Service X

CDL Required (Y or N) N Drug Test (R or C) R

NEW EMPLOYEE ONLY:

First Paid Working Day _____  _____

Years of service credit to be given, if any _____

Full time (30+ hours per week) Full Time

Part time (less than 30 hours per week) _____

Service Award Anniversary date: _____ 
(Not for purposes of calculating salary base) 

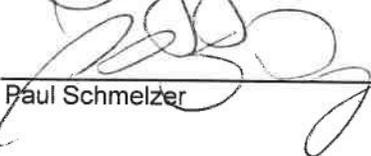
EMPLOYEE SIGNATURE



DEPARTMENT HEAD SIGNATURE

 _____

SERVICE/SAFETY DIRECTOR


Paul Schmelzer _____

MAYOR

Lydia Mihalik _____

XC: DEPARTMENT(S) CONCERNED
EMPLOYEE FILE
CIVIL SERVICE

City of Findlay

Lydia Mihalik, Mayor

POLICE DEPARTMENT

Gregory R. Horne, Chief of Police
318 Dorney Plaza, Room 207 • Findlay, OH 45840
Phone: 419-424-7194 • Fax: 419-424-7296
www.findlayohio.com

May 14, 2015

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

RE: Probationary Period

Dear Deidre:

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

Sincerely,



Gregory R. Horne
Chief of Police

XC: [REDACTED]

CIVIL SERVICE COMMISSION

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

COMMISSIONERS
Thomas P. Kemp
Barbara D. Larick
Charles D. Clapper
Deidre Ramthun – Clerk/Secretary

RECEIVED

MAY 15 2015

FINDLAY POLICE DEPARTMENT

May 15, 2015

Police Chief Greg Horne
Findlay Police Department
Findlay, Ohio 45840

RE: Probationary Police Officer Test

Dear Chief Horne:

Please be advised that the following Probationary Police Officer has completed taking the required Probationary exam and has passed the test effective this date.



Sincerely,

Deidre Ramthun

Deidre Ramthun
Clerk/Secretary

pc: Jim Staschiak II – City Auditor
Paul Schmelzer – Service-Safety Director
Don Essex – Director of Human Resources and Performance Excellence

TO: AUDITOR'S OFFICE (Signed Original)

PAYROLL CHANGE NOTICE



CURRENT DATE May 15, 2015

EMPLOYEE NAME [Redacted]

EMPLOYEE NUMBER [Redacted]

DEPARTMENT Police

EFFECTIVE DATE OF CHANGE [Redacted]

LAST PAID WORKING DAY [Redacted]
(If terminating employment)

NATURE OF CHANGE(S): Completed required 2080 street hours and passed probationary test

Title Police Officer

Pay Range _____ Pay Rate \$23.09

If promotion, is this increase subject to the promotion policy? (Y/N) N

Appointed _____ Civil Service X

CDL Required (Y or N) N Drug Test (R or C) R

NEW EMPLOYEE ONLY:

First Paid Working Day _____

Years of service credit to be given, if any _____

Full time (30+ hours per week) _____

Part time (less than 30 hours per week) _____

Service Award Anniversary date:
(Not for purposes of calculating salary base) [Redacted]

EMPLOYEE SIGNATURE [Redacted]

DEPARTMENT HEAD SIGNATURE [Signature]

SERVICE/SAFETY DIRECTOR [Signature]
Paul Schmelzer

MAYOR Lydia Mihalik

XC: DEPARTMENT(S) CONCERNED
EMPLOYEE FILE
CIVIL SERVICE



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

This is to certify that

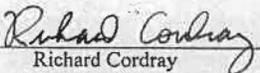
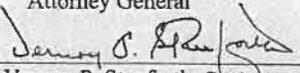


has completed the Ohio
Peace Officer Basic Training Program

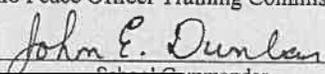
Conducted by
Owens Community College

Awarded on




Richard Cordray
Attorney General

Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission




Ron Ferrell, Executive Director
Ohio Peace Officer Training Commission

John E. Dunbar
School Commander


INFORMAL COUNSELING

Officer Counseled: [REDACTED]

Date of Action: 02/20/2024

Dates of Occurrence: [REDACTED]

Supervisor: Lt. Jason Morey #1319

RECEIVED

FEB 20 2024

FINDLAY POLICE DEPT

COMMENTS

As a result of an Internal Affairs Investigation, it was determined that [REDACTED] had unintentionally omitted some details to report [REDACTED] a violation of the Findlay Police Department's Rules & Regulations, 3.27.a, "Negligence" which states, "No employee shall commit negligence in his/her duties." I counseled [REDACTED] in these omissions and the importance to have needed details in reports.

CH&F
[Signature]
02/20/2024



Findlay Police Evaluation Form PATROL OFFICER RECEIVED



JAN 17 2025

Name: [REDACTED]

Date: January 5, 2025
FINDLAY POLICE DEPT

Position: Patrol/FTO

Appraisal Period From: 7/7/2024 To: 1/4/2025

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] is a valued member and asset to this department. In addition to patrol he is an assistant team leader on ERT, an FTO, and the senior Taser Instructor for the department. He used these positions to enhance the department and educate younger officers.
b) New and additional assignments are accepted and performed in a timely manner.	4 - Excellent	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	4 - Excellent	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	[REDACTED] can handle most any call that comes to him efficiently and without delay. He provides the appropriate amount of assistance and rarely needs any guidance.
b) Handles minor calls efficiently without having to go back	4 - Excellent	
c) Radio calls are not missed without valid cause.	3 - Above Average	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	4 - Excellent	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	3 - Above Average	[REDACTED] takes all the appropriate investigative steps. He has a reputation for being thorough and looking past the obvious.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	3 - Above Average	
d) Other divisions or agencies are properly notified as required.	3 - Above Average	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests 67 Shift Avg. 27	4 - Excellent	Proactivity is par for the course with [REDACTED]. He routinely passes all of his peers when it comes to statistics and had maintained this pace for many years. His drive is truly impressive. He led his shift in cases, arrests, warrants, traffic stops, OVIs and charges.
b) Self-Initiated Traffic Citations 51 Shift Avg.34	4 - Excellent	
c) Door checks If on nights N/A	Not Applicable	
d) School Walk Through's 9 Shift Avg.13	2 - Satisfactory	
e) Summons 1 Shift Avg. 0	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	[REDACTED] has no issues investigating accidents and citing appropriately.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
f) Warnings 21 Shift Avg. 21	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	[REDACTED] led a 46-mile high speed pursuit that ended in Toledo, Ohio. He maintained excellent composure during this high stress situation. He was calm, followed policy, and composed throughout. His radio communications were ideal.
b) Composure is maintained under stress.	4 - Excellent	
c) Handles difficult situations in a very confident and professional manner.	4 - Excellent	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	[REDACTED] had no substantiated complaints during this evaluation period. He was found to be impolite with the suspect in the aforementioned pursuit, but it was not egregious and can be understood due to the stress of the situation.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self-control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	[REDACTED] is very respectful to the chain of command. He works well with his coworkers and gladly trains younger officers.
b) Problems which occur in work relationships are promptly resolved.	3 - Above Average	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	4 - Excellent	
e) Utilizes chain of command and shows respect to those in rank.	3 - Above Average	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	[REDACTED] has a reputation for writing excellent police reports. He is detailed and submits them on time.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	[REDACTED] had no documented incidents of vehicle abuse or accidents. His uniform is well kept.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	I do not feel the need to closely monitor [REDACTED] work. He uses his unassigned time extremely efficiently.
b) Unassigned time is effectively utilized.	4 - Excellent	
c) Special attention is directed to high accident or crime areas.	4 - Excellent	
d) Work does not have to be closely supervised.	4 - Excellent	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	[REDACTED] used 78 hours of sick time, 58 of which was excused. He follows policy and procedure.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[REDACTED] is a highly professional officer. He has integrity and confidence. He works very well with coworkers and takes on many extra jobs within the department. He can be relied on to handle the situations presented to him. In the past he has tended to push boundaries, but I have observed him reeling this in and becoming a very reliable officer.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	4 - Excellent	

GOALS TO ACHIEVE: Continue refining your skills, educating others, and seek promotional opportunities.

EMPLOYEE STRENGTHS: Knowledge of law, proactivity, experience.

EMPLOYEE WEAKNESSES: Past tendency to let emotions dictate decisions. I have personally witnessed him grow and make this a less of an issue. Keep up the good work!

SUMMARY: (check only one)

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

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

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

Approved by: Sgt Derrick #425 Date: 1-15-25
(Signature of Rater)

Approved by: LT [Signature] 1319 Date: 1/17/25
(Signature of Division Lieutenant)

Comments: AS USUAL, GREAT WORK [Redacted]!

Approved by: Capt [Signature] Date: 1/17/2025
(Signature of Captain of Police)

Comments: I concur, your drive is remarkable. Your hard work and dedication do not go unnoticed. Thank you!

Approved by: Chief [Signature] 1317 Date: 01/17/2025
(Signature of Chief of Police)

Comments: VERY GOOD EVALUATION RYAN. I APPRECIATE ALL OF YOUR HARD WORK + DEDICATION + COMMITMENT. CONTINUE TO WORK TOWARDS YOUR PERSONAL + CAREER GOALS AS THEY ARE ATTAINABLE. NICE COMMENTS TOO.

Approved by: [Signature] Date: 1/17/25
(Safety Director - City of Findlay)

Comments: Thank you for your hard work and dedication. Congratulations.

I certify that this report has been discussed with me. My [Redacted] not necessarily indicate approval.
Employee Signature [Redacted] Date: 1-15-25

Employee Comments, Goals, Interests:

As always I seek to work with Sgt. Deidrick. He has
very good leadership skills and they are that ^{of which I} would
aspire to have if placed in a supervisory position.
Thank you!





Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: July 24, 2024

Position: Patrol/FTO

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

Hire Date: [REDACTED]

RECEIVED
AUG 20 2024
FINDLAY POLICE DEPT

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

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

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

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

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	4 - Excellent	[REDACTED] helps to build an effective team by working with his coworkers to accomplish common goals. On several occasions I have observed [REDACTED] proactively spend his time responding to extra patrol requests on his beat assignment. [REDACTED] directs his talent to the needs of the department. In addition to patrol, he is a valued Assistant Team Leader on ERT, the senior Taser instructor, and a Field Training Officer.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	4 - Excellent	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	I rarely, if ever, need to correct [REDACTED] minor call investigations.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

<p>a) Appropriate investigative steps are taken.</p> <p>b) Investigations are thorough.</p> <p>c) Evidence is properly preserved and thoroughly described.</p> <p>d) Other divisions or agencies are properly notified as required.</p>	<p>4 - Excellent</p> <p>3 - Above Average</p> <p>2 - Satisfactory</p> <p>2 - Satisfactory</p>	<p>██████████ follows all the steps needed for his investigations without being prompted to. Notably, I observed that during another officer's vehicle pursuit, he made phone calls to FMC Probation Officers, leading the capture of the suspect via GPS monitoring.</p>
---	---	---

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

<p>a) Arrests 57 Shift Avg. 31</p> <p>b) Self-Initiated Traffic Citations 56 Shift Avg.21</p> <p>c) Door checks If on nights N/A Shift Avg. Click here to enter text.</p> <p>d) School Walk Through's 11 Shift Avg. <u>13</u></p> <p>e) Summons 5 Shift Avg. <u>1</u></p>	<p>4 - Excellent</p> <p>4 - Excellent</p> <p>Not Applicable</p> <p>2 - Satisfactory</p> <p>4 - Excellent</p>	<p>██████████ effected 57 total arrests, with a shift average of 31. He issued 56 traffic citations with an average of 21 He leads the shift by a large margin in nearly all tracked categories.</p> <p>██████████ conducted 11 school walkthroughs, with a shift average of 13.</p>
---	--	--

5. ENFORCEMENT OF TRAFFIC REGULATIONS

<p>a) Citations from traffic crashes correspond with causative factor of crash.</p> <p>b) Actions taken are appropriate to the offense.</p> <p>f) Warnings 20 Shift Avg. <u>6</u></p>	<p>3 - Above Average</p> <p>3 - Above Average</p> <p>Select a Rating</p>	<p>██████████ cites accordingly with the cause of accidents. I noted that he was very comfortable and confident while investigating a complicated accident involving five vehicles.</p>
---	--	---

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

<p>a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.</p> <p>b) Composure is maintained under stress.</p> <p>c) Handles difficult situations in a very confident and professional manner.</p> <p>d) Judgment results from sound evaluation of all factors involved</p>	<p>3 - Above Average</p> <p>2 - Satisfactory</p> <p>3 - Above Average</p> <p>3 - Above Average</p>	<p>██████████ had the foresight and care to warn a construction crew of a funnel cloud sighting. I appreciate these kinds of thought processes during unusual circumstances.</p> <p>██████████ maintains his composure under stress. He uses his ERT experience to assist in making tactical decisions.</p>
--	--	---

7. EXTERNAL PUBLIC RELATIONS

<p>a) No verbal abuse of citizens or any other members of the public.</p> <p>b) Courtesy is given to citizens during routine contact.</p> <p>c) Is tactful and displays good self-control when in contact with irate individuals.</p>	<p>2 - Satisfactory</p> <p>2 - Satisfactory</p> <p>3 - Above Average</p>	<p>██████████ had several informal citizen complaints lodged against during the evaluation period, however none were followed up with or substantiated. In reviewing the complaints, they all seem to be a result of citizens not liking the proactive enforcement tempo that ██████████ regularly keeps. None of the complaints were justified.</p>
---	--	--

8. INTERNAL COMMUNICATION AND COOPERATION

<p>a) Completes assignments in harmony with others and is a good team worker.</p> <p>b) Problems which occur in work relationships are promptly resolved.</p> <p>c) Readily assists and backs up others.</p> <p>d) Trains and guides less experienced personnel.</p> <p>e) Utilizes chain of command and shows respect to those in rank.</p>	<p>3 - Above Average</p> <p>2 - Satisfactory</p> <p>3 - Above Average</p> <p>3 - Above Average</p> <p>2 - Satisfactory</p>	<p>██████████ can let his emotions guide him within the workplace, for example voicing his opinion in a department wide email response. However, he is able to resolve those issues after the fact with the other employees.</p> <p>██████████ spent 140 hours of this evaluation period field training new officers. He is a good training officer and imparts his extensive knowledge on to his trainees.</p>
--	--	---

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

<p>a) Reports are submitted on time.</p> <p>b) Reports are legible, concise, grammatically correct and contain all required information.</p> <p>c) Reports and information are rarely returned for correction.</p> <p>d) Proper interrogation and interview techniques are used.</p>	<p>3 - Above Average</p> <p>3 - Above Average</p> <p>3 - Above Average</p> <p>2 - Satisfactory</p>	<p>██████████ does not have an issue keeping up with his reports. I rarely have to return his reports for corrections.</p> <p>██████████ routinely follows proper interview techniques. However, I did correct him on one occasion for failing to Mirandize a juvenile suspect before questioning, when Miranda would apply.</p>
--	--	--

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

<p>a) Vehicles are not abused through poor driving habits.</p> <p>b) Equipment is not lost or damaged due to carelessness.</p> <p>c) Cruisers are returned fueled for next shift.</p> <p>d) Uniform and equipment are well kept and pride is taken in appearance</p>	<p>2 - Satisfactory</p> <p>2 - Satisfactory</p> <p>2 - Satisfactory</p> <p>2 - Satisfactory</p>	<p>██████████ had no incidents of vehicle abuse or equipment damage.</p>
--	---	--

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

<p>a) Instructions are followed and assignments completed on schedule.</p> <p>b) Unassigned time is effectively utilized.</p> <p>c) Special attention is directed to high accident or crime areas.</p> <p>d) Work does not have to be closely supervised.</p>	<p>4 - Excellent</p> <p>4 - Excellent</p> <p>4 - Excellent</p> <p>3 - Above Average</p>	<p>██████████ led the shift in nearly all statistical categories. His use of unassigned time is impressive. I trust ██████████ to handle his calls without my direct supervision. He does tend to push in to areas of the law which are not common or within regular practices of the FPD. This is not necessarily a negative trait. Even though he is sometimes denied the ability to go in to these areas, he always knows the pertinent case laws and facts that support his thought process.</p>
---	---	--

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

<p>a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.</p> <p>b) Sick leave is not abused.</p>	<p>2 - Satisfactory</p> <p>2 - Satisfactory</p>	<p>██████████ regularly follows policy and procedure. I did on one occasion note that he failed to secure a State surcharge while taking bond.</p> <p>██████████ used 20 hours of sick time. 10 hours were unexcused.</p>
---	---	---

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[REDACTED] exceeds standards on a regular basis. He is by far the most proactive officer I am evaluating. His knowledge and expertise is impressive. His work ethic is outstanding. His commitment to the department goals and programs is admirable. [REDACTED] only flaw, in my opinion, is that he can sometimes allow his emotions to dictate his direction and actions more than desired. I believe he is ready to move on to a supervisory position within the FPD.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	4 - Excellent	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	4 - Excellent	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: Continue your high level of work ethic and seek promotional opportunities.

