

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

2022-1251 Officer-Involved Critical Incident- 2280 Stelzer Road, Columbus, OH 43215



Investigative Activity:Records Obtained, Records ReviewedInvolves:DeputyActivity Date:7/15/2022Activity Location:BCIAuthoring Agent:SA John Butterworth

Narrative:

On Friday, July 15, 2022, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) John Butterworth (SA Butterworth) received the personnel files for Deputy and Deputy from the Franklin County Sheriff's Office (FCSO). SA Butterworth reviewed the personnel file and noted the following:

Within the personnel files for Deputies and and there were several pages and items that had been redacted by FCSO personnel. Included within the file were Deputy and application for employment, emergency contact information, employee performance reviews, Special Deputation Oath of Office for U.S. Marshals, certificates of training, OPOTA Peace Officer Appointment, pre-employment background investigation, letters of commendation, and college transcripts.

The personnel files are attached to this report. Please refer to the attachment for further details.

Name: First MI Last Street Address: Zip: State: City: 🗹 Cell Home Telephone: Personal E-Mail Address: Married Marital Status: Non-Binary Male Male 🛄 Female Gender: Asian Black/African American American Indian or Alaskan Native Ethnicity/Race: Hispanic or Latino 🗹 White Multi-Racial Native Hawaiian or other Pacific Islander **EMERGENCY CONTACT INFO #1:** Name: **Relationship:** Street Address: Zip: City: State: Cell Work Home **Telephone:** Cell Home Work Telephone: **EMERGENCY CONTACT INFO #2:** Name: **Relationship:** Street Address: Zip: City: State: Cell Home U Work Telephone: Cell Home Work Telephone:

FCSO HR Personnel & Emergency Contact Information (Update)

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RR'N	NAME				
	STREET ADDRESS_				2
	CITY_		STATE	ZIP	_
t	COUNTY	TELEPHO	ONE NUMBER		
09 ^{6#}	DATE OF BIRTH		BLOOD TYPE		
	MARITAL STATUS SOCIAL SECURITY #_	Single	SPOUSE 'S NAME		
	IN CASE OF EMERGEN	CY CONTACT:			
	NAME_				
	ADDRESS				
	CITY	STATE	_ZIP		
	PHONE NUMBER	HON	WORK.		

EDUCATION

TOTAL NUMBER OF YEARS EDUCATION INCLUDING PRIMARY _______

SCHOOL NAME/LOCATION	MAJOR AREA (S) OF STUDY	TYPE OF DEGREE
Madison Plains High School / London, Ohio	College Prep classes	Diploma
Wright State University Fairborn, Ohio	Criminal Justice	Bachelor of Arts in Criminal Justice
		r.

OTHER QUALIFICATIONS:

TYPING SPEED _______ SPECIAL SKILLS ______

MILITARY SERVICE

BRANCH_N/A NUMBER OF YEARS ______ MOS _____

Section I - Personal Information

Date Submitted:		3/9/2009	
Social Security No:			
Last Name:			
First Name:			
Middle Initial:			
Home Address:	-		
City:			
State:			
Zip Code:			
County:		4	
Home Phone:	<i>N</i>	8	
Work Phone:			
Applicant Email:			
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Social Security Numbers (SSNs) are u file. The social security number is transmitted over a secure Internet connection. Upon appointment and pursuant to section S101-312 of the Revised Code and certain other laws and regulations, a request for a SSN is mandatory. Your SSN may be used for the purpose including but not limited to the following: Identification of obligors under child support orders, detection of welfare fraud, processing background checks and tax information or general employee identification.

Are you interested in:

Full-Time Permanent:	Yes
Part-Time:	No
Temporary:	No
Intermittent:	No
Summer Only:	No

If applying for a **VACANT POSITION**, fill in the information in the area below: Job Title:

Summary of Qualifications

In the area below, describe briefly the experience, education, training, and other factors that qualify you for the position or examination for which you are applying. Refer to the minimum qualification and any position specific qualifications for this position or examination.

Bachelors degree in Criminal Justice with a minor in sociology obtained from Wright State University. I am currently employeed at The Bureau of Criminal Identification and Investigation in London, Ohio. I have done ride alongs with the Columbus Police department and the London Police department. I have had and passed a very extensive background check and polygraph in order to be employeed at BCI&I.