EMPLOYEE STRENGTHS: Work ethic, motivation, well rounded.

EMPLOYEE WEAKNESSES: Can sometime allow his emotions to dictate his actions.

SUMMARY: (check only one)

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

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

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

Approved by: Sgt D. Drivrick #426 Date: 8-8-24
 (Signature of Rater)

Approved by: LT [Signature] 1319 Date: 8/19/24
 (Signature of Division Lieutenant)

Comments: GREAT WORK!

Approved by: C. McCloud Date: 8/19/27
(Signature of Captain of Police)
Comments: Excellent job, thank you for your hard work.

Approved by: Catiz H. Miller 1317 Date: 08/20/2024
(Signature of Chief of Police)
Comments: KEEP UP THE GREAT WORK ALONG W/YOUR OTHER DUTIES + RESPONSIBILITIES + TRAININGS. I APPRECIATE YOUR HARD WORK + DEDICATION.

Approved by: [Signature] Date: 8-20-24
(Safety Director - City of Findlay)
Comments: Thank you for all you do. I appreciate your work on TAS 6R 10 upgrade.

I certify that this report [redacted] signature does not necessarily indicate approval.
Employee Signature: [redacted] Date: 8-7-24

Employee Comments, Goals, Interests:
I enjoyed my time working with Sgt. Deidrick. He is an excellent supervisor and leader.



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

RECEIVED

Date: January 26, 2024

Position: Patrol/FTO

MAR - 4 2024

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

Hire Date: [REDACTED]

FINDLAY POLICE DEPT

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

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

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

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

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	Is an ATL on ERT. Is head LL instructor and keeps department budget and stocks LL for year. Is a very active FTO. Also in charge of Taser. Works with everyone at department and always looking for things to improve, although not always used.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	No issues reported
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Works very hard on drug case investigations, should work just as hard on all other type of investigations. Still has evidence returned for improper labels. Had an incident took a DNA swab and left in booking for months without submission
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	1 - Needs Improvement	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests 86 Shift Avg. 27.3	4 - Excellent	Is very active and always out performing self-initiated calls leading to lots of warrants and drugs. Greatly improved his traffic enforcement. The entire shift was asked numerous times to step up School walk throughs and it never happened.
b) Self-Initiated Traffic Citations 51 Shift Avg. 32.5	3 - Above Average	
c) Door checks If on nights n/a Shift Avg. n/a	Not Applicable	
d) School Walk Through's 5 Shift Avg. <u>6.4</u>	0 - Unsatisfactory	
e) Summons n/a Shift Avg. <u>n/a</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	Uses and knows proper sections to issue citations and crashes.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
f) Warnings 8 Shift Avg. <u>8.5</u>	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	Works well under stress, does get amped up pretty easy, but still able to keep it under control and still makes proper decisions under stress. Needs to make sure when in charge to slow down and take all info under advisement.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Had a complaint of use of force that was unfounded. Actually, treated them very well above what would have been expected.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self-control when in contact with irate individuals.	3 - Above Average	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	Works well with whole department and completes a lot of training within department. Always willing to assist other officers. Does a lot of FTO.
b) Problems which occur in work relationships are promptly resolved.	3 - Above Average	
c) Readily assists and backs up others.	3 - Above Average	Occasionally skips supervisor to outside department, but improved after a discussion.
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Does have occasional returns for more information needed and is normal to return for omitted info or grammatical errors.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

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

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	Does everything that is asked of him above and beyond. Improved himself a lot by doing much more traffic enforcement. Does not need much supervision.
b) Unassigned time is effectively utilized.	4 - Excellent	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	3 - Above Average	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	97 hrs Sick
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	Very professional officer that does above what is required. Always responsible for everything he does and does not give excuses. A team-oriented officer that works well with everyone.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: Keep handling all types of calls slowing things down to make the best decisions on stressful situations.

EMPLOYEE STRENGTHS: Very active and hard worker and willing to do whatever is needed. Takes a lot of responsibility.

EMPLOYEE WEAKNESSES: Likes to go to fast a lot and goes for quantity over quality. Is slowly improving.



SUMMARY: (check only one)

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

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

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

Approved by: [Signature] Date: 2/28/24
(Signature of Rater)

Approved by: [Signature] 1314 Date: 2/29/24
(Signature of Division Lieutenant)

Comments: _____

Approved by: [Signature] Date: 3/4/24
(Signature of Captain of Police)

Comments: _____

Approved by: [Signature] 1317 Date: 03/04/2024
(Signature of Chief of Police)

Comments: KEEP UP THE GOOD WORK [Redacted] WORK ON THE COUPLE AREAS LISTED FOR BETTER OVERALL PERFORMANCE. SET PERSONAL & CAREER GOALS.

Approved by: [Signature] Date: 3-4-24
(Safety Director - City of Findlay)

Comments: Thank you for all your hard work.

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

Employee Signature: [Redacted] Date: 2-28-24
FPD EVAL 02/01/2016



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED
AUG - 7 2023

FINDLAY POLICE DEPT
Date: August 4, 2023

Name: [REDACTED]

Position: Patrol/FTO

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

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES		
a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] has taken on many roles within the department including ERT, FTO, Less Lethal/Taser Instructor, OVI updates, and has been successful in each one of these roles.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	
2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS		
a) Response is made without delay.	3 - Above Average	No issues with [REDACTED] call response. Handles most calls with little to no guidance.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	3 - Above Average	[REDACTED] conducts good and thorough investigations and knows what steps are needed.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>68</u> Shift Avg. <u>51</u>	3 - Above Average	[REDACTED] is well above shift average in most statistical categories during this evaluation period. He had 3 OVIs during this evaluation period which led dayshift.
b) Self-Initiated Traffic citations <u>33</u> Shift Avg. <u>17</u>	3 - Above Average	
c) Door checks If on nights _____ Shift Avg. _____	Not Applicable	
d) School Walk Through's <u>1</u> Shift Avg. <u>4</u>	1 - Needs Improvement	
e) Summons <u>0</u> Shift Avg. <u>0</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	3 - Above Average	[REDACTED] does well with crashes and knows the appropriate ORD/ORC sections.
b) Actions taken are appropriate to the offense.	3 - Above Average	
c) Warnings <u>7</u> / <u>7</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	[REDACTED] is able to maintain his composure in high stress situations and would be an officer I'd want in one of these situations. Good at maintaining his professionalism.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	3 - Above Average	[REDACTED] does a good job talking to and calming down subjects in all types of situations.
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	3 - Above Average	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	[REDACTED] is a very good instructor and Field Training Officer.
b) Problems which occur in work relationships are promptly resolved.	3 - Above Average	
c) Readily assists and backs up others.	3 - Above Average	He is always willing to back up fellow officers and train less experienced officers.
d) Trains and guides less experienced personnel.	4 - Excellent	
e) Utilizes chain of command and shows respect to those in rank.	3 - Above Average	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	[REDACTED] stays current on his case load and reports are turned in on a timely manner. Does a very good job talking to subjects and getting additional information.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

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

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	He does not have to be closely supervised and does a good job keeping busy [REDACTED] does a good job at criminal interdiction but also does general traffic enforcement.
b) Unassigned time is effectively utilized.	4 - Excellent	
c) Special attention is directed to high accident or crime areas.	4 - Excellent	
d) Work does not have to be closely supervised.	4 - Excellent	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	3 - Above Average	20 Hours sick time used.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

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

GOALS TO ACHIEVE: (Rater must suggest Goals): Keep doing great things with your expanded roles within the department. When the chance presents itself, look at expanding your leadership role and study for the next promotional exam.

EMPLOYEE STRENGTHS: [REDACTED] is a well-rounded officer with a good work ethic.

EMPLOYEE WEAKNESSES: School walk throughs when on dayshift.

SUMMARY: (check only one)

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

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

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

Approved by: [Signature] 1369 Date: 8/4/23
(Signature of Rater)

Approved by: [Signature] #2342 Date: 8/7/23
(Signature of Division Lieutenant)

Comments: _____

Approved by: [Signature] 210815 Date: 8/7/23
(Signature of Captain of Police)

Comments: _____

Approved by: [Signature] 1317 Date: 08/07/2023
(Signature of Chief of Police)

Comments: KEEP UP THE GREAT WORK [REDACTED] & WORK ON THE ONE AREA LISTED.

Approved by: [Signature] Date: 8-4-23
(Safety Director - City of Findlay)

Comments: Congratulations and Thank you.

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

Employee Signature [REDACTED] Date: 8-4-23



Findlay Police Evaluation Form



PATROL OFFICER RECEIVED

Name: [REDACTED]

FEB - 6 2023

Date: January 12, 2023

Position: Patrol Officer

FINDLAY POLICE DEPT Appraisal Period From: 7/10/2022 To: 1/8/2023

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES		
a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] has taken many additional roles at PD. Is an FTO, Less lethal and Taser instructor, and ERT.. Sgt Lawrence told me that [REDACTED] is one his most valuable FTO's and once learns to let the trainee handle the calls while they are struggling he will be one of the top trainers.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	4 - Excellent	
2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS		
a) Response is made without delay.	3 - Above Average	[REDACTED] does not mis radio traffic. He also is monitoring radio traffic of others willing assist. [REDACTED] needs to make sure that he stays professional with all of his traffic.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	3 - Above Average	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	3 - Above Average	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	[REDACTED] does not have any issues completing investigations or handling evidence.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	3 - Above Average	
d) Other divisions or agencies are properly notified as required.	3 - Above Average	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>28</u> Shift Avg. <u>29</u>	2 - Satisfactory	[REDACTED] had trainee for a portion of this rotation. [REDACTED]
b) Self-Initiated Traffic citations <u>46</u> Shift Avg. <u>7</u>	3 - Above Average	
c) Door checks If on nights <u>0</u> Shift Avg. <u>13</u>	1 - Needs Improvement	[REDACTED] has never had an issue with productivity.
d) School Walk Through's <u>0</u> Shift Avg. <u>0</u>	2 - Satisfactory	
e) Summons <u>0</u> Shift Avg. <u>0</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash. (3)	2 - Satisfactory	There were not many crashes this six. [REDACTED] understands and does a good job with these investigations
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>8</u> / <u>15</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	[REDACTED] does a good job dealing with high stress calls and I leaned on him heavily anytime one of these calls came up. If [REDACTED] has an area to improve upon it is that sometimes he gets too emotional. This causes him to make quick decisions, that he might not had of made.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Does a good job communicating with citizens on normal calls. [REDACTED] is able to help other officers and calm down irate suspects.
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	[REDACTED] works well with others and uses his experience to help young officers. He is always willing to back up other officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	4 - Excellent	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	He maintains his case load and did not have any really issues with reports. Was able to get a confession from a rape suspect.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	No issues with any equipment and looks professional.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	██████████ is a very active officers and is always generating self-initiated cases. I did not have monitor anything that he did.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	4 - Excellent	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	Knows the policies 86 Hours of sick time used
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	██████████ is a professional, honest officers. He works well with a team, and does a good job with interdiction. He is always accountable for his actions. ██████████ is an asset to this department.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals) I would like to see ██████████ taking a step back on a big call and take more of a leadership role. I know that it is more fun to be directly involved in the "door kicking" but ██████████ has a lot of experience and knowledge that could be better used in a leadership role.

EMPLOYEE STRENGTHS: Productivity and leadership skills

EMPLOYEE WEAKNESSES ██████████ tends to always speak his mind. I would like to see him use the 24 hour rule before bringing up issues especially as he takes more leadership roles with the department.

SUMMARY: (check only one)

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

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

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

Approved by: Est. [Signature] 231 Date: 1-27-23
(Signature of Rater)

Approved by: Li. [Signature] #2342 Date: 2-6-23
(Signature of Division Lieutenant)

Comments: KEEP UP THE HARD WORK! THANK YOU FOR HANDLING ALL THE EXTRA TASKS

Approved by: Capt. [Signature] 1317 Date: 02/06/2023
(Signature of Captain of Police)

Comments: VERY GOOD WORK [Redacted] NICE JOB W/FTO'S + ALSO W/THE INSTRUCTOR ROLES TOO

Approved by: Chief [Signature] Date: 2/6/23
(Signature of Chief of Police)

Comments: Great Job!

Approved by: [Signature] Date: 2/7/23
(Safety Director - City of Findlay)

Comments: Thank you!

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

Employee Signature: [Redacted] Date: 1-27-2023
FPD EVAL 02/01/2016 Employee Initials: [Redacted]

DATE: 01/12/2023

CITY OF FINDLAY POLICE DEPARTMENT

PAGE:1

TIME: 116

INSTANCES OF SICK LEAVE USE

Requested By: GRIFFITH, DANIEL S

FROM: 07/10/2022

THRU: 01/08/2023

Emp.	Name	Squad	Date	Shift	Time	Code/Description	Hours	Reason
						S Sick Leave	10.00	22-200/SIF/SON
						S Sick Leave	10.00	P ILLNESS/22-212
						S Sick Leave	10.00	DIF/GRANDMOTHER-IN-LAW/EX/
						S Sick Leave	6.00	SIF/22-292/KIDS
						S Sick Leave	10.00	SIF/22-292/KIDS
						S Sick Leave	10.00	FMED/SON/EX/22-304
						S Sick Leave	10.00	P ILLNESS/EX/22-330
						S Sick Leave	10.00	P ILLNESS/EX/22-330
						S Sick Leave	10.00	P ILLNESS/EX/22-330

Officer	Incidents	Cases	Warrants	Other Arrests	Total Arrests	Traffic Stops	Crashes	Citations	Warnings	OVI	Door Checks	School Walks	Total Enfor.	%
Bormuth, Kyle M	629	31	29	27	56	155	2	13	9	0	15	0	22	0.41
Bortel, Joshua M	672	62	9	23	32	239	5	63	22	15	6	0	85	0.26
Brickner, Christopher	309	33	16	12	28	31	3	16	6	1	29	0	22	0.27
Brown, Timothy A	295	23	6	7	13	29	3	8	9	0	28	0	17	0.53
Cooley, Michael J	418	44	15	10	25	26	8	7	6	1	39	0	13	0.46
Griffith, Daniel S	135	1	1	41	42	19	1	0	1	0	0	0	1	1.00
[REDACTED]	614	84	25	3	28	235	3	46	8	19	0	0	54	0.15
Morey, Jason M	49	1	0	47	47	4	1	0	0	0	5	0	0	#DIV/0!
Paugh, Matthew	356	15	9	0	9	53	0	7	14	0	24	0	21	0.67
Price, Nicholas J	474	43	15	6	21	109	2	17	10	2	11	0	27	0.37
Rutter, Brian A	334	27	14	25	39	78	2	3	1	1	3	0	4	0.25
[REDACTED]	247	12	3	14	17	24	2	4	4	0	13	0	8	0.50
Sours, Kyle Lyndon	589	88	16	0	16	79	10	11	17	4	10	0	28	0.61
Warnimont, Mason J	601	41	21	23	44	116	2	7	4	2	7	0	11	0.36
Average	408.71	36.07	12.79	17	29.79	86	3.14	14.43	7.93	3.214	13.57	0	22.35714	0.35
Grand Total	4327	505	151	21	172	1009	44	201	111	45	183	0	312	0.36



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED
AUG 26 2022

Name: [REDACTED]

FINDLAY POLICE DEPT Date: August 25, 2022

Position: Patrol/FTO

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

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES		
a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	Does a good job as a trainer for the department. Volunteered in trial of body worn cameras, providing good examples and reviews. His efforts are aimed towards the benefit of the citizens.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	4 - Excellent	
2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS		
a) Response is made without delay.	3 - Above Average	Very responsive to calls for service and back-up needs. Provides appropriate charges. Does well in monitoring the activities on the radio.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	3 - Above Average	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Investigations are typically thorough and provide good detail. Does a good job in handling/preserving evidence.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	3 - Above Average	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>87</u> Shift Avg. <u>50.8</u>	4 - Excellent	Very active in proactive patrol efforts. Led the shift in requested charges and OVI's. Arrests and warrants were near the top of the group.
b) Self-Initiated Traffic citations <u>31</u> Shift Avg. <u>25.9</u>	2 - Satisfactory	
c) Door checks If on nights _____ Shift Avg. _____	Not Applicable	
d) School Walk Through's <u>2</u> Shift Avg. <u>5.8</u>	2 - Satisfactory	
e) Warrant/Summons <u>50</u> Shift Avg. <u>30.9</u>	4 - Excellent	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	Knowledgeable in causative factors of crash investigations. Good ratio of warnings.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>10</u> / <u>24</u> % of enforcement.	3 - Above Average	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	Willing and able to get involved and work through unusual circumstances. Maintains composure and makes good resolutions in higher stress situations.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Does well in communication with members of the public. Has an ability to talk with irate individuals.
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	3 - Above Average	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	Works well as a team and puts himself in the position to help other officers. Willing to guide less experienced officers.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	4 - Excellent	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Maintains his overall case load. Reports are typically easy to read, but some errors can occur from hurrying the completion of reports. Does very well in his interview/interrogation techniques.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	No issues of vehicle or equipment damage in this period. Maintains a good professional appearance in uniform.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	Very active in his patrol efforts, directs attention to high crime areas. Does not require much supervision.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	Has good working knowledge of policies and procedures. 10 hours of sick time used – excused.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	Professional in appearance and in his actions. Thinks through his decisions well, and holds good integrity. He does very well in working with a team in a proactive way, especially in interdiction efforts. He does take accountability in his actions.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals) _Work more in areas that might draw less interest (general traffic) and vary your beats for the benefit of FTO purposes. _____

EMPLOYEE STRENGTHS: Very confident and committed in his duties. _____

EMPLOYEE WEAKNESS:

none _____

SUMMARY: (check only one)

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

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

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

Approved by: Sgt T. Williams Date: 8-25-2022
(Signature of Rater)

Approved by: Lt. W #7342 Date: 8/25/22
(Signature of Division Lieutenant)

Comments: DOES A GREAT JOB! HE HAS REALLY STEPPED UP HIS LEADERSHIP ROLES WITHIN THE PD! GOOD INSTRUCTOR, GREAT OFFICER

Approved by: CAPT. J. H. Miller 1317 Date: 08/26/2022
(Signature of Captain of Police)

Comments: VERY GOOD REVIEW + KEEP UP THE GREAT WORK. VERY NICE JOB W/ EXTRA ROLES W/ DEPARTMENT + SEEK PROMOTIONAL OPPORTUNITIES WHEN THEY ARE AVAILABLE.

Approved by: CHIEF ROSS Date: 8/26/22
(Signature of Chief of Police)

Comments: EXCELLENT JOB

Approved by: [Signature] Date: 8-26-22
(Safety Director - City of Findlay)

Comments: Thank you for all you do!

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

Employee Signature



Date: 8-25-2022

Employee Comments, Goals, Interests:

Lined area for employee comments, goals, and interests.



Days 2022 (01/09/22-07/09/22)	Incidents	Cases	85w's	Arrests	Charges	23	87	Traffic Stops	Crashes	Citations	Warnings	OVI	Notes
Marshall #1322	423	43	32	16	33	10	0	27	10	12	2	0	
Hendren #861	523	52	1	26	29	21	0	24	22	9	5	0	
Smith #1929	727	105	0	78	77	57	5	129	15	37	3	0	
[REDACTED]	511	74	9	36	54	17	1	27	25	24	2	0	
Cieplowski #353	398	50	8	25	39	11	0	62	15	46	20	1	FTO Usage
Rudnik #1848	321	32	6	24	32	15	0	49	10	11	4	1	Off for Baby Leave; FTO
Cramer #368	504	83	5	27	61	19	1	38	23	19	4	0	
[REDACTED]	599	89	2	87	103	47	3	135	13	31	10	2	FTO Usage
Williams #2349	683	79	1	83	94	52	0	122	16	36	1	0	
Kliesch #1135	463	62	0	81	74	47	0	129	8	21	0	1	FTO Usage
Adelsperger #117	696	96	4	90	102	61	0	135	15	37	19	1	
Traxler #2028	708	76	5	26	66	11	0	86	23	34	6	1	
Bormuth #197	797	80	3	62	73	34	1	126	16	20	5	0	
Total	7353	921	76	661	837	402	11	1088	211	337	81	7	
Average	565.6	70.8	5.8	50.8	64.4	30.9	0.8	83.8	16.2	25.9	6.2	0.5	

High- [REDACTED]

1

DATE: 07/21/2022
TIME: 1209

CITY OF FINDLAY POLICE DEPARTMENT

PAGE: 1

REQUESTED BY:

TIME ACCOUNTING REPORT

FROM: 1/9/2022 12:09:01P THRU: 7/9/2022 12:09:08PM

A1

CODE

HOURS

AS	Acting Sergeant	41.00
CT	Comp In Street	4.00
FT	Field Train Officer	323.00
H	Holovac	175.00
HP	Holiday Pav	40.00
OS	Overtime Street	22.00
OS3	Overtime Str Sh Diff 3rd	8.00
OSD	Overtime Str Sh Diff 2nd	27.00
PC	Call In Court Pav	15.00
PS	Call In Street Pav	48.00
PS3	Call In Street Pav Sh Di	3.50
R	Regular	698.50
RD3	Regular Sh Diff 3rd	10.00
S	Sick Leave	10.00
TI	Training Informal	35.00
TID	Training Informal Sh Dif	80.00
UL	Unpaid Leave	1.00

TOTALS FOR REPORT

CODE

HOURS

AS	Acting Sergeant	41.00
CT	Comp In Street	4.00
FT	Field Train Officer	323.00
H	Holovac	175.00
HP	Holiday Pav	40.00
OS	Overtime Street	22.00
OS3	Overtime Str Sh Diff 3rd	8.00
OSD	Overtime Str Sh Diff 2nd	27.00
PC	Call In Court Pav	15.00
PS	Call In Street Pav	48.00
PS3	Call In Street Pav Sh Diff	3.50
R	Regular	698.50
RD3	Regular Sh Diff 3rd	10.00
S	Sick Leave	10.00
TI	Training Informal	35.00
TID	Training Informal Sh Diff	80.00
UL	Unpaid Leave	1.00

DATE: 07/21/2022

CITY OF FINDLAY POLICE DEPARTMENT

PAGE:1

TIME: 1203

INSTANCES OF SICK LEAVE USE

Requested By: WALDBAUER, TYLER S

FROM: 01/09/2022

THRU: 07/09/2022

Emp.	Name	Squad	Date	Shift	Time	Code/Description	Hours	Reason
						S Sick Leave	10.00	FILL/SON/22-46



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED

FEB 22 2022

Name: [REDACTED]

Date: January 25, 2022

Position: Patrol/FTO

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

Hire Date: [REDACTED]

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

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

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

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

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	Works well with his co-workers. He is invested in bettering the department through training. Always willing to do any additional jobs.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	4 - Excellent	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	Does well at responding in a timely manner. Knows what to do on most calls and rarely has to go back due to forgetting to do something. Can be hard to understand on the radio at times.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	3 - Above Average	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	He knows the proper steps and procedure and follows those. Prefers quick calls like getting drugs from a traffic stop. Would benefit from branching out and becoming a more rounded Officer. Did a good investigation on a burglary call on Washington Ave
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	3 - Above Average	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>41</u> Shift Avg. <u>38.36</u>	4 - Excellent	Does a real good job at making traffic stops and finding warrant arrests. Needs to do better on Public Relations type calls like School Walk Throughs.
b) Traffic citations <u>45</u> Shift Avg. <u>38.79</u>	3 - Above Average	
c) Door checks If on nights <u>NA</u> Shift Avg. <u>NA</u>	Not Applicable	
d) School Walk Through's <u>3</u> Shift Avg. <u>13.21</u>	1 - Needs Improvement	
e) Summons <u>0</u> Shift Avg. <u>2.79</u>	1 - Needs Improvement	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	Does well with crashes and traffic stop. Knows what actions need taken. He does a good job with interdiction and getting user level drugs off the street.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Traffic Stops <u>101</u> / Shift Avg <u>69.71</u>	3 - Above Average	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	Does well when dealing with unusual situations. Can get a little amp'd up but still remains professional and able to make sound decisions.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Talks well with citizens and is able to keep his composure when dealing with irate people. Is able to defuse a volatile situation.
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	3 - Above Average	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	Always willing to back up and assist other Officers. Is an FTO and does well at that. Maintains a mentorship relationship after FTO as well.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	4 - Excellent	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	



9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Turns in his reports on time. His report writing can be hard to understand at times and doesn't flow well. Generally contains all the information needed. Has a tendency to sometimes have some errors he overlooked.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	1 - Needs Improvement	Crashed a cruiser on [redacted] while attempting to pull over on N. Main St. he struck a parked car. He was focused on a male on the sidewalk he needed to speak to instead of how close he was to the car.
b) Equipment is not lost or damaged due to carelessness.	1 - Needs Improvement	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	Likes to stay busy and likes to work drug areas. Does not require much supervision.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	270 hrs FMLA sick time (excused) 60 hrs COVID time (excused) 20 hrs excused sick time 5.5 hrs unexcused sick time
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[redacted] is a very professional Officer in appearance and actions. He is a team player and wants the department to succeed. He is an honest and ethical Officer that owns his actions, good or not.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals) Work more on other types of cases besides drugs as well as more community relations.

EMPLOYEE STRENGTHS: Commitment to doing a good job, strong work ethic, good working knowledge of the job, especially in drug interdiction.

EMPLOYEE WEAKNESSES: Public Relations

SUMMARY: (check only one)

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

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

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

Approved by: [Signature] #2314 Date: 2-21-22
(Signature of Rater)

Approved by: [Signature] Date: 2/21/2022
(Signature of Division Lieutenant)

Comments: _____

Approved by: CAPT JH [Signature] 1317 Date: 02/22/2022
(Signature of Captain of Police)

Comments: KEEP UP THE GOOD WORK + HELPING YOUNGER OFFICERS. STAY MOTIVATED + WORK ON THE FEW AREAS LISTED.

Approved by: CHIEF [Signature] Date: 2/22/2022
(Signature of Chief of Police)

Comments: Good Job

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

Comments: Thank you!

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

Employee Signature [Redacted] Date: 2-21-2022



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED
SEP 15 2021

Name: [REDACTED]

Position: Patrol/FTO

Hire Date: [REDACTED]

FINDLAY POLICE DE Date: July 21, 2021

Appraisal Period From: 1/10/2021 To: 7/10/2021

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	ERT operator FTO Less Lethal Instructor SFST Instructor Takes on responsibility and always trying to improve department and programs Very good FTO helps the program as well as the trainee
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	4 - Excellent	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	Handles his calls and his beat every shift and rarely has to return to get information or follow-up
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Drug and OVI cases are in-depth make sure other areas/cases are as important Knows procedures and policy well and has numerous days as OIC with no issues
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>76</u> Shift Avg. <u>43</u>	4 - Excellent	Outstanding on arrests and warrants Performs a lot of traffic enforcement/stops Needs to perform more door checks and checking beat that are not drug and OVI related
b) Traffic citations <u>30</u> Shift Avg. <u>14</u>	3 - Above Average	
c) Door checks If on nights <u>5</u> Shift Avg. <u>41.6</u>	1 - Needs Improvement	
d) Charges <u>85</u> Shift Avg. <u>50.4</u>	3 - Above Average	
e) Incidents <u>454</u> Shift Avg. <u>558.9</u>	2 - Satisfactory	
f) Warrants <u>35</u> Shift Avg. <u>19.5</u>		

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	Needs little supervision on stops, crashes and citations. Very active Officer that is very good at patrolling and detecting OVI's and Drug investigations and problem areas of City
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Traffic Stops <u>183</u> / Shift Avg. <u>120.5</u>	3 - Above Average	
d) Warnings <u>19</u> / Shift Avg. <u>19.7</u>		

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	Handles himself well and have no worry about him on stressful and active calls. Can get worked up while still maintaining professional manner and treats people fairly.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Treats citizens fairly and no complaints made even though a very busy Officer
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	Is a FTO and always keeps helping younger Officers even after off training. No problems with co-workers
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	Keeps updated on laws/ORD and is good at assisting others
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	1 - Needs Improvement	Make sure you are always following Chain of Command

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Turns in reports promptly and has all needed information in them. Does need to look over report for minor errors or omitted items
b) Reports are legible, concise, grammatically correct and contain all required information.	1 - Needs Improvement	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

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

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	Is very busy and handles his call load well and likes to work drug activity on down time without supervision
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	Knowledgeable on Policy/Procedure 3 Sick Occurrences
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	██████ is a team player with very high integrity and is very accountable for all his actions good and bad.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	██████ does a great job overall and would want him on my shift all the time
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	██████ had 1 complaint filed where he took CI info on personal phone/time with neg. comments made.
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	Found to not violate policy, but agreed was a bad idea. Took responsibility and informed Sgt immediately.
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: (Rater must suggest Goals) Work all types of cases to ready yourself for next step of career. _____

EMPLOYEE STRENGTHS: Traffic, OVI, Drug Investigations _____

EMPLOYEE WEAKNESSES: None

Employee Initials ██████

SUMMARY: (check only one)

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

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

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

Approved by: Sgt [Signature] Date: 9-15-21
(Signature of Rater)

Approved by: [Signature] Date: 9/15/21
(Signature of Division Lieutenant)

Comments: _____

Approved by: Capt [Signature] 1317 Date: 09/16/2021
(Signature of Captain of Police)

Comments: KEEP UP THE GOOD WORK IN ALL THE AREAS. GOOD JOB INSTRUCTING + COACHING OTHERS. WORK ON AREAS LISTED FOR OVERALL PERFORMANCE.

Approved by: Chief [Signature] Date: 9/16/21
(Signature of Chief of Police)

Comments: GREAT JOB! KEEP IT UP

Approved by: [Signature] Date: 9-16-21
(Safety Director - City of Findlay)

Comments: Congratulations! Thank you

I certify that this report is true and correct. It does not necessarily indicate approval.