Section II - Experience

In the areas below, please list your past work experiance beginning with your most recent employment. Military experiance and volunteer work may also be included as employment. NOTE: in order to be considered for emplyment, you must fill in the information below, accurately and completely. You may email a resume in addition to completing this section.

Present or Most Recent Job:

Employers name : Employers Address:

Length of employment:

Phone: (Including Area Code) Reason for leaving:

Position: (Job Title and Classification)

Salary:

Duties Performed:

Next Most Recent Job:

Employers name : Employers Address:

Length of employment:

Phone: (Including Area Code) Ohio BCI&I

P.O. Box 365 London, Ohio 43140 From: 7/21/2008 To:

Currently Employed?

740-845-2000

Still employeed

CODIS/CALEA Intern

Beginning:10 Ending: 10

As a CODIS intern I was in charge of filing away incoming offender samples recieved from law enforcement agencies. Mail out offender hit notificatins when CODIS discovers a hit on a offender. As a CALEA intern I help with filing away paperwork for CALEA participating agencies.

Musselman Acres 11230 Anderson-Antioch Rd. From: 6/15/2000 To:

614-778-7055

Page 3 of 8

Reason for leaving:

Position: (Job Title and Classification)

Salary:

Duties Performed:

Employers name : Employers Address:

Length of employment:

Phone: (Including Area Code)

Reason for leaving:

Position: (Job Title and Classification)

Salary:

Duties Performed:

Employers name : Employers Address:

Length of employment:

Phone: (Including Area Code) Reason for leaving: Position: (Job Title and Classification)

Salary:

Duties Performed:

Employers name

614-778-7055

Farm Hand

Beginning:7 Ending: 7

Help with specific duties on the farm. Drive and operate machinery. Help plant and harvest during the season.

Stanley Electric 420 East Main St. From: 6/13/2005 To: 1/14/2008

740-852-5200

Start of College/Summer Job

Facility Engineerer

Beginning:9 Ending: 9

Maintained the facility grounds. Mow and keep up on the lawn work.

Madison County Tire 1840 St. Rt. 56 From: 10/15/2003 To: 1/10/2005

740-852-5458

Start of College/Winter Job

Automotive Worker

Beginning:9 Ending: 9

Occasionally answer phones and help customers. Work on automobiles. Change oil and tires on vehicles.

NAPA Auto Parts

Employers Address:	120 South Oak St.		
Length of employment:	From: 6/15/2000 To: 9/16/2003		
Phone: (Including Area Code)	740-852-0193		
Reason for leaving:	A job during high school/A better oppurtunity.		
Position: (Job Title and Classification)	Parts Deliverer		
Salary:	Beginning:7 Ending: 7		
Duties Performed:	Deliver parts to various hardware stores around London. Clean engine parts and help rebuild motors.		

Section III - Education and Training

High School Graduate:	Yes
High School Name:	Madison Plains H.S.
City:	London
State:	OH
GED Certificate Number:	
GED issued by:	
Are you currently attending school (for College I	ntern and Student Help positions)?
No	Level:

Post - High School Education

Including Technical School, Business School, Professional School, College and University		
School Name:	Wright State University	
School Location:	Fairborn, Ohio	
Major Area(s) of Study:	Criminal Justice/Sociolog	
Type of Degree or Certification:	Bachelors in Criminal Jus	
Degree Attained (Month / Year)	6/2009	

School Name: School Location: Major Area(s) of Study: Type of Degree or Certification:

Degree Attained (Month / Year)

School Name:	
School Location:	
Major Area(s) of Study:	
Type of Degree or Certification:	
Degree Attained	
(Month / Year)	
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Please list below the specific course work areas at the high school level or beyond relevant to the posistion or examination for which you are applying. Also indicate the number of cources you have successfully completed in each area. NOTE: A transcript may not be substituted for this section, although you may be required to submit a transcript.