Employee Signature: [Redacted] Date: 9-15-21

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



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED
MAR - 3 2021

Name: [REDACTED]

Date: February 3, 2021

Position: Patrol Officer

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

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] works well with co-workers and supervisors.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	[REDACTED] is an ADAP instructor and a TASER instructor and does an excellent job with both. He stays current on subject matter pertaining to both of these.
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

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

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	investigations are good and he documents what is needed in his investigations.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>57</u> Shift Avg. <u>34</u>	3 - Above Average	is above average in most statistical categories. He leads the shift in OVIs (11) and traffic stops (192).
b) Traffic citations <u>31</u> Shift Avg. <u>14</u>	3 - Above Average	
c) Door checks If on nights <u>0</u> Shift Avg. <u>3</u>	1 - Needs Improvement	
d) School Walk Through's _____ Shift Avg. _____	Not Applicable	
e) Summons <u>1</u> Shift Avg. <u>.2</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	has no issues in this category.
b) Actions taken are appropriate to the offense.	3 - Above Average	
c) Warnings <u>7</u> / <u>3.7</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	maintains his composure in all types of situations and maintains his professionalism when dealing with irate individuals.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

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

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	gets along with coworkers and supervisors. takes the time to train and teach officers and will be an asset to the FTO program.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	[REDACTED] reports are always clear and contains the proper information. He has a knack for talking to all types of people and does a good job when interviewing subjects.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	[REDACTED] does an excellent job keeping himself busy. He does an excellent job at OVI enforcement and criminal interdiction.
b) Unassigned time is effectively utilized.	4 - Excellent	
c) Special attention is directed to high accident or crime areas.	4 - Excellent	
d) Work does not have to be closely supervised.	3 - Above Average	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	80 Hours COVID time 28 Hours Sick (18 Excused)
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

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

GOALS TO ACHIEVE: (Rater must suggest Goals) Continue leading by example and stay current on TASER and ADAP material. Work at becoming a successful FTO, I'm sure you'll do great!

EMPLOYEE STRENGTHS: OVI Enforcement and Criminal Interdiction.

EMPLOYEE WEAKNESSES: Needs to do a better job on business checks while on [REDACTED]

SUMMARY: (check only one)

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

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

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

Approved by: SGT [Signature] 1319 Date: 2/25/21
(Signature of Rater)

Approved by: LT [Signature] 080 Date: 3-3-2021
(Signature of Division Lieutenant)

Comments: _____

Approved by: CAPT. [Signature] 1317 Date: 03/03/2021
(Signature of Captain of Police)

Comments: KEEP UP THE GREAT WORK [Redacted] GOOD JOB w/ FTO ASSIGNMENT + WORKING w/ NEW PERSONNEL. VERY GOOD JOB AS INSTRUCTOR TOO, THANK YOU.

Approved by: CHIEF [Signature] 1835 Date: 3/3/21
(Signature of Chief of Police)

Comments: THANK YOU FOR ALL YOUR EFFORTS!

Approved by: [Signature] Date: 3/4/21
(Safety Director - City of Findlay)

Comments: _____

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

Employee Signature: [Redacted] Date: 2-25-2021

Midnights (Jul-Jan)	Calls	Incidents	Cases	64's	Arrests	23	87	Traffic Stops	Crashes	Citations	Warnings	OVI	Notes
Huber #870	184	4	10	0	6	3	0	21	0	5	10	0	Used as OIC
Hendren #861	327	31	15	0	21	8	0	31	1	2	25	0	
Smith #1929	786	53	68	14	96	66	1	181	7	33	34	3	
	393	9	17	1	13	6	0	36	5	7	26	0	
Brown #238	343	13	28	28	23	13	0	18	6	10	8	0	FTO
Deldrick #425	336	18	34	0	19	12	0	66	5	11	2	2	FTO
Paugh #1637	506	63	14	0	20	9	0	36	5	7	22	1	
	551	35	63	0	57	26	1	192	2	31	7	11	
Burkholder #274	341	5	18	1	10	19	0	29	5	2	13	1	
Plumley #1653	397	17	22	0	14	11	0	56	3	6	19	1	Military
Walker #2393	626	35	32	0	16	8	0	117	6	10	49	0	Military
Kliesch #1135	664	19	69	0	81	13	0	164	6	33	4	3	
Frey #639	727	59	62	0	62	27	0	176	3	23	57	3	
Total	6181	362	452	44	438	221	2	1123	54	180	276	25	
Average	475.5	27.8	34.8	3.4	33.7	17.0	0.2	86.4	4.2	13.8	21.2	1.9	



Findlay Police Evaluation Form

PATROL OFFICER RECEIVED



JAN - 8 2021

Name: [REDACTED]

DATE: January 9, 2021
FINDLAY POLICE DEPT

Position: Patrol Officer

Appraisal Period From: 1/12/2020 To: 7/11/2020

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES		
a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	[REDACTED] continues to improve in his abilities. He has taken on a role as the Taser instructor and is now an operator on ERT. There are times when he is reluctant to change and accept new concepts. He eventually comes around.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	
2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS		
a) Response is made without delay.	3 - Above Average	[REDACTED] handles his calls without delay and does not miss radio calls. He continues to use proper radio procedures. [REDACTED] handles all minor calls without the need for supervision.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	3 - Above Average	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	3 - Above Average	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	3 - Above Average	[REDACTED] does a great job investigating crimes and documenting the events in his reports.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>107</u> Shift Avg. ____	3 - Above Average	[REDACTED] had on of the highest arrest stats for the shift. He conducted 169 traffic stops and wrote 69 citations. He will need to work on school walk-throughs when he works day shift. He knows this and this is one of the areas he did not like to do.
b) Self-Initiated Traffic citations <u>69</u> Shift Avg. ____	3 - Above Average	
c) Door checks If on nights ____ Shift Avg. ____	Select a Rating	
d) School Walk Through's <u>4</u> Shift Avg. ____	1 - Needs Improvement	
e) Summons/ Warrants <u>23</u> Shift Avg. ____	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	3 - Above Average	[REDACTED] handled 35 crash reports and was in the top numbers for the shift. [REDACTED] handle crashes without errors and took the appropriate actions.
b) Actions taken are appropriate to the offense.	3 - Above Average	
c) Warnings <u>18</u> / <u>27</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	[REDACTED] handled many irate individuals. He maintained his composure and did not deviate from the normal reactions. He exercised good judgement when evaluating all of the factors involved in the incident.
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	3 - Above Average	[REDACTED] did not have any Officer complaints from the general public and was tactful. He was able to calm irate subjects down while using self-control
b) Courtesy is given to citizens during routine contact.	3 - Above Average	
c) Is tactful and displays good self control when in contact with irate individuals.	3 - Above Average	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	2 - Satisfactory	Other than bucking new procedures on occasion, [REDACTED] worked well as part of the team. [REDACTED] was eager to train new Officers and expose them to different aspects of the job. [REDACTED] joked around with his supervisors, but was respectful.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	3 - Above Average	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	[REDACTED] does a really good job of keeping his reports up to date and getting them completed in a timely manner. [REDACTED] reports are clear, concise and contain the required information. [REDACTED] completes very detailed OVI reports.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	[REDACTED] did not have any crashes. He did not lose or damage any equipment. [REDACTED] always has well-kept appearance and takes pride in his uniform.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] is very pro-active and continues to be more well-rounded. He continues to focus on criminal and drug interdiction, but has increased his proficiency and many other aspects of law enforcement.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	3 - Above Average	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	3 - Above Average	[REDACTED] has a good understanding of the policies and procedures and follows them. He used 20 unexcused and 10 hrs of excused sick leave this evaluation period.
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[REDACTED] has greatly improved since the last time I worked with him on a shift rotation. He has become a well-rounded Officer. He has taken on extra duties as the Taser instructor and he continues to mentor younger Officers. [REDACTED] was an OIC for 109 hours. He handled himself well and made good decisions. He also knew when it was appropriate to contact supervisors.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals) [REDACTED] has expressed ineptest in becoming an FTO. He continues to do well in all aspects of law enforcement and he has been encouraged to apply to be an FTO.

EMPLOYEE STRENGTHS: [REDACTED] Motivated and proactive.

EMPLOYEE WEAKNESSES: _____ Reluctancy to except new procedures or new direction.

SUMMARY: (check only one)

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

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

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

Approved by: _____ Date: 1/7/21
(Signature of Rater)

Approved by: _____ Date: _____
(Signature of Division Lieutenant)

Comments: _____

Approved by: CAPT. J.H. [Signature] 1317 Date: 01/07/2021
(Signature of Captain of Police)

Comments: GOOD JOB IN YOUR WELL AND VERY ACTIVE/SELF-INITIATIVE. VERY GOOD JOB W/OIC DUTIES AND BEING ACCEPTED AS FTO TRAINER. SORRY THIS EVALUATION WAS LATE AND TAKE NOTES ON AREAS LISTED.

Approved by: CHIEF [Signature] Date: 1/8/21
(Signature of Chief of Police)

Comments: _____

Approved by: [Signature] Date: 1/11/21
(Safety Director - City of Findlay)

Comments: _____



Create Date.Calendar (Multiple Items)
 Personnel.ORI [REDACTED]
 Personnel.Officer [REDACTED]

Calendar (Multiple Items)

Row Labels	Call Count - Call Unit Personnel
911-Cell Phone	15
911-Duplicate Call	1
911-Landline	2
Accident - Hit Skip	4
Accident - Injury	12
Accident - Injury Hit Skip	1
Accident-Property Damage	18
Alarm	31
Animal Complaint	2
Assault	1
Assist Other Agency	10
Burglary In Progress	2
Business Walk Thru	1
Child Abuse	7
Court Order Finger Prints	1
Damaging Property	2
Damaging Property In Progress	2
Deceased Person	1
Disabled Vehicle	2
Domestic Dispute In Progress	21
Domestic Dispute Report	5
Drug Overdose	7
Drugs	3
Fight	12
Fireworks	1
Found Bike	1
Found/Recovered Property	6
Fraud/Embezzlement	8
Harassment/Threat	9
Harassment/Threat In Progress	4
Intoxicated Driver	7
Intoxicated Person	4
Investigate Complaint	17
Medical	18
Mentally Disturbed Person	4
Neighbor Complaint	8
Open Door/Window	1
Paper Service	1
Parking Complaint	5
Peace Officer	3
Public Relations	1
Robbery	2
School Walkthrough	4
Special Assignment	29
Special Detail	1
Stolen Vehicle	1
Suicide Attempt/In Progress	5
Suicide Threat	7
Suspicious Activity/Person/Vehic	65
Theft	10
Theft In Progress	10
Traffic Stop	169
Trespassing	4
Trespassing In Progress	14
Unlock Vehicle	1
Unruly/Delinquent Juvenile	3
Unwanted Person	1
Wanted Person	22
Warrant Attempt	6
Welfare Check	1
Grand Total	616

69 / 18 warnings
 TOTAL CITATIONS
 47 CITATIONS / 18 WARNINGS
 ISSUE 1/6/24

TIME ACCOUNTING REPORT

REQUESTED BY:

FROM: 1/12/2020 8:24:56 THRU: 7/12/2020 8:24:45A

A2	CODE	HOURS
	AS Acting Sergeant	109.00
	CO Comp Out	54.00
	CT Comp In Street	10.50
	H Holivac	51.50
	HP Holiday Pav	10.00
	IC Call In Court Comp In	12.00
	IS Call In Street Comp In	3.00
	OS Overtime Street	19.25
	OS3 Overtime Str Sh Diff 3rd	6.50
	OSD Overtime Str Sh Diff 2nd	18.00
	PC Call In Court Pav	9.00
	PS Call In Street Pav	12.00
	R Regular	726.50
	S Sick Leave	30.00
	TI Training Informal	93.50
	TID Training Informal Sh Dif	40.00
B1	CODE	HOURS
	IC Call In Court Comp In	3.00
	OS Overtime Street	7.00
	PC Call In Court Pav	3.00

TOTALS FOR REPORT	CODE	HOURS
	AS Acting Sergeant	109.00
	CO Comp Out	54.00
	CT Comp In Street	10.50
	H Holivac	51.50
	HP Holiday Pav	10.00
	IC Call In Court Comp In	15.00
	IS Call In Street Comp In	3.00
	OS Overtime Street	26.25
	OS3 Overtime Str Sh Diff 3rd	6.50
	OSD Overtime Str Sh Diff 2nd	18.00
	PC Call In Court Pav	12.00
	PS Call In Street Pav	12.00
	R Regular	726.50
	S Sick Leave	30.00
	TI Training Informal	93.50
	TID Training Informal Sh Diff	40.00

WED - SAT



1/2
2200

DATE: 01/01/2021

CITY OF FINDLAY POLICE DEPARTMENT

PAGE:1

TIME: 826

INSTANCES OF SICK LEAVE USE

Requested By: HARMON, DANIEL R

FROM: 01/12/2020

THRU: 07/12/2020

Emp.	Name	Squad	Date	Shift	Time	Code/Description	Hours	Reason
						S Sick Leave	10.00	FILL/SON/20-116
						S Sick Leave	10.00	FILL/SON/20-116
						S Sick Leave	10.00	FMED/SON/EX/20-173



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED
MAR 13 2020

FINDLAY POLICE DEPT
Date: March 1, 2020

Name: [REDACTED]

Position: Patrol Officer

Appraisal Period From: 7/14/2019 To: 1/11/2020

Hire Date: [REDACTED]

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

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

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

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

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] has undertaken the task of being an instructor with the PD. He continues to grow and mature within the department.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

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

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>71</u> Shift Avg. <u>25</u>	4 - Excellent	<p>██████████ is extremely proactive. He led the shift with total number of arrests with 21 of them being OVI related. He also led with 26 total charges.</p>
b) Self-Initiated Traffic citations <u>21</u> Shift Avg. <u>18</u>	3 - Above Average	
c) Door checks If on nights <u>9</u> Shift Avg. <u>21</u>	2 - Satisfactory	
d) School Walk Through's <u>N/A</u> Shift Avg. <u>N/A</u>	Select a Rating	
e) Summons <u>3</u> Shift Avg. <u>1</u>	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>13</u> / <u>43</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	3 - Above Average	<p>This category is a category that I have seen the most improvement from ██████████ in the past few years. He does well to maintain his composure. He had matured a great deal and makes very good decisions.</p>
b) Composure is maintained under stress.	3 - Above Average	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

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

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	2 - Satisfactory	<p>██████████ has become a "go-to" guy for some of the younger officers. I believe he would do well as a FTO.</p>
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	3 - Above Average	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	[REDACTED] does well to stay on top of all his reports. His reports are well written and contain few errors.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	[REDACTED] was not involved in any accidents this rotation.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	[REDACTED] makes good use of his free time and is a very well rounded Officer.
b) Unassigned time is effectively utilized.	4 - Excellent	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	40 hours of sick leave used, 20 hours excused
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	[REDACTED] solid Officer that works well as a team [REDACTED] is a good representative of the values of the City of Findlay.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: (Rater must suggest Goals) consider putting in for FTO next time it's offered

EMPLOYEE STRENGTHS: extremely proactive

EMPLOYEE WEAKNESSES:

SUMMARY: (check only one)

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

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

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

Approved by: SGT W #2342 Date: 3-11-2020
(Signature of Rater)

Approved by: LT J Hill 1317 Date: 03/12/2020
(Signature of Division Lieutenant)

Comments: You HAVE SHOWN A LOT OF IMPROVEMENT IN ALL OF YOUR WORK & WAY YOU CONDUCT BUSINESS. KEEP UP THE GOOD WORK. SET PERSONAL & PROFESSIONAL GOALS.

Approved by: Capt. B 1835 Date: 3/12/2020
(Signature of Captain of Police)

Comments: NICE JOB!

Approved by: Chief Durland Date: 2/17/2020
(Signature of Chief of Police)

Comments: Very good eval. Thanks for taking past suggestions for improvement and building upon them. I appreciate the comment CA #6, #9, and #11.

Approved by: [Signature] Date: 3.13.20
(Safety Director - City of Findlay)

Comments: _____

I certify that this report has been discussed with me. My signature does not necessarily indicate approval.
Employee Signature: [Redacted] Date: 3-11-20

07-14-2019 thru 11-11-2019

	CAD calls	Events	Charges	Crashes	Warrant/Summons	Traffic Stops	Citations	Warning	%	OVI	Drug	Arrests	Checked Doors (64)
Atkins	352	76	7	3	15/2	11	8	6	55	2	11	26	11
Lehman	343	91	14	5	14/1	27	11	19	70	1	11	31	1
Plumley	363	58	10	1	7 and 3	21	9	14	67	4	4	22	22
Rutter	420	54	7	2	14/2	15	9	8	53	0	4	25	18
Smith	526	105	15	5	21/4	25	13	15	60	2	14	49	48
Warner	279	52	8	0	10 and 1	13	3	9	69	0	6	16	0
Cooley	389	39	4	2	1 and 1	11	2	9	81	1	2	13	46
Dawson	137	15	1	1	2 and 0	6	2	4	67	0	0	2	21
Hocanson	271	45	4	0	10 and 0	11	2	9	81	3	2	16	13
Hendren	249	22	1	5	0	1	2	0	0	1	0	3	57
	468	124	26	2	12 and 3	30	21	13	43	21	19	71	9
Hernandez	472	64	8	3	7 and 0	24	15	11	46	0	3	17	17
Frey	499	106	12	10	17/0	25	18	15	60	5	4	36	10
Average	355.75	65.46	9.00	3.00	0.00	16.92	8.85	10.15	57.85	3.08	6.15	25.15	21.00
					9 and 1								
% = the percentage of warnings issued based on total enforcement													
Welch evals in red													



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: August 25, 2019

Position: Patrol Officer

Appraisal Period From: 1/13/2019 To: 7/13/2019

Hire Date: [REDACTED]

RECEIVED

SEP 24 2019

FINDLAY POLICE DEPT

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] does a good job of passing along names and places to check for criminal activity. He works well with others to increase criminal enforcement.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	No issues observed with radio traffic or response to calls. [REDACTED] makes himself available to back-up officers on higher priority calls/stops.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	3 - Above Average	He does a good job of taking the necessary steps in his investigations.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>55</u> Shift Avg. <u>30.6</u>	3 - Above Average	[REDACTED] does a good job of keeping active with criminal interdiction. He shares his information so others can be just as active, if they choose. Above average in most categories.
b) Self-Initiated Traffic citations <u>85</u> Shift Avg. <u>36.1</u>	3 - Above Average	
c) Door checks If on nights <u>NA</u> Shift Avg. <u>NA</u>	Select a Rating	
d) School Walk Through's <u>12</u> Shift Avg. <u>26.2</u>	2 - Satisfactory	
e) Warrants & Summons <u>31</u> Shift Avg. <u>23.4</u>	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	He was first on the shift for traffic stops and citations. Rarely does he cite for the wrong offense.
b) Actions taken are appropriate to the offense.	3 - Above Average	
c) Warnings <u>14</u> / <u>14</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	[REDACTED] has come a long way when it comes to handling stressful situations. I can definitely see that he is slowing down and approaching things more calmly.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	No issues observed in regards to him dealing with the public.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self-control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	[REDACTED] is quick to assist others and usually makes sure he is available or works it out ahead of time.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Reports have improved since my last rotation with him.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	No issues with city-owned equipment.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	His uniform and equipment are always clean and ready for shift.
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] uses his downtime patrolling high crime areas and checking for suspended drivers and those with active warrants.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	20 hrs. unexcused / 232 hrs. excused (FMLA utilized for [REDACTED])
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	I see [REDACTED] improving in areas that greatly increase his standing in the Core Values. I actually had a conversation with him where he realized that our issues in SAU were brought on by his actions and lack of foresight.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: Keep up the proactive approach to criminal interdiction. Utilize what you are learning to help grow younger officers.

EMPLOYEE STRENGTHS: Great understanding of criminal behavior and the indicators that people are lying and or hiding something.

EMPLOYEE WEAKNESSES: Slowing down and thinking through situations that he puts himself in. He has improved drastically in this area. Keep it up, very pleased. Don't forget those school walk-throughs. (learn building layouts)

SUMMARY: (check only one)

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

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

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

Approved by: Sgt. P. Di #414 Date: 9/27/19
(Signature of Rater)

Approved by: LT. J. H. [Signature] 1317 Date: 09/24/2019
(Signature of Division Lieutenant)

Comments: HE IS SELF-STARTING AND PROACTIVE. MORE SCHOOL WALK THROUGHTS WOULD BE NICE. HE IS DEFINITELY LEARNING FROM PAST AND ALSO DOING BETTER w/REPORTS.

Approved by: Cap. [Signature] 1335 Date: 9/24/19
(Signature of Captain of Police)

Comments: GOOD JOB. WORK ETHIC HAS ALWAYS BEEN THERE, GLAD TO SEE JUDGMENT HAS CAUGHT UP.

Approved by: Chief [Signature] Date: 9/24/19
(Signature of Chief of Police)

Comments: GOOD EVAL I APPRECIATE THE HARD WORK AND EFFORT YOU DISPLAY ALL THE TIME. KEEP GROWING AND LEARNING TO BE WELL ROUNDED IN ALL ASPECTS.

Approved by: [Signature] Date: 9.24.19
(Safety Director - City of Findlay)

Comments: Nice work

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



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

RECEIVED

Date: February 7, 2019

Position: Patrol Officer

FEB 12 2019

Appraisal Period From: 7/1/2018 To: 1/12/2018

Hire Date: [REDACTED]

FINDLAY POLICE DEPT

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

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

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

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

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	Responds appropriately to all calls in a timely manner. [REDACTED] handles most calls with little to no guidance.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Investigations are thorough and seldom returned for corrections/additions.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>94</u> Shift Avg. <u>43</u>	3 - Above Average	was below average in door checks but was above average in all other statistical categories.
b) Self-Initiated Traffic citations <u>89</u> Shift Avg. <u>37</u>	3 - Above Average	
c) Door checks If on nights <u>24</u> Shift Avg. <u>73</u>	1 - Needs Improvement	
d) School Walk Through's _____ Shift Avg. _____	Not Applicable	
e) Summons/Warrants <u>26</u> Shift Avg. <u>21</u>	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>26</u> / <u>13</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	In most circumstances, demonstrates excellent performance while under stress. However, he received discipline during this evaluation period because he hurried while dealing with an irate/belligerent individual while accepting bond.
b) Composure is maintained under stress.	1 - Needs Improvement	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	3 - Above Average	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

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

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	[REDACTED] reports are well written and are rarely returned for corrections and/or additions. I often use his OVI reports as examples for less experienced officers so that they understand what all is needed in those types of reports.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	3 - Above Average	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	No equipment damage/accidents during this period.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] shows good initiative and does not require close supervision.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	1 - Needs Improvement	Received written reprimand for violating rules and regulations for not properly counting bond money. 24 Hrs. Sick Leave; 8 Excused
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[REDACTED] exhibits all of these values and is a valuable member of the Findlay Police Department.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: (Rater must suggest Goals) [REDACTED] does a great job leading by example. Look for different training to polish your skillset. If [REDACTED] so chooses, he would make a good Field Training Officer in the future.

EMPLOYEE STRENGTHS: OVI Enforcement (21 OVIs during this period) and Drug Interdiction.

EMPLOYEE WEAKNESSES: Door Checks.

SUMMARY: (check only one)

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

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

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

Approved by: [Signature] 1319 Date: 2/9/19
(Signature of Rater)

Approved by: [Signature] 1317 Date: 02/12/2019
(Signature of Division Lieutenant)

Comments: ATTENTION TO DETAILS - TAKE YOUR TIME TO BE EFFECTIVE + EFFICIENT ON ALL OF YOUR WORK. THE BOND MONEY WAS ONE EXAMPLE AND THAT NEEDED CORRECTED IMMEDIATELY. GREAT MOTIVATION AND DESIRE. CONTINUE TO EXCEL IN ALL AREAS, ESP. THOSE NOTED.

Approved by: [Signature] 1835 Date: 2/12/19
(Signature of Captain of Police)

Comments: NO ONE CAN QUESTION YOUR WORK ETHIC. CLEAN UP THE MISTAKES AND YOU CAN GO FAR.

Approved by: [Signature] Date: 2/12/19
(Signature of Chief of Police)

Comments: I appreciate the hard work and always putting forth the effort. Dont forget to take a few extra moments to make sure things are correct. Keep up the drive and desire to improve.

Approved by: [Signature] Date: 2.12.19
(Safety Director - City of Findlay)

Comments: GOOD EFFORT. THANKS

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

Employee Signature: [Redacted] Date: 2-8-19

[Redacted] Stats 7/1/18-01/12/19

<u>Officer</u>	<u>Cad #s</u>	<u>Self Initiated</u>	<u>Events</u>	<u>Charges</u>	<u>Drugs</u>	<u>87/23</u>	<u>Traffic Stops</u>	<u>Citations</u>	<u>Warning</u>	<u>OVI</u>	<u>Arrests</u>	<u>Doors</u>
Kliesch	720	220	139	12	12	45	138	34	23	4	51	43
Paugh	638	116	117	7	1	13	95	16	24	0	28	104
[Redacted]	680	224	109	3	6	17	97	13	42	2	32	77
Sigler	1164	552	312	28	10	59	277	98	55	15	103	107
Tittle	286	71	75	3	0	13	55	9	31	2	15	10
Brown	546	183	135	16	2	14	81	30	26	1	36	102
Young	176	11	18	1	0	1	3	0	0	0	2	8
Cieplowski	778	293	241	23	9	10	192	104	76	11	54	108
Dawson	354	75	41	3	3	8	15	3	7	0	15	67
Deidrick	581	228	117	6	4	11	91	22	21	2	29	67
N.Huber	643	193	119	8	0	23	105	20	21	4	46	56
[Redacted]	866	372	191	26	26	26	194	89	26	21	94	24
C. Huber	297	95	32	2	0	8	10	6	2	1	8	108
Total:	7729	2633	1646	138	73	248	1353	444	354	63	513	881
an/Average:	644.08	219.42	137.17	11.50	6.08	20.67	112.75	37.00	29.50	5.25	42.75	73.42
Median:	638	193	117	7	3	13	95	20	24	2	32	67

low Average



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED
JUL 31 2018
FINDLAY POLICE DEPARTMENT

Name: [REDACTED]

Date: July 6, 2018

Position: Patrol Officer

Appraisal Period From: 1/7/2018 To: 6/30/2018

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] meets all of these categories.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	Responds appropriately to all calls in a timely manner.
b) Handles minor calls efficiently without having to go back	3 - Above Average	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	No issues in this area.
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	[REDACTED] is able to conduct proper investigations with minimal guidance.
b) Investigations are thorough.	3 - Above Average	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>50</u> Shift Avg. <u>15</u>	4 - Excellent	[REDACTED] led the shift in most statistical categories, including 17 OVI arrests.
b) Self-Initiated Traffic citations <u>35</u> Shift Avg. <u>10</u>	3 - Above Average	
c) Door checks If on nights <u>1</u> Shift Avg. <u>6</u>	1 - Needs Improvement	
d) School Walk Through's _____ Shift Avg. _____	Not Applicable	
e) Summons <u>4</u> Shift Avg. <u>.83</u>	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>20</u> / <u>44</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	[REDACTED] is able to maintain his composure in all types of calls. His judgement is derived from all involved factors.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	3 - Above Average	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	No officer complaints. [REDACTED] conducts himself in a professional manner.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	2 - Satisfactory	[REDACTED] checks up regularly with other officers when they are on calls and is willing to assist and explain things to officers with lesser experience.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

[REDACTED]

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	[REDACTED] completes reports in a timely manner and contains the necessary elements with minimal grammatical errors. Has excellent interview/interrogation skills and is able to speak well with victims, suspects, and witnesses.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	No issues in this area this 6 months.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] has good time management skills and utilizes his free time for criminal interdiction, OVI enforcement, and other traffic enforcement efforts.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	16 Hours total; 8 excused
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	[REDACTED] exhibits all of these values and is a valuable member of the Findlay Police Department.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: (Rater must suggest Goals) Keep working hard and leading by example. Request for interdiction classes and interview/interrogation classes/trainings to polish these skills.

EMPLOYEE STRENGTHS: OVI Enforcement, Criminal Interdiction (Drugs, Warrants, Summons, etc.).

EMPLOYEE WEAKNESSES: Business and Neighborhood Checks.

✓ SUMMARY: (check only one)

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

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

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

Approved by: SGT [Signature] 1319 Date: 7/28/18
(Signature of Rater)

Approved by: LT RAZVUB Date: 7/30/18
(Signature of Division Lieutenant)

Comments: CONTINUE TO REMAIN ACTIVE - WELL DONE, BUT CONTINUE TO REMAIN SAFE. APPEARS PAST ISSUES HAVE BEEN CORRECTED - CONTINUE!

Approved by: _____ Date: _____
(Signature of Captain of Police)

Comments: _____

Approved by: Chief [Signature] Date: 7/30/18
(Signature of Chief of Police)

Comments: Very good eval. I appreciate the professionalism

you have shown. Stay active, but don't forget to check your neighborhoods. Thanked for the work effort.

Approved by: [Signature] Date: 8/1/18
(Safety Director - City of Findlay)

Comments: _____

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

Employee Signature: [Redacted] Date: 7-28-18

<u>Officer</u>	<u>Cad #s</u>	<u>Self Initiated</u>	<u>Events</u>	<u>Charges</u>	<u>Drug Offenses</u>	<u>Warrants/Summons</u>	<u>Traffic Stops</u>	<u>Citations</u>	<u>Warning</u>	<u>OVI</u>
Christopher Huber #870	207	56	35	0	0	2	11	5	7	2
Brian Young #2506	218	17	32	1	0	2	1	1	0	0
Richard Warner #2331	535	97	67	10	9	8	17	6	13	3
David Hocanson #814	419	56	62	0	2	8	15	3	13	1
Darin Lawrence #1224	253	28	60	4	0	11	10	2	9	3
Andrew Rudnik #1848	591	130	105	2	11	24	21	13	12	5
[REDACTED]	716	323	178	6	23	33	45	35	20	17
Daniel Griffith #731	572	121	98	3	10	14	27	14	17	1
Jacob Atkins #115	502	157	104	6	17	17	18	12	9	0
Brian Rutter #1856	550	133	77	4	3	7	10	7	6	1
Benjamin Stoner #2043	522	116	84	3	1	8	10	12	6	3
Kyle Plumley #1653	417	137	78	5	8	7	25	11	15	1
Total:	5502	1371	980	44	84	141	210	121	127	37
Mean/Average:	458.50	114.25	81.67	3.67	7.00	11.75	17.50	10.08	10.58	3.08
Median:	512	118.5	77.5	3.5	5.5	8	16	9	10.5	1.5

RED = Below Average

<u>Arrests</u>	<u>Checked Doors</u>
3	6
2	6
10	1 *FTO
9	21
16	9
30	1
50	1
15	6 *FTO
19	6
8	7
11	12
9	0
182	76
15.17	6.33
10.5	6



Findlay Police Evaluation Form

PATROL OFFICER



FFB - 1 2018

Name: [REDACTED]

Date: January 30, 2018

Position: SAU/Patrol

Appraisal Period From: 7/2/2017 To: 1/13/2018

Hire Date: [REDACTED]

FINDLAY POLICE DEPARTMENT

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] does work well with his co-workers.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	I did have a couple issues where he didn't want to listen to his supervisor.
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	[REDACTED]
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	[REDACTED] is always mindful of areas of suspected drug activity.