Course Work Area: Social Deviance Course Work Area: Criminal Law Course Work Area: Criminal Procedure Course Work Area: Policing in Society Course Work Area:Spanish Course Work Area: Criminal Justice Sys Course Work Area: Criminology Course Work Area: Juvenile Delinquency Course Work Area: Constitutional Law Course Work Area: Public Personnel Adm Course Work Area: Intensive Alcohol ED Course Work Area: Computer Science Course Work Area: Course Work Area: Course Work Area: Course Work Area:

NO. of Courses:1 NO. of Courses:1 NO. of Courses:1 NO. of Courses:1 NO. of Courses:5 NO. of Courses:1 NO, of Courses: NO: of Courses: NO. of Courses: NO. of Courses:

Training and other Qualification

(Do not include coursework already described above)

Subject or Title of Training:	Sexual Harrasment
Organization:	BCI&I
Length or Training:	3 Hrs.
	A
Subject or Title of Training:	Weekend Intervention Edu.
Organization:	Wright State University
Length or Training:	10 hours

Subject or Title of Training: Organization:

Length or Training:

Subject or Title of Training:

Organization:

Length or Training:

List special equipment or machines you can operate:

Farm equipment, Forklift

List computer software in which you have skill, including word processing, spreadsheet, and database programs. Please indicate the name of the specific software:

Microsoft office, Microsoft Word, Microsoft Excel, Microsoft Powerpoint

List special clerical skills, including typing and shorthand:

Typing class in high school

Typing Speed:

List any addidtional relevant skills you have:

I am a very good people person. I am very good with talking with people. I am a very hard worker. I am dedicated to my work.

Section IV - Micellaneous

The following information will be used only if it is directly related to the position or examination for which you are applying:

1. Are you willing and able to secure an Ohio Driver's License, If a	Yes
license is required?	100
2. If the position requires travel, can you supply your own	Yes
transportation?	100
3. Have you ever been employed in the state or county service of Ohio?	Yes
4. Have you been convicted of any felony?	No

If you have answered "Yes" to question 3 or 4, please explain fully below, indicating by number to which question you are responding.

3-I am currently employeed at the Bureau of Criminal Identification and Investigation.

Emergency Information

List the name and address of ONE PERSON who will always know your whereabouts

Name:

Page	7	of	8
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Address:	
City:	
State:	
Zip Code:	
Phone:	

References

Please list the names and addresses of three individuals, other that relatives, whom we may contact for a PROFESSIONAL RECOMMENDATION:

Reference 1 Name:	Peter Tobin
Address:	P.O. Box 365
City:	London
State:	OH
Zip Code:	43140
Phone:	740-845-2000
Reference 2 Name:	Diane Gehres
Address:	P.O. Box 365
Address: City:	P.O. Box 365 London
City:	London
City: State:	London OH

Reference 3 Name:
Address:
City:
State:
Zip Code:
Phone:

	Bennett Musselman
2	

Previous Addresses

Please list TWO MOST RECENT PREVIOUS HOME ADDRESSES with the date of residence for each previous address.

Address 1:

City:



State: Zip Code:		
Date of Residence:		
Address 2: City: State: Zip Code:		
Date of Residence:		

Certification:

I certify that the answers I have made to all of the questions in this application are true and complete to the best of my knowledge. I understand that if this application is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this application. I also understand that a background check may be required prior to employment, and that, in accordance with the Drug-Free Workplace Program, drug testing may be required. I waive all provisions of law forbidding colleges or universities which I attended, or past employers, from disclosing any information which they acquired relevent to my attendance or employment. I consent that they may disclose such information to the Sheriff's Office. I understand that any offer of employment is conditional upon proof of legal authorization to work in the United States as required by the Immigration Reform and Control Act. All applications under final consideration for employment must also complete the Declaration Regarding Material Assistance/Nonassistance to a Terrorist Organization form.

By Clicking Submit you are acknowledging and agreeing to the Certification Statement.



Franklin County Sheriff's Office Franklin County, Ohio

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Address

From:	Street 373 S HIGH ST	City COLUMBUS	State OH	Zip Code 43215	County
	Street	City	State	Zip Code	County

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Franklin County Sheriff's Office Franklin County, Ohio

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Approved By:

Zach Scott, Sheriff

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From: 373 Sout	Street h High Street Street		Cit Colun Cit	ibus	Sta Ohi Sta	0	ip Code 43215 ip Code		Count	
Effective Date MO DAY 04 09	YR 12	Рауго	oll Nun	nber			Posit	ion Con	trol No.	
CLASS TIT FROM: Deputy (POTC)	LE	CLASS NO. 02092	RANG	E STEP C	BASE RATE 25.37	LONG	SUPPL.	SUPPL.	TOTAL	STATU
TO: Deputy (POTC)		02092		с	26.00			-		
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Franklin County Sheriff's Office Franklin County, Ohio

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Approved By:

Zach Scott Zach Scott, Sheriff



Franklin County Sheriff's Office Franklin County, Ohio

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Approved By:

Jach Scott, Sheriff

/Date

SHR-AD-92 (6-2007)

COPY TO PRYROL 11-30-11 (PB)

POSITION DESCRIPTION

OHIO DEPARTMENT C ADMINISTRATIVE SERVICES

AGENCY FRANKLIN COUNTY DIVISION OR INSTITUTION SHERIFF'S OFFICE UNIT OR OFFICE CORRECTIONS

HUMAN RESOURCES DIVISION

COUNTY OF EMPLOYMENT New County X FRANKLIN Position Change State Agency Agency POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR POSITION CONTROL NUMBER SETH NIBERT USUAL WORKING TITLE OF POSITION CORPORAL DEPUTY (POTC) NORMAL WORKING HOURS (Explain unusual or rotating shift) VARIES TO: FROM: JOB DESCRIPTION AND WORKER CHARACTERISTICS Minimum Acceptable Characteristics Job Duties in order of Importance % Knowledge of supervision of inmates in 70 Protects property, maintains security and controlled environment and related safety discipline of inmates in correctional facility. Sheriff's Office rules and practices*. Watches security screens; patrols floor, dorm police and recreation areas; counts and verifies regulations*, public relations, methods and procedures. Ability to develop inmates in area: monitors movement of good rapport with inmates, define problems, inmates between areas of facility; searches incoming prisoners; receives and releases collect data, establish facts and draw valid prisoners; monitors prisoner releases (e.g., conclusions, add, subtract, multiply and assures that time has been served & no divide whole numbers, communicate holders, detainers, &/or active warrants information both orally and in writing, run, walk, stand or sit for extended or exist); transports inmates outside of jail CLASS TITLE DEPUTY (POTC) intermittent periods of time, listen. facility. Responds to emergency situations. comprehend and respond to discussions involving either one-on-one or group settings, remain alert and watchful during 25 Performs other related duties (e.g., answers assigned duty hours, withstand extremes of telephone and questions of attorneys, parole climate exposure and potential exposure to & probation officers and law enforcement health and safety hazards, transport personnel; prepares reports of incidents; secures inmates personal effects; maintains individuals, paperwork or material which records of inmates funds and releases may involve climbing stairs, demonstrate strength, endurance and flexibility while funds with inmate &/or property wearing job-related equipment, physically visitation passes; authorization: issues restrain angry or violent people. Skill in performs additional duties at discretion of operating police equipment and self defense. Sheriff when necessary. 5 Serves individuals with summons. Must have valid Ohio drivers license and subpoenas, attachments, and legal notices valid Peace Officer Training Certificate with issued by courts and makes arrests when current firearms qualification. necessary. * developed after employment CLASS NUMBER SIGNATURE OF AGENCY REPRESENTATIVE DATE List Position Numbers and Class Titles of positions directly supervised 02092 CH SCOTT, SHERIFF

An Equal Opportunity Employer

Franklin County Sheriff's Office Franklin County, Ohio

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Approved	By: Jee	la Se ch Scott, S	Sheriff		8/3	<u>31/1</u> Pa	///te	2					

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Franklin County Sheriff's Office Franklin County, Ohio

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SHR-AD-92 (6-2007)

Approved By:

Zach Scott, Sheriff



Franklin County Sheriff's Office Franklin County, Ohio

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Approved By:

1/14/11 Dave James a. Karnes, Sheriff



Franklin County Sheriff's Office Franklin County, Ohio

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REMARKS	EMARKS: Job position description attached.										TIME	STAMP	

Approved By:

James A. Karnes, Sheriff

11/19/09 Date

POSITION DESCRIPTION

OHIO DEPARTMENT C ADMINISTRATIVE SERVICES

FRANKLIN COUNTY DIVISION OR INSTITUTION SHERIFF'S OFFICE UNIT OR OFFICE CORRECTIONS

AGENCY

HUMAN RESOURCES DIVISION

			X County		New Position		Change	COUNTY OF EMPLOYMENT FRANKLIN
BER	USUAL WORK	te Agency KING TITLE OF F			1 USILION	POSI	TION NO. AN	D TITLE OF IMMEDIATE SUPERVISOR
POSITION CONTROL NUMBER SETH M. NIBERT	NORMAL WO	DEPUT RKING HOURS (TY (NON-POTC Explain unusual or rot	tating shift)			CORPORAL
IC N	FROM	VARIE	S TO:					
T	0/	Lab D	JOB DESCRIP			KER		Im Acceptable Characteristics
ON	% 75		outies in order of			ad k		e of supervision of inmates in
NII .	/5		roperty, mainta of inmates in co					environment & related safety
H M		1 1	curity screens; p			-		Sheriff's Office rules and
POS			tion areas; cou			1 ^		*. Ability to apply principles to
			area; monito			of s		ical everyday problems, develop
			tween areas of					ort with inmates, add, subtract,
		incoming p	prisoners; recei	ves an	d releas			and divide whole numbers,
			monitors prisor					accurate records, communicate
IC)			at time has be etainers, and/or					n both orally and in writing, run, and or sit for extended or
PO			vide coverage ir				,	t periods of time, listen,
-NC			during single					d and respond to discussions
CLASS TITLE DEPUTY (NON-POTC)			of shift supervis			to in		either one-on-one or group
CLASS TITLE DEPUTY (emergency	situations.					emain alert and watchful during
T SS T LU T								ity hours, demonstrate physical
CLA					. 6		_	ysically restrain angry or violent
	25		elephone and que arole & probation			p	eople.	
			ement personnel			s		
			; secures inmate					
			intains records o					
			s property &/or			te		
			on; issues visitat				0	
			coming property	and ma	ail. Other			
		duties as as	signed.					
						N	lust suc	cessfully complete approved
						c	orrectional	officers course within one year
						fi	om date o	f hire.
	1						1	
							robationar	y period is one year.
						*	developed	after employment.
~							-	
CLASS NUMBER 02092	List Desition M	umbers and Class	s Titles of positions di	rectly supe	ervised	SIGNA	TURE OF AG	ENCY REPRESENTATIVE DATE
S NU			a ridea or positiona di	over supe	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1		
CLASS 02092						to	mera	L. Kames 11/19/09 NES, SHERIFF
00					(JAME	S A. KARI	NES, SHERIFF

An Equal Opportunity Employer



LAW ENFORCEMENT Evaluation Deadline

					January 11, 2022					
0					Rating Period					
EMPLOYEE PERFORMA	NCE REV				From 1/11/2021 To 1/10/2022					
Name (Last) (First)		(M.I.)	Soc	. Sec.	Classification Title Deputy (POTC)					
Bureau/Assignment SWAT		Bargain FC			Mid Final Probation Special					
	E	PECTATION			RATER COMMENTS					
PERFORMANCE DIMENSIONS		RATINGS		Use spaces	below for comments. Written comments MUST be provided for each dimension. Use additional sheets if necessary. USE INK PEN –					
	Meets	Below	Above	PLEASE PR	INT					
QUANTITY				Deputy	continues to excel at finding wanted					
Generates amount of work			х	felons b	y researching the persons social media, jail					
expected.			~		d many other available tools along with					
					n excellent job as an FTO.					
QUALITY				Deputy	is always perfoming his duties the					
Completes work in an accurate			х	way a fi	eld training officer should. He is well					
neat, well-organized, thorough and applicable manner.			^		ed and passes along any pertinent					
					on to his team.					
TIMELINESS				Deputy						
Accomplishes required work on	X			time an	d in an organized manner.					
schedule.										
PERSONAL APPEARANCE				Deputy	continues to work externely hard with					
Projects a professional image.			х	his fitness. He puts forth a very favorable image on						
					nklin County Sheriffs Office.					
DEPENDABLITY				Deputy	is always available on or off duty and					
Can be counted upon	X				to volunteer to complete any task that is					
to be reliable and responsive.				asked o						
TEAM EFFORT/COOPERATION				Deputy	continues to be a team player					
Contributes to group effort.			х	whethe	r it's putting together and teaching a training					
Establishes positive working relationships with others.			^	scenario	o or just passing along daily information to					
				the tear	n about a probate or wanted person.					
DIRECTING/COORDINATING				Deputy	has peformed the duties of a SWAT					
BEHAVIOR OF OTHERS				field tra	ning officer numerous times and the team is					
Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures			х	better b	ecause of his hard work. He continues to					
well-being of individuals within					oduce safe, quality swat officers and it					
scope of responsibility.				shows i	n all areas of the job.					
DEALING WITH DEMANDING SITUATIONS				Deputy	has been observed in this area many					
Demonstrates control of self and others under				times by	y his direct supervision. He is a member of					
trying circumstances.			Х	the snip	er team and is quick to make very good and					
				accurat	e decisions at all times.					
ADHERING TO PROCEDURES				Deputy						
Knows the rules and regulations and	x			Rules a	nd Regulations and teaches them to all new					
follows them without being reminded.				officers	he is tasked with training.					
COMMUNICATING				Deputy	relays all information to his					
Understands written and oral			v		ates in a clear and accurate manner. He is a					
instructions. Relays appropriate information in clear, concise manner			х	good co	ommunicator while in very high risk					
				situation						
	-									

I have prepared this performance review:

Rater Signature 21 ŧ Reviewer Comments: rate

I have read the above: I have have not responded on an attached sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate agreement with the above.

Employee Comments:

Reviewer Signature	Date	Employee Signature
Appointing Authority	Date,	
nie & ADM	W CHIER 1/3/23	oportunity Employer

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LAW ENFORCEMENT

					January 11, 2021		
EMPLOYEE PERFORMA		/IEW			Rating Period From 1/11/2020 To 1/10/2021		
Name (Last) (First)			M.I.) Soc	. Sec.	Classification Title Deputy (POTC)		
Bureau/Assignment SWAT			aining Unit FOP		Mid Final Annual Special		
50041	EX	PECTATIO			RATER COMMENTS		
PERFORMANCE DIMENSIONS		RATINGS Meets Below Above			Use spaces below for comments. Written comments MUST be provided for each performance dimension. Use additional sheets if necessary. USE INK PEN – PLEASE PRINT		
QUANTITY Generates amount of work expected.	Incots	Delow	X	Deputy media to and aro			
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.			x		along all important information to his tes.		
TIMELINESS Accomplishes required work on schedule.	x			Deputy timely m	t always has his work completed in a nanner with no issues.		
PERSONAL APPEARANCE Projects a professional image.			x	Deputy projects Sheriffs	stays physically fit year around and a favorable image on the Franklin County Office.		
DEPENDABLITY Can be counted upon to be reliable and responsive.			х	Deputy	AT team requires reliable people and is just that. He is quick to answer any r off duty.		
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	informat while loc	is a team player. He works well with mates and is quick to pass along ion that is crucial to keeping the team safe, king up wanted felons as well as combative ill subjects.		
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks: Ensures well-being of individuals within scope of responsibility.	x			of a SW/	ensures the safety of all officers him at all times. He has peformed the duties AT field traning officer numerous times this I the team is better because of his hard		
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	the snipe	has been observed in this area many his direct supervision. He is a member of er team and is quick to make very good and decisions at all times.		
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			question			
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.			x	his fellow	is always able to relay important on quickly and concisely. He is trusted by officers along with supervisors to make e decisions.at all times.		
I have prepared this performance review:				the above: 11	have have not responded on an attached		

Reviewer Comments: Concur n/ note - Ch Manua Concur n/ note - Ch Manua Concur n/ note - Ch Manua Concur night i Aler dipity N. burt is Excelled officer mojor Kelly Kelly

I have read the above: I have inhave not indicate agreement with the above.

Employee Comments:

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Reviewer Signature	Date	Employee Signature	Λ	
Appointing Authority	Date			
Dand Cooley AD	y CHIEF 17/202			
SHR-AD-63	An Equal Oppor	tunity Employer		



LAW ENFORCEMENT Evaluation Deadline

EMPLOYEE PERFORMANCE REVIEW Name Easing Period From 1/11/2017 To 1/10/2018 Bureautoral period SWAT Bureautoral period Bureautoral period SWAT Other SWAT Deputy Bureautoral period From 1/11/2017 To 1/10/2018 PERFORMANCE DIMENSIONS EXPECTATION RATINGS Expectation Period Rational period Period Period Rational period Period Deputy Period Rational period Period Period Period Rational period Period Period Period Period Rational period Period Period Period Period Period Period Period Period Period Period Period Period Period Period Period Period Period Period Period Period CUALITY Meets Below Above Audit during period Period Deputy Period Below and Period Period Deputy Period Below and Period Period Period Period Period Period Deputy Period Below and Period Period Period Period Period Period Period						January 11, 20	018		
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Barganing Unit SWAT Barganing Unit FOP Med Produces Petal Produces Annuel Special PERFORMANCE DIMENSIONS EXPECTATION RATINGS Meets Balow Above Name Name Deputy Special Participant Water Special Deputy Special Deputy Special Special Special Special Special Deputy Special		NUE REV		(M.I.) Soc.	. Sec.	Classification Tit	le	10 17	10/2010
FOP Probable Probable Variant Subgream Support PERFORMANCE DIMENSIONS RATER COMMENTS RATER COMMENTS OUANTITY OUANTITY Complete summary comments with the action of th			Barr	naining Linit			;)	Fied	
PERFORMANCE DIMENSIONS RATINGS RATINGS Meets Below Above Image: Rest and the provided for each provided for each supported. QUANTITY Generates amount of work septected. X Deputy and approximation of a supported. Deputy wanted suspects. QUALITY Completes work in an accurate rest, well-organized, through and applicable manner. X X Deputy wanted suspects. CURLITY Completes work in an accurate rest, well-organized, through and applicable manner. X X Deputy wanted suspects. TIMELINESS Accompletes required work on schedule. X Deputy manner without question. X DEFENDABLITY Can be counted upon to be relable and response. X Deputy manner without question. Deputy stays physically fit year round and projects a very good image on the Franklin County Sheriffs Office. DEFENDABLITY Can be counted upon to be relable and response. X Deputy manner without question. Deputy always contributes to the team effort and can be counted on to finish any task given to him. DEFENDABLITY Can be counted upon to be relable and response. X Deputy always contributes to the team effort and can be counted on to finish any task given to him. DEFENDABLITY Can be counted upon to be relable and physically methings Deputy always contributes to the team effort and can be counted on to finish any			Daiy						Annual Special
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Concernet Rater Major Killy	Reviewer Comments:			Employee	e Comments:		Λ		
Conservice Rater Inger For 2	Comment of the utinger in the	Xka							
Carom	Current falar major pr	125							
(anon)									
	(a) mm								

Reviewer Signature	Date	Employee Signature
Appointing Authority ADM CHIEF	Ug/zo18	
HR-AD-63		ortunity Employer



LAW ENFORCEMENT

				January 11, 2016			
Q D				Rating Period			
EMPLOYEE PERFORMA	NCE REV	/IEW		From 1/11/2015 To 1/10/2016			
Name (Last) (First)		(M	I.) Soc	Sec. Classification Title Deputy (POTC)			
Bureau/Assignment SWAT			ining Unit FOP				
	E)	PECTATIC	N	RATER COMMENTS			
PERFORMANCE DIMENSIONS		RATINGS		Use spaces below for comments. Written comments MUST be provided for each performance dimension. Use additional sheets if necessary. USE INK PEN –			
	Meets	Below	Above	PLEASE PRINT			
QUANTITY				Deputy develops a lot of great intel with the			
Generates amount of work expected.			х	use of social media and other techniques which			
				then leads to very successful outcomes/arrests.			
QUALITY				Deputy always finishes his work accurately			
Completes work in an accurate neat, well-organized, thorough			х	and in a well organized manner.			
and applicable manner,							
TIMELINESS				Deputy completes all of his work in a timely			
Accomplishes required work on	X			manner without any issues.			
schedule.							
PERSONAL APPEARANCE				Deputy maintains a high level of physical			
Projects a professional image.			х	fitness and projects a favorable image upon the			
				office for the Sheriff.			
DEPENDABLITY				Deputy is very dependable and can multitask			
Can be counted upon to be reliable and responsive.			х	when given more than one task to complete.			
				Deputy has a great working relationship with			
TEAM EFFORT/COOPERATION Contributes to group effort.				Deputy has a great working relationship with teammates and immediate supervisors alike. He is			
Establishes positive working			х	a very positive boost to the overall team moral.			
relationships with others.				a very positive boost to the overall team moral.			
DIRECTING/COORDINATING				Deputy has no deficiencies when directing			
BEHAVIOR OF OTHERS				the behavior of others.			
Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures	x						
well-being of individuals within							
scope of responsibility.							
DEALING WITH DEMANDING SITUATIONS				Deputy demonstrates excellent self control in			
Demonstrates control of self and others under			х	demanding situations while completing his			
trying circumstances.				assignments/missions.			
ADHERING TO PROCEDURES				Deputy knows and follows policies and			
Knows the rules and regulations and	X			procedures without second guessing himself.			
follows them without being reminded.							
COMMUNICATING				Deputy clearly relays information to other			
Understands written and oral instructions. Relays appropriate			х	Deputies and trainees.			
information in clear, concise manner							
				_ >			
I have prepared this performance review:			I have read	the above: I have I have not X responded on an attached			
Rater Signature			sheet of pa will also be	per. I understand that any and all attachments to this evaluation placed in my permanent personnel file. My signature may not indicate			
Cpl hide C29 J.S.	iner C.	29		with the above.			

Employee Comments:

Employee Signature A

Color of Nor - Reviewer Comments:

Reviewer Signature Turkan M-1	2/Date 2/1/14
Appointing/Authonity	H ZIIIG
SHR-AD-63	An Équal Oppo

n Équal Opportunity Employer



LAW ENFORCEMENT

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				Evaluation Deadline January 11, 2015
6 D				Rating Period
EMPLOYEE PERFORMA	NCE RE\			From 1/11/2014 To 1/10/2015
Name (Last) (First)		(M.I.)	2004	Dec. Sec. Classification Title Deputy (POTC)
Bureau/Assignment	Bureau/Assignment SWAT		ng Unit P	It Mid Final Annual Special
		XPECTATION		RATER COMMENTS
PERFORMANCE DIMENSIONS		RATINGS	bove	Use spaces below for comments. Written comments MUST be provided for each performance dimension. Use additional sheets if necessary. USE INK PEN – PLEASE PRINT
QUANTITY	Meets	Below A	DOVE	Deputy generates and produces an
Generates amount of work expected.	x			acceptable amount of work each day.
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Deputy always completes his work in a very thorough and accurate way.
TIMELINESS Accomplishes required work on schedule.	x			Deputy completes his work on time with no issues.
PERSONAL APPEARANCE Projects a professional image.			x	Deputy maintains a professional image and projects a favorable image upon the Sheriffs Office.
DEPENDABLITY Can be counted upon to be reliable and responsive.			x	Deputy is highly dependable and responsive to the needs of the shift no matter what the mission demands.
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	Deputy has established a positive working relationship with his co-workers and immediate supervisors alike.
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			Deputy has no issues with the direction and cooridnation when dealing with others and their behavior.
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	Deputy demonstrates excellent self control in demanding situations while completing his assignments/missions.
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Deputy follows procedures without the need to be reminded.
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			Deputy is a good communicator no matter how he chooses to relay information.
I have prepared this performance review: Rater Signature Course for the Course Reviewer Comments: Course with Point	J	sh wil ag	eet of pa l also be reement	ad the above: I have in have not responded on an attached paper. I understand that any and all attachments to this evaluation be placed in my permanent personnel file. My signature may not indicate in with the above.
Appointing Authority	2: /2., s Date	En	ployee	e Signature

An Equal Opportunity Employer

SHERIF		4-8	E (14)14		LAW ENFORCEMENT Evaluation Deadline 12/27/2013 Rating Period From 01/11/2013 to 01/10/2014	
EMPLOYEE PERFORMAN Name (Last) (First)	ICE REV		M.I.) Soc.	Sec.	Classification Title	
Bureau/Assignment		Barg	aining Unit		Deputy (POTC) Mid Repetitor Probation Annual Specia	
FCCCII			FOP			
PERFORMANCE DIMENSIONS	EX Meets	RATING		PLEASE P	s below for comments. Written comments MUST be provided for each a dimension. Use additional sheets if nacessary. USE INK PEN - RINT	
QUANTITY Generates amount of work expected.	x			DEPU.	TY COMPLETES ALL DUTIES REQUIRED.	
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			HE CC QUALI	MPLETES WORK THAT IS OF EXPECTED TY.	
TIMELINESS Accomplishes required work on schedule	x			HE CC	MPLETES ASSIGNMENTS ON TIME.	
PERSONAL APPEARANCE Projects a professional image.			x		ETS ALL REQUIREMENTS AND LINES. PROJECTS A PROFESSIONAL	
DEPENDABLITY Can be counted upon to be reliable and responsive.			x		N BE DEPENDED ON TO COMPLETE INMENTS WITHOUT PROMPTING	
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	SUPER	ORKS WELL WITH STAFF AND RVISORS TO MAINTAIN POSITIVE KING RELATIONSHIPS.	
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.			x		PERVISES INMATES WELL AND DIRECTS CONFIDENCE.	
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	MAINT	TY HANDLES HIMSELF WELL AND AINS CONTROL IN HIGH STRESS TIONS.	
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			DEPU THE R TO HIS	TY SEEMS TO KNOW AND