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	[REDACTED]
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	[REDACTED] is getting more efficient in the handling of some types of calls.
c) Radio calls are not missed without valid cause.	2 - Satisfactory	[REDACTED]
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	[REDACTED] failed to utilize his radio properly in an incident that made it difficult for responding officers to locate him quickly.
e) Proper radio procedures are followed.	2 - Satisfactory	[REDACTED]

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	<p>██████ does investigate matters thoroughly and would dig for more information when we dealt with drug cases.</p>
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>96</u> Shift Avg. <u>59.8</u>	3 - Above Average	<p>██████ again led the Unit in arrests and citations.</p> <p>However, his numbers were overshadowed by his poor judgement on other incidents throughout 2017.</p>
b) Self-Initiated Traffic citations <u>92</u> Shift Avg. <u>64</u>	3 - Above Average	
c) Door checks If on nights <u>NA</u> Shift Avg. <u> </u>	Select a Rating	
d) School Walk Through's <u>NA</u> Shift Avg. <u> </u>	Select a Rating	
e) Warrants/Summons <u>66</u> Shift Avg. <u>51.5</u>	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	<p>Traffic crashes are not normally handled in this unit.</p>
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>17</u> / <u>18</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	1 - Needs Improvement	<p>We again had to address situations when ████████ was involved in a higher stress situation. (Carry over from 1st half.)</p> <p>He continued to put himself in situations without back-up that were unnecessary.</p>
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	1 - Needs Improvement	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	<p>██████ does handle himself well when dealing with irate citizens.</p>
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self-control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	<p>██████ did his part to make SAU successful in 2017.</p> <p>He does not hesitate to back-up officers and even assisted with non-SAU officers when he was close.</p>
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	[REDACTED] utilized his time in SAU to improve his interview skills and push for further drug information.
b) Reports are legible, concise, grammatically correct, and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	This evaluation period was the worst for [REDACTED] on his use and care of assigned equipment. (firearms and cruiser)
b) Equipment is not lost or damaged due to carelessness.	1 - Needs Improvement	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	[REDACTED] always takes advantage of free patrol time. This time is normally directed at high crime/drug areas. He is good at remembering those involved with drugs, warrants and DUS.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	Some issues this rotation with adherence to policies. Unsafe practices. 262 hrs. sick time used (FMLA) 6hrs. unexcused
b) Sick leave is not abused.	3 - Above Average	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	Again, [REDACTED] has shown improvement in the core values mentioned here. His downfall was poor judgement which led to some accountability issues.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: Take the issues you had in SAU this year to continue to be aggressive, but keep safety in mind. Slow down and think through high stress situations to make decisions that are advantageous to you and assisting officers. Work on other areas, investigations and community oriented details to become a well rounded officer.

EMPLOYEE STRENGTHS: There is no question that [REDACTED] has a nose for criminal activity. He has a good memory for those that frequently involve themselves in drug activity. This is also handy for warrant checks and DUS citations. I appreciate your willingness to go out each shift and put bad guys in jail.

EMPLOYEE WEAKNESSES: [redacted] often gets caught up in the moment. He puts himself into situations that could put him or his fellow brothers/sisters in harm's way. When confronted with an issue or mistake, he can often push off blame. We all make mistakes, own up to them and move on.

SUMMARY: (check only one)

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

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

I believe that the issues that need improvement are being addressed currently with discipline. Nothing further recommended at this time.

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

Approved by: [Signature] #414 Date: 1/31/18
(Signature of Rater)

Approved by: LT RAN 408 Date: 2/1/18
(Signature of Division Lieutenant)

Comments: _____

Approved by: _____ Date: _____
(Signature of Captain of Police)

Comments: _____

Approved by: [Signature] Date: 2/1/18
(Signature of Chief of Police)

Comments: Take all that you have experienced this year

and use it to mold yourself into a well rounded officer. you can enjoy a successful career.

Approved by: [Signature] Date: 2/2/18
(Safety Director - City of Findlay)

Comments: _____



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: August 3, 2017

Position: SAU/Patrol

Appraisal Period From: 1/1/2017 To: 7/1/2017

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] works well with others and does compliment SAU very well. He does sometimes try to work situations solo without his team members being involved.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	[REDACTED] is always quick to back-up another officer without waiting to be asked.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	He does a good job of getting additional facts/info needed for his investigations.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>41</u> Shift Avg. 29	3 - Above Average	[REDACTED] leads the unit in arrests and citations. His productivity is never an issue.
b) Self-Initiated Traffic citations <u>87</u> Shift Avg. <u>73</u>	3 - Above Average	
c) Door checks If on nights <u>NA</u> Shift Avg. _____	Select a Rating	
d) School Walk Through's <u>NA</u> Shift Avg. _____	Select a Rating	
e) Summons 9 Shift Avg. <u>7</u>	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	Traffic crashes are not normally handled in this unit. He is good at utilizing warnings when necessary.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>16</u> / <u>18</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	We have addressed a few issues when [REDACTED] gets involved in a stressful situation. He has also put himself, without back up, into stressful situations that were unnecessary.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	[REDACTED] does a good job of not escalating situations with upset subjects.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	[REDACTED] works well with others and assists with paperwork to get the task completed quicker. He is always eager to assist. A couple of occasions we addressed when he pushed the call along when it was not his event.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	occasionally has some minor mistakes that are remedied with proof reading. He is learning good interview skills and is honing them while in SAU.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	No driving or vehicle issues to report. Have addressed some issues with weapon retention.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	always takes advantage of free patrol time. This time is normally directed at high crime/drug areas.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

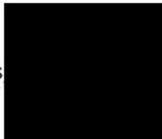
a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	0 hrs. sick time used.
b) Sick leave is not abused.	3 - Above Average	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: Continue to slow down and think through each incident that you are involved. Utilize other officers to keep yourself and others safe. Keep your character in mind and keep the core values at the forefront (professionalism, integrity, teamwork, communication and accountability).

EMPLOYEE STRENGTHS: Knows names/faces, directs his criminal interdiction at the right people, houses and vehicles. He is very productive and proactive. Very rarely isn't ready to get back out and look for more criminal activity.



EMPLOYEE WEAKNESSES: Has had some issues with letting his ego put him in situations that could definitely be dangerous for him. Sometimes he gets down, either on himself or others. This leads to a communication issue, which is a bigger deal with a small unit like SAU.

SUMMARY: (check only one)

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

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

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

Approved by: Sgt. J. B. #1111 Date: 8/14/17
(Signature of Rater)

Approved by: LT RAZ 428 Date: 8/15/17
(Signature of Division Lieutenant)

Comments: _____

Approved by: _____ Date: _____
(Signature of Captain of Police)

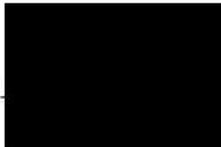
Comments: _____

Approved by: Chief D. L. 20 Date: 8/15/17
(Signature of Chief of Police)

Comments: _____

Approved by: [Signature] Date: 8/15/17
(Safety Director - City of Findlay)

Comments: _____





Findlay Police Evaluation Form PATROL OFFICER



RECEIVED

FEB 10 2017

FINDLAY POLICE DEPARTMENT

Name: [REDACTED]

Date: February 9, 2017

Position: Patrol Officer

Appraisal Period From: 7/3/2016 To: 12/31/2016

Hire Date: [REDACTED]

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

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

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

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

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] is a hard worker and is very willing to do whatever task is asked of him.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	[REDACTED] is generally easy to understand on the radio. At times he struggles with proper radio procedure of calling dispatch and receiving an acknowledgement before proceeding with radio traffic. He has improved since the last time I worked with him.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	[REDACTED] does well with his investigations.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>83</u> Shift Avg. <u>30</u>	3 - Above Average	[REDACTED] led the shift in nearly every observed category.
b) Self-Initiated Traffic citations <u>94</u> Shift Avg. <u>41</u>	3 - Above Average	
c) Door checks If on nights <u>n/a</u> Shift Avg. <u>n/a</u>	Select a Rating	
d) School Walk Through's <u>n/a</u> Shift Avg. <u>n/a</u>	Select a Rating	
e) Summons <u>8</u> Shift Avg. <u>4</u>	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	2 - Satisfactory	[REDACTED] has a good understanding of local ordinances and how to apply them to traffic enforcement.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>13</u> / <u>10</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	[REDACTED] tends to spend much of his time working high drug areas which causes him to be in a higher number of high stress situations. [REDACTED] handles himself well and makes good decisions.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	[REDACTED] had no complaints filed against him.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

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

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	[REDACTED] makes it a point to stay on top of his reports. I did not have to speak with him at all this rotation about open cases.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] is very motivated to make stops and do drug interdiction.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	8 hours unexcused
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	[REDACTED] is a good representation of the Findlay Police Department.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

GOALS TO ACHIEVE: (Rater must suggest Goals) Make good use of your time in SAU to hone your skills, continue to learn and further your knowledge

EMPLOYEE STRENGTHS: very motivated, enjoys coming to work and doing a good job

EMPLOYEE WEAKNESSES: sometimes it benefits to slow down, don't get so ahead of yourself that your actions are moving faster than you can think. Take an extra second to make sure everything is covered.

SUMMARY: (check only one)

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

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

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

Approved by: SGT. W. #2342 Date: 2-9-17
(Signature of Rater)

Approved by: LT RAZ-408 Date: 2/10/17
(Signature of Division Lieutenant)

Comments: _____

Approved by: _____ Date: _____
(Signature of Captain of Police)

Comments: _____

Approved by: [Signature] Date: 2/10/17
(Signature of Chief of Police) - ACTING

Comments: _____

Approved by: [Signature] Date: 2/13/17
(Safety Director - City of Findlay)

Comments: GOOD WORK 

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

Employee Signature:  Date: 2-9-17



Findlay Police Evaluation Form PATROL OFFICER

RECEIVED

AUG - 8 2016

FINDLAY POLICE DEPARTMENT



Name: [REDACTED]

Date: July 14, 2016

Position: Patrol Officer

Appraisal Period From: 1/3/2016 To: 7/2/2016

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED

RATING

COMMENTS

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	3 - Above Average	You have a very good attitude toward law enforcement and truly want to do good for the community and the department.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	3 - Above Average	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	4 - Excellent	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	3 - Above Average	You do a good job at monitoring radio traffic and are getting better at following the proper radio procedures and etiquette.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	3 - Above Average	Does a great job at recognizing and setting up a crime scene at a major crime. You did a very good job at the robbery on Larkins St. as well as the homicide on Stanford Pkwy.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	3 - Above Average	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) Arrests <u>61</u> Shift Avg. <u>16.5</u>	3 - Above Average	Traffic/Criminal stats have never been an issue and you continue to stay busy. Keep it up. However, when you are on day shift you need to focus on the community service and contacts, especially school walk through.
b) Self-Initiated Traffic citations <u>131</u> Shift Avg. <u>47.5</u>	3 - Above Average	
c) Door checks If on nights <u>NA</u> Shift Avg. <u>NA</u>	Select a Rating	
d) School Walk Through's <u>23</u> Shift Avg. <u>33.9</u>	1 - Needs Improvement	
e) Warrant/Summons <u>41</u> Shift Avg. <u>13.9</u>	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Citations from traffic crashes correspond with causative factor of crash.	3 - Above Average	Very pro-active when it comes to traffic enforcement. Keep up the good work.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Warnings <u>17</u> / <u>17.3</u> % of enforcement.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	As you continue to gain experience you also show more maturity as an officer, and display a more level disposition.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Be respectful when speaking to complainants as well as suspects. I did receive calls about your demeanor being disrespectful. No formal complaints made.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self-control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	3 - Above Average	Works well with other members of the shift and is always willing to lend a hand where needed.
b) Problems which occur in work relationships are promptly resolved.	3 - Above Average	
c) Readily assists and backs up others.	4 - Excellent	Always respectful to those in rank.
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	3 - Above Average	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	Maintains his caseload without having to be told to complete investigations. Minor errors found that could be corrected if you re read your narratives and check over your work. Hand writing is getting better.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	3 - Above Average	No crashes or damage reported Does maintain a professional appearance.
b) Equipment is not lost or damaged due to carelessness.	3 - Above Average	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	3 - Above Average	Stays very active and gives attention to the extra patrol areas. Stays busy on his own and constantly puts up the highest numbers for the shift.
b) Unassigned time is effectively utilized.	4 - Excellent	
c) Special attention is directed to high accident or crime areas.	4 - Excellent	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	3 - Above Average	16 hrs sick time used
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	██████████ shows promise as an officer and has a good attitude toward the job. He is quickly developing his tools and is learning how to utilize them. He is an asset to the department. As he gains experience and knowledge, he would be a good fit in the FTO program.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	4 - Excellent	
d) Communications: Employee creates an environment that fosters dialogue	3 - Above Average	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals) Stay focused and study the policy and ordinances which will help you develop you skill as an officer. Continue to polish your knowledge on street drugs and crimes and develop informants. This will help you achieve your goal to be in SAU or VNU in the future.

EMPLOYEE STRENGTHS: Very active. Has a good sense of finding criminal activity. Positive attitude.

EMPLOYEE WEAKNESSES: Come off a little gruff at times to the public. Study some of the less common laws and ordinances.

SUMMARY: (check only one)

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

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

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

Approved by: SGF [Signature] 1980 Date: 8-3-16
(Signature of Rater)

Approved by: LT [Signature] 468 Date: 8/8/16
(Signature of Division Lieutenant)

Comments: _____

Approved by: [Signature] Date: 8/9/16
(Signature of Captain of Police)

Comments: _____

Approved by: [Signature] Date: 8/9/16
(Signature of Chief of Police)

Comments: FANTASTIC EVALUATION. VERY, VERY PRODUCTIVE OFFICER.

A GOOD MODEL FOR OTHER OFFICERS. KEEP IT UP.

Approved by: [Signature] Date: 8/15/16
(Safety Director - City of Findlay)

Comments: _____

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

Employee Signature: [Redacted] Date: 8-5-16



Findlay Police Evaluation Form PATROL OFFICER



RECEIVED

JAN 19 2016

FINDLAY POLICE DEPARTMENT

Name: [REDACTED]

Date: January 6, 2016

Position: Patrol Officer

Appraisal Period From: 7/5/2015 To: 1/2/2016

Hire Date: [REDACTED]

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

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

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

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

1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES

a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	[REDACTED] works well with other officers.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	

2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS

a) Response is made without delay.	2 - Satisfactory	[REDACTED] does not complain about handling calls. He responds quickly to calls he is dispatched to and doesn't hesitate to "jump calls" if he is close.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	[REDACTED] does a good job questioning and conducting investigations.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) All necessary information is included in arrest reports.	2 - Satisfactory	[REDACTED] is a very proactive officer and makes a large number of arrests. One concern I've noticed is at times [REDACTED] gets ahead of himself when it comes to criminal apprehension. He needs to be sure to make it clear dispatch and other officers where he is when he making contact.
b) Proper warrant procedures are followed.	2 - Satisfactory	
c) No substantiated complaints are received concerning the arrest actions taken.	2 - Satisfactory	
d) Knows when an arrest is required or needed as opposed to other options.	2 - Satisfactory	
e) Adheres to department's policy on use of force.	2 - Satisfactory	
f) Practices good officer safety techniques.	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Traffic is controlled as required by using the proper traffic control gestures.	2 - Satisfactory	[REDACTED] has a good grasp of when to cite and what section to use. He did forget to serve a citation and had to be reminded to do so. His biggest issue is his messy handwriting. The court has made a couple complaints and the issue has been addressed with [REDACTED]
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Citations are rarely returned for correction.	1 - Needs Improvement	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	[REDACTED] is working on building his confidence and asks a lot of questions. I believe this is due to the fact that he is still new to the job.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	For the most part [REDACTED] handles irate persons well. On occasion [REDACTED] allowed an intoxicated person get the best of him and it made the entire interaction more difficult.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	2 - Satisfactory	[REDACTED] works well with other employees.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	2 - Satisfactory	
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	[REDACTED] reports are generally very well written and easy to read. He does a good job of describing what happens and hits on all important points.
b) Reports are legible, concise, grammatically correct and contain all required information.	3 - Above Average	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	[REDACTED] wasn't involved in any accidents this 6 months.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	[REDACTED] likes to be very proactive and led the shift in all categories. I did notice that [REDACTED] liked to stack a few reports and work on them in the morning after things slowed down. That wasn't an issue on midnight shift due to the low call volume during the early morning hours I just caution taking that same approach on dayshift. Don't allow the reports to pile up causing you to get behind.
b) Unassigned time is effectively utilized.	3 - Above Average	
c) Special attention is directed to high accident or crime areas.	2 - Satisfactory	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	[REDACTED] received an informal counseling on [REDACTED]. He requested a comp day off that required the posting of overtime. Forgot about the day off and came to work which caused a scheduling issue. Make sure you keep your days working and off organized so as to not repeat the problem. Only used 24 hours of sick time.
b) Sick leave is not abused.	3 - Above Average	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	[REDACTED] conducts himself professionally and works hard.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their	2 - Satisfactory	

actions	2 - Satisfactory	
---------	------------------	--

GOALS TO ACHIEVE: (Rater must suggest Goals) Work toward being a well rounded officer. Don't just focus on the numbers make sure you're seeing the bigger picture and making the best decision for the community you serve.

EMPLOYEE STRENGTHS: Is very proactive and eager to work, writes good reports

EMPLOYEE WEAKNESSES: Poor handwriting, sometimes gets ahead of himself and could put himself in a dangerous situation

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available. (Average Score of 3.2-4.00)
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future. (Average Score of 2.4-3.19)
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job (Average score of 1.6-2.39)
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation. (Average score of 0.8-1.59)
- Unsatisfactory:** consistently fails to improve. (Average score of 0.0-0.79)

If 3 or more of the 13 Rating Categories contain a score of "1" then an Improvement plan is required and the "Needs Improvement" or "Unsatisfactory" Summary selection shall be checked.

Improvement Plan _____

_____ Re-evaluate in _____ days _____

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

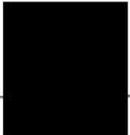
Approved by: SGT. [Signature] #2342 Date: _____
(Signature of Rater)

Approved by: [Signature] Date: 1/10/15
(Signature of Division Lieutenant)

Comments: _____

Approved by: [Signature] Date: 1/19/16
(Signature of Captain of Police)

Comments: _____





RECEIVED

AUG - Findlay Police Evaluation Form

FINDLAY POLICE DEPARTMENT

PATROL OFFICER



Name: [REDACTED]

Date: July

Position: Patrol Officer

Appraisal Period From: 1/4/2015 To: 7/4/2015

Hire Date: [REDACTED]

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES		
a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	He is very proactive and has aspirations of being involved in special details and assignments.
b) New and additional assignments are accepted and performed in a timely manner.	2 - Satisfactory	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	2 - Satisfactory	
2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS		
a) Response is made without delay.	2 - Satisfactory	
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	2 - Satisfactory	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	Select a Rating	Often have to encourage further investigation or avenues to pursue.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) All necessary information is included in arrest reports.	2 - Satisfactory	Lead shift in arrests - 80
b) Proper warrant procedures are followed.	3 - Above Average	
c) No substantiated complaints are received concerning the arrest actions taken.	2 - Satisfactory	
d) Knows when an arrest is required or needed as opposed to other options.	2 - Satisfactory	
e) Adheres to department's policy on use of force.	2 - Satisfactory	
f) Practices good officer safety techniques.	2 - Satisfactory	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Traffic is controlled as required by using the proper traffic control gestures.	3 - Above Average	Very cautious on traffic control after dark.....FLARES!! Citations: 2 nd highest on shift - 126 Slow down and make it more legible.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Citations are rarely returned for correction.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	Getting better at making decisions without input during incident.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Have seen him escalate suspects in custody and in booking.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

a) Completes assignments in harmony with others and is a good team worker.	1 - Needs Improvement	Tends to stray from beat assignment. Still not complying after repeated requests.
b) Problems which occur in work relationships are promptly resolved.	2 - Satisfactory	
c) Readily assists and backs up others.	3 - Above Average	Definitely working towards other duties and assignments. Needs more time on the street.
d) Trains and guides less experienced personnel.	2 - Satisfactory	
e) Utilizes chain of command and shows respect to those in rank.	2 - Satisfactory	

9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	3 - Above Average	Got more efficient in submitting reports on time and with less and less errors. No open cases at end of this rotation.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	2 - Satisfactory	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	
b) Equipment is not lost or damaged due to carelessness.	3 - Above Average	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	3 - Above Average	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	
b) Unassigned time is effectively utilized.	2 - Satisfactory	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	Sick time used – 8.0 hrs. (Excused)
b) Sick leave is not abused.	3 - Above Average	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	2 - Satisfactory	
b) Integrity: Employee's actions are guided by ethical and honest conduct.	2 - Satisfactory	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	2 - Satisfactory	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	2 - Satisfactory	

Productivity Index: 2.14 (shift average 1.39)

GOALS TO ACHIEVE: Continue to be proactive and productive on whatever shift you are assigned. Work with other officers and your supervisors to create a successful shift.

EMPLOYEE STRENGTHS: Not afraid to get out and stop cars, question citizens and search vehicles. Very proactive every shift he works.

EMPLOYEE WEAKNESSES: Tends to rush his work. He will often need guidance once a stop or arrest is made. Continue to follow the suggestions of your supervisor and/or administration.

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available. (Average Score of 3.2-4.00)
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future. (Average Score of 2.4-3.19)
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job (Average score of 1.6-2.39) **2.09**
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation. (Average score of 0.8-1.59)
- Unsatisfactory:** consistently fails to improve. (Average score of 0.0-0.79)

If 3 or more of the 13 Rating Categories contain a score of "1" then an Improvement plan is required and the "Needs Improvement" or "Unsatisfactory" Summary selection shall be checked.

Improvement Plan _____

_____ Re-evaluate in _____ days _____

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

Approved by: Sgt. B. Di #414 Date: 7/25/15
(Signature of Rater)

Approved by: [Signature] Date: 7/31/15
(Signature of Division Lieutenant)

Comments: _____

Approved by: [Signature] Date: 8-3-2015
(Signature of Captain of Police)

Comments: _____

Approved by: [Signature] Date: 7/31/15
(Signature of Chief of Police)

Comments: _____

Approved by: [Signature] Date: 8.4.15
(Safety Director – City of Findlay)

Comments: _____

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



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

RECEIVED

MAR 10 2015

FINDLAY POLICE DEPARTMENT

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Findlay Police
HIRE DATE: [REDACTED]
RATING PERIOD-TO/FROM DATES: 02/01/15 – 02/28/15

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

ADDITIONAL COMMENTS: [REDACTED] is communicating well with his shift and developing his criminal contacts. He continues to be very motivated and shows a high productivity ratio, especially regarding self-initiated reports. I am still seeing minor mistakes on reports and forms. I've suggested to him several times to slow down a bit to ensure quality reports. [REDACTED] progress is still on track for his time on the street.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: Sgt. B. Di #414 **DATE:** 3/5/15

EMPLOYEE SIGNATURE: [REDACTED] **DATE:** 3-5-15
This report was shown and discussed with me. Signature does not indicate approval.
EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: J. P. [Signature] **DATE:** 3/9/15
REVIEWER'S COMMENTS:

CORJ
3/10/15

RECEIVED

FEB 10 2015

FINDLAY POLICE DEPARTMENT

PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Findlay Police
HIRE DATE: [REDACTED]
RATING PERIOD-TO/FROM DATES: 01/04/15 - 02/05/15

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

ADDITIONAL COMMENTS: Does a great job of being proactive and busy. Communicates well with the rest of his shift. Seeing some minor mistakes on reports and forms, possibly from "rushing" to get on to the next task. Progressing well for his time on the street.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

[REDACTED] is doing a great job. Great attitude. Good reports. Keep it up. @V/omg 2/11/15

SUPERVISOR'S SIGNATURE: Sgt. [Signature] #414 DATE: 2/5/15

EMPLOYEE SIGNATURE: [REDACTED] DATE: 2-5-15
This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] DATE: 2/10/15
REVIEWER'S COMMENTS:



Findlay Police Evaluation Form PATROL OFFICER



Name: [REDACTED]

Date: January 26, 2015

Position: Patrol Officer

Appraisal Period From: 7/6/2014 To: 1/3/2015

Hire Date: [REDACTED]

RECEIVED
JAN 27 2015
FINDLAY POLICE DEPARTMENT

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

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

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

CRITERIA CATEGORIES TO BE EVALUATED	RATING	COMMENTS
1. COMMITMENT TO DEPARTMENTAL GOALS, PROGRAMS AND OBJECTIVES		
a) Works with supervisor and co-workers in planning and building an effective team.	2 - Satisfactory	Works well with others and is always willing to do whatever is asked of him. Still a fairly new officer and participates with team assignments, but not so much in the planning and suggesting of methods.
b) New and additional assignments are accepted and performed in a timely manner.	3 - Above Average	
c) New methods are suggested and readily accepted to improve effectiveness and gain ways to resolve traffic and crime problems.	2 - Satisfactory	
d) Officer's objectives, efforts and talents are directed toward the needs of the citizens and the department.	3 - Above Average	
2. RESPONSE TO RADIO CALLS AND ASSIGNMENTS		
a) Response is made without delay.	2 - Satisfactory	For a newer officer he has a fairly good grasp of the job and knows how to handle most calls and problems.
b) Handles minor calls efficiently without having to go back	2 - Satisfactory	
c) Radio calls are not missed without valid cause.	2 - Satisfactory	
d) Assistance provided is appropriate to the need or problem.	3 - Above Average	
e) Proper radio procedures are followed.	2 - Satisfactory	

3. INVESTIGATION OF CRIMES OR TRAFFIC ACCIDENTS

a) Appropriate investigative steps are taken.	2 - Satisfactory	Doesn't avoid investigations but still requires guidance on where to go with them.
b) Investigations are thorough.	2 - Satisfactory	
c) Evidence is properly preserved and thoroughly described.	2 - Satisfactory	
d) Other divisions or agencies are properly notified as required.	2 - Satisfactory	

4. APPREHENSION, ARREST AND PROCESSING OF CRIMINAL SUSPECTS

a) All necessary information is included in arrest reports.	3 - Above Average	Writes good narratives and includes good details. Led the shift in number of arrests and was 2 nd in number of warrant/summons served.
b) Proper warrant procedures are followed.	4 - Excellent	
c) No substantiated complaints are received concerning the arrest actions taken.	3 - Above Average	
d) Knows when an arrest is required or needed as opposed to other options.	2 - Satisfactory	
e) Adheres to department's policy on use of force.	3 - Above Average	
f) Practices good officer safety techniques.	3 - Above Average	

5. ENFORCEMENT OF TRAFFIC REGULATIONS

a) Traffic is controlled as required by using the proper traffic control gestures.	2 - Satisfactory	Still occasionally needs guidance on what to cite for at times and makes minor mistakes on citations.
b) Actions taken are appropriate to the offense.	2 - Satisfactory	
c) Citations are rarely returned for correction.	2 - Satisfactory	

6. PERFORMANCE UNDER STRESSFUL, UNUSUAL OR EMERGENCY CONDITIONS

a) When under unusual circumstances, no serious deviations from expected performance are demonstrated.	2 - Satisfactory	Handles issues fairly well, especially for a newer officer. No real issues.
b) Composure is maintained under stress.	2 - Satisfactory	
c) Handles difficult situations in a very confident and professional manner.	2 - Satisfactory	
d) Judgment results from sound evaluation of all factors involved	2 - Satisfactory	

7. EXTERNAL PUBLIC RELATIONS

a) No verbal abuse of citizens or any other members of the public.	2 - Satisfactory	Is a very personable officer. Seems to portray himself professionally even with irate subjects.
b) Courtesy is given to citizens during routine contact.	2 - Satisfactory	
c) Is tactful and displays good self control when in contact with irate individuals.	2 - Satisfactory	

8. INTERNAL COMMUNICATION AND COOPERATION

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



9. REPORT PREPARATION, SUBMISSION AND PRESENTATION

a) Reports are submitted on time.	2 - Satisfactory	Needs to work on his handwriting. When he rushes it is sometimes illegible. Still makes minor errors on reports and with his grammar. Does a good job at interviewing subjects. Communicates well with many subjects due to his prior employment contact with them.
b) Reports are legible, concise, grammatically correct and contain all required information.	2 - Satisfactory	
c) Reports and information are rarely returned for correction.	2 - Satisfactory	
d) Proper interrogation and interview techniques are used.	3 - Above Average	

10. USE, CARE AND MAINTENANCE OF EQUIPMENT

a) Vehicles are not abused through poor driving habits.	2 - Satisfactory	Takes care of Department and his equipment. Maintains a professional appearance with his uniform and equipment.
b) Equipment is not lost or damaged due to carelessness.	2 - Satisfactory	
c) Cruisers are returned fueled for next shift.	2 - Satisfactory	
d) Uniform and equipment are well kept and pride is taken in appearance	2 - Satisfactory	

11. CONFORMANCE TO DIRECTION AND DIRECTIVES

a) Instructions are followed and assignments completed on schedule.	2 - Satisfactory	Led the shift in most categories for the six months. Always stays busy and self-initiates calls very well.
b) Unassigned time is effectively utilized.	4 - Excellent	
c) Special attention is directed to high accident or crime areas.	3 - Above Average	
d) Work does not have to be closely supervised.	2 - Satisfactory	

12. COMPLIANCE TO POLICIES, PROCEDURES AND REGULATIONS

a) City and Department policies and procedures, etc., are followed as prescribed or exceptions are approved by supervisor.	2 - Satisfactory	27 hours excused sick time used
b) Sick leave is not abused.	2 - Satisfactory	

13. CORE VALUES

a) Professionalism: Employee's appearance and actions shows the level of excellence expected of a Findlay Police Officer.	3 - Above Average	Works well with other officers and is a good team player. Maintains a professional appearance in both his actions and appearance. Does not try to pass the buck for his actions, whether good or bad.
b) Integrity: Employee's actions are guided by ethical and honest conduct.	3 - Above Average	
c) Teamwork: Treats all employees as our most valuable resource and works together toward department goals.	3 - Above Average	
d) Communications: Employee creates an environment that fosters dialogue	2 - Satisfactory	
e) Accountability: Employee is accountable for their actions	3 - Above Average	

GOALS TO ACHIEVE: (Rater must suggest Goals) Continue working at learning all aspects of the job, not just trying to get drugs from traffic stops. Strive to work on areas of police work that involve positive interaction with the community. Don't just interact with the community when there is a problem. **Productivity Ratio: 1.70**

EMPLOYEE STRENGTHS: Strong work ethic and strives to stay busy and do a good job.

EMPLOYEE WEAKNESSES: Inexperience overall with the job.

SUMMARY: (check only one)

- Outstanding:** Employee constantly produces more than expected, sharpens and updates skills on a regular basis. Is ready to move to a position of greater responsibility if available. (Average Score of 3.2-4.00)
- Exceeds Standards:** Demonstrates competent performance should be able to move to a position of more responsibility in the future. (Average Score of 2.4-3.19)
- Satisfactory:** meets the job requirements. Skilled normally in all phases of the job (Average score of 1.6-2.39) **2.37**
- Needs Improvement:** noted improvements must be obtained prior to the next evaluation. (Average score of 0.8-1.59)
- Unsatisfactory:** consistently fails to improve. (Average score of 0.0-0.79)

If 3 or more of the 13 Rating Categories contain a score of "1" then an Improvement plan is required and the "Needs Improvement" or "Unsatisfactory" Summary selection shall be checked.

Improvement Plan _____

Re-evaluate in _____ days

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

Approved by: ser Sulalta #2314 Date: 1.26.15
(Signature of Rater)

Approved by: [Signature] Date: 1/27/15
(Signature of Division Lieutenant)

Comments: _____

Approved by: [Signature] #2508 Date: 1/27/15
(Signature of Captain of Police)

Comments: _____

Approved by: [Signature] Date: 1/27/15
(Signature of Chief of Police)

Comments: I THINK [REDACTED] WILL BE A SOLID PERFORMER FOR THE DEPARTMENT. HE IS PERSONABLE AND DOES GREAT REPORTS.

Approved by: [Signature] Date: 1/28/15
(Safety Director - City of Findlay)

Comments: _____

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

RECEIVED

OCT - 6 2014

FINDLAY POLICE DEPARTMENT

PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Findlay Police
HIRE DATE: [REDACTED]
RATING PERIOD-TO/FROM DATES - 8-3-14 to 8-31-14

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

ADDITIONAL COMMENTS: [REDACTED] was released from the FTO program on [REDACTED]. He has shown that he has great initiative in the first month. He had 85 self-initiated CAD calls which was the highest on the shift (actually on the department as well) for the month. Total CAD calls was also the highest on the department with 222. This led to 47 events created this month, 3 OVI's, 5 warrants served, and 15 arrests all together. [REDACTED] has known many of the officers on the department from his work at the HSO. Due to this he has good personal and working relationships with his fellow employees. [REDACTED] does not appear to have any issues getting involved in various types of calls and knows when to ask others for assistance.

I see no issues with [REDACTED] at this time. He appears to be at or ahead of where someone with his experience should be.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] #2314 DATE: 10-6-14

EMPLOYEE SIGNATURE: [REDACTED] DATE: 10-6-14
This report was shown and discussed with me. Signature does not indicate approval.
EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] 1835 DATE: 10/6/14
REVIEWER'S COMMENTS:

*602-14
10/6/14*

RECEIVED

OCT - 6 2014

FINDLAY POLICE DEPARTMENT

PERFORMANCE APPRAISAL RECORD
CITY OF FINDLAY, OHIO

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

RATING PERIOD-TO/FROM DATES - 9-1-14 to 9-30-14

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

ADDITIONAL COMMENTS: This was [REDACTED] month on his own. He is doing a great job. He continues to stay busy and make good use of his time at work. He had a total of 152 CAD calls, 59 of those were self-initiated which was the highest on the dept again. He had a total of 34 events created with 9 arrests. [REDACTED] had a foot pursuit of a subject this month. He had his Taser still in his hand when taking the subject to the ground. The Taser hit [REDACTED] in the mouth causing injury/stitches. This incident is the reason for the Some Improvement for Operation of Equipment.

I see no issues with [REDACTED] at this time. He appears to be at or ahead of where someone with his experience should be. He continues to be an asset to the department.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: [Signature] #2314 DATE: 10-6-14

EMPLOYEE SIGNATURE: [REDACTED] DATE: 10-6-14
This report was shown and discussed with me. Signature does not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] 1335 DATE: 10/6/14
REVIEWER'S COMMENTS:

[Handwritten initials]
10/6/14

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

RECEIVED
DEC 11 2014
FINDLAY, OHIO

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

RATING PERIOD-TO/FROM DATES – 10-1-14 to 10-31-14

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

ADDITIONAL COMMENTS: This was [REDACTED] month on his own. He is doing a great job. He continues to stay busy and make good use of his time at work. He had a total of 215 CAD calls, 95 of those were self-initiated which was the highest on the entire dept again, not just on midnight shift. He had a total of 35 events created with 8 arrests and 5 OVI's one of which was a felony OVI.

[REDACTED] still makes mistakes in his reports and his narratives need work on flowing, but I have seen improvements. His mistakes are common mistakes made by even veteran officers, but he makes an effort to try to not duplicate them once made aware.

I see no issues with [REDACTED] at this time. He appears to be at or ahead of where someone with his experience should be. He continues to be an asset to the department.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: Sgt. [Signature] #2314 **DATE:** 11-18-14

EMPLOYEE SIGNATURE: [REDACTED] **DATE:** 12-8-14
This report was shown and [REDACTED] indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: L. R. [Signature] #235 **DATE:** 12/11/14
REVIEWER'S COMMENTS:

Completed 12/12/14

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

11/23
12/11/2014
11/23/2014

NAME: [REDACTED]
JOB TITLE: Patrol Officer
DEPARTMENT: Findlay Police
HIRE DATE: [REDACTED]
RATING PERIOD-TO/FROM DATES - 11-1-14 to 11-30-14

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

ADDITIONAL COMMENTS: This was [REDACTED] month on his own. He continues to do a great job and constantly stays busy. This month he had a total of 108 CAD calls (highest on the shift), 37 of those were self-initiated (2nd highest on whole department). He had a total of 22 events created with 11 arrests and 4 OVI's, both of which were the highest on the department (not just midnight shift). He had these numbers even with 65 hours of time off this month.

I have seen some improvement in [REDACTED] reports, but they still have mistakes. The majority of his mistakes are common mistakes made by even veteran officers, but he makes an effort to try to not duplicate them once made aware.

I see no issues with [REDACTED] at this time. He appears to be at or ahead of where someone with his experience should be. He continues to be an asset to the department.

EXPLAIN CHECKS FROM "NOT SATISFACTORY" COLUMN:

SUPERVISOR'S SIGNATURE: SGT [Signature] #2314 **DATE:** 12-8-14

EMPLOYEE SIGNATURE: [REDACTED] **DATE:** 12-8-14

This report was shown and discussed with the employee and his signature was not indicate approval.

EMPLOYEE COMMENTS:

REVIEWER'S SIGNATURE: [Signature] 12/11/14 **DATE:** 12/11/14
REVIEWER'S COMMENTS:

[Signature]
12/11/14

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 21 Caliber: .45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds

PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 4/28/14 PASSED: FAILED:

Tested By: L. K. [Signature] / 470 REQ#: 04129 EXP: 12/20/15

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Gaucha Model: 21 Caliber: 45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup _____

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/28/14 PASSED: X FAILED: _____

Tested By: A Kers, Decker REQ#: _____ EXP: _____

Boyd Schumacher

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: _____ Agency: **Findlay Police Department**

Weapon Make: Ruger Model: LCR Caliber: 38 Serial # _____

Weapon Type (Check One): Duty Handgun _____ Off Duty Handgun &/Or Backup X

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: **2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP**
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 1 NPA: _____ NF: _____ MISS: 1 OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 24 MISS: 1 OT: _____ ERF: _____

TOTAL: 23 (Passing Score is a MINIMUM of 20)

Date Tested: 6-4-14 PASSED: FAILED: _____

Tested By: 203 1908 REQ#: _____ EXP: _____

RANGE PROFICIENCY RECORD: SEMI-AUTO PISTOL

NAME: [REDACTED] AGENCY: FINDLAY POLICE DEPT.

WEAPON MAKE: GLOCK MODEL: 42 .380 SERIAL #: [REDACTED]

HITS IN THE PREFERRED AREA (PA) COUNT AS A PLUS ONE (+1)

HITS IN THE NON-PREFERRED AREA (NPA), BUT INSIDE OF THE TARGET OUTLINE ARE A ZERO (0)

ROUNDS NOT FIRED (NF) ARE ZERO (0)

HITS OUTSIDE OF THE TARGET OUTLINE (MISS), OFF OF THE TARGET (MISS), OR FIRED OVER THE TIME LIMIT (OT) ARE A MINUS 1 (-1), EXTRA ROUNDS FIRED (ERF) ARE MINUS 1 (-1).

STAGE 1 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 2 2 HITS IN THE PREFERRED AREA, ONE HIT IN THE HEAD OR HIP

PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 3A PA: 4 NPA: NF: MISS: OT: ERF:

STAGE 3B PA: 4 NPA: NF: MISS: OT: ERF:

STAGE 4 PA: 6 NPA: NF: MISS: OT: ERF:

STAGE 5 PA: 3 NPA: NF: MISS: OT: ERF:

STAGE 6 PA: 7 NPA: NF: MISS: OT: ERF:

SUB TOTALS: 25 MISS: OT: ERF:

TOTAL: 25 (PASSING IS A MINIMUM OF 20)

DATE TESTED: 01/30/15 PASSED: X FAILED:

TESTED BY: B. DEIDRICK #425 REQ#: REQ06730 EXP: 10/7/17

OHIO PEACE OFFICER TRAINING ACADEMY

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: [REDACTED] Agency: **Findlay Police Department**

Weapon Make: Gaucha Model: 42 Caliber: 380 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: **2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP**
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/6/15 PASSED: FAILED:

Tested By: HAMA OND REQ#: EXP:

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 21 Caliber: 45 Serial #: [REDACTED]

Weapon Type (Check One): Duty Handgun _____ Off Duty Handgun &/Or Backup _____

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds

PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/6/15 PASSED: X FAILED: _____

Tested By: J. A. [Signature] REQ#: _____ EXP: _____

J. A. [Signature] 1835

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 42 Caliber: 380 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 5 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/4/14 PASSED: FAILED:

Tested By: L.R. [Signature] 470 REQ#: 04129 EXP: 12/20/18

Ohio Peace Officer Training Commission
Range Proficiency Record

Name [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 21 Caliber: 45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)
Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)
Rounds not fired (NF) are a Zero (0)
Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 1-1-16 PASSED: FAILED:

Tested By: B. DERRICK #425 REQ#: 66734 EXP: 10/7/17

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: **Findlay Police Department**

Weapon Make: Gaucha Model: 42 Caliber: 380 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun _____ Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: **2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP**
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/10/17 PASSED: FAILED: _____

Tested By: Dunbar REQ#: _____ EXP: _____

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 21 Caliber: 45 ACP Serial #: [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)
Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)
Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/24/17 PASSED: FAILED:

Tested By: S. Dunbar 470 REQ#: EXP:

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 42 Caliber: 380 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun _____ Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 1 NPA: 1 NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 24 MISS: _____ OT: _____ ERF: _____

TOTAL: 24 (Passing Score is a MINIMUM of 20)

Date Tested: 5/9/18 PASSED: FAILED: _____

Tested By: DERRICK ALB'S REQ#: 06730 EXP: 10/17/20

Ohio Peace Officer Training Commission
Range Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 21 Caliber: 45 Serial #: [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/9/18 PASSED: X FAILED:

Tested By: DEIDRICK 425 REQ#: 06730 EXP: 10-17-20

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: **Findlay Police Department**

Weapon Make: Glock Model: 42 Caliber: 380 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1).

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: **2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP**
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 1 NPA: 1 NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 24 MISS: OT: ERF:

TOTAL: 24 (Passing Score is a MINIMUM of 20)

Date Tested: 5-22-19 PASSED: FAILED:

Tested By: Codley #349 REQ#: 07531 EXP: 6-21-2020

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: **Findlay Police Department**

Weapon Make: Glock Model: 21 Caliber: .45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: **2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP**
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5-22-19 PASSED: FAILED:

Tested By: Cooley #349 REQ#: 07531 EXP: 6-21-2020

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: **Findlay Police Department**

Weapon Make: Gaucha Model: 42 Caliber: .380 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: **2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP**
3 rounds / 9 feet / 6 seconds

PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5-13-2020 PASSED: FAILED:

Tested By: Alex Cooley #349 REQ#: 07531 EXP: 6-21-2020

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: **Findlay Police Department**

Weapon Make: Glock Model: 21 Caliber: 45 Serial #: [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:

3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP

3 rounds / 9 feet / 6 seconds

PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 0 NPA: NF: MISS: OT: ERF:

8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:

6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:

3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:

2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5-13-2024 PASSED: FAILED:

Tested By: Lehman REQ#: 08376 EXP: 1/27/23

Ohio Peace Officer Training Commission
Range Proficiency Record

Name [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 42 Caliber: 380 Serial # [REDACTED]

Weapon Type (Check One) Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss) or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1)

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds

PA: 2 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/28/2021 PASSED: Y FAILED:

Tested By: [Signature] REQ#: 08376 EXP: 1/27/2029

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Gloch Model: 21 Caliber: 45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: **2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP**
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/28/2021 PASSED: FAILED:

Tested By: [Signature] REQ#: 08376 EXP: 1/27/2023

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 21 Caliber: .45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds

PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 2 NPA: 1 NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 24 MISS: OT: ERF:

TOTAL: 24 (Passing Score is a MINIMUM of 20)

Date Tested: 8-18-2022 PASSED: FAILED:

Tested By: dfor Cooley #349 REQ#: 07531 EXP: 6-21-2023

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 42 Caliber: .380 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds

PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 8-18-2022 PASSED: FAILED:

Tested By: J. Cooley #349 REQ#: 07531 EXP: 6-21-23

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 21 Caliber: .45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)
Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)
Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 5/24/23 PASSED: FAILED:

Tested By: Derrick 425 REQ#: 06720 EXP: 10/17/23

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name [REDACTED] Agency: Findlay Police Department

Weapon Make: Gloch Model: 42 Caliber: 9mm Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)
Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)
Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 4 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 6/9/2024 PASSED: FAILED:

Tested By: J. Schamp #1871 REQ#: 09719 EXP: 4/2/2027

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Gaucha Model: 21 Caliber: 45 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds
PA: 3 NPA: NF: MISS: OT: ERF:

Stage 3: PA: 8 NPA: NF: MISS: OT: ERF:
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: NF: MISS: OT: ERF:
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: NF: MISS: OT: ERF:
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: NF: MISS: OT: ERF:
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: OT: ERF:

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 6/19/2024 PASSED: FAILED:

Tested By: J. Schep #1871 REQ#: 09719 EXP: 4/2/2027

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Springfield Model: Echelon Caliber: 9mm Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun _____ Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds

PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 25 MISS: _____ OT: _____ ERF: _____

TOTAL: 25 (Passing Score is a MINIMUM of 20)

Date Tested: 3/26/25 PASSED: FAILED: _____

Tested By: Ofc. Stamm #2043 REQ#: 08794 EXP: 1/3/28

Ohio Peace Officer Training Commission
Handgun Proficiency Record

Name: [REDACTED] Agency: Findlay Police Department

Weapon Make: Glock Model: 45 Caliber: 9 Serial # [REDACTED]

Weapon Type (Check One): Duty Handgun Off Duty Handgun &/Or Backup

Hits in the preferred area (PA) count as a Plus 1 (+1)

Hits in the non-preferred area (NPA), but inside of the target outline are a Zero (0)

Rounds not fired (NF) are a Zero (0)

Hits outside of the target outline (Miss), off of the target (Miss), or fired over the time limit (OT) are a Minus 1 (-1). Extra rounds fired (ERF) are Minus 1 (-1).

Stage 1: PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 4 feet / 5 seconds

Stage 2: 2 HITS IN THE PREFERRED AREA, 1 HIT IN THE HEAD OR HIP
3 rounds / 9 feet / 6 seconds

PA: 3 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____

Stage 3: PA: 8 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
8 rounds (4 dominant - 12 ft - 8 secs / 4 non-dominant - 12 ft - 7 secs)

Stage 4: PA: 6 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
6 rounds / 20 feet / 12 seconds

Stage 5: PA: 2 NPA: 1 NF: _____ MISS: _____ OT: _____ ERF: _____
3 rounds / 30 feet / 8 seconds

Stage 6: PA: 2 NPA: _____ NF: _____ MISS: _____ OT: _____ ERF: _____
2 rounds / 50 feet / 8 seconds

Sub Totals: PA: 24 MISS: _____ OT: _____ ERF: _____

TOTAL: 24 (Passing Score is a MINIMUM of 20)

Date Tested: 10/15/2025 PASSED: FAILED:

Tested By: J. Schamp #1871 REQ#: 09719 EXP: 4/2/2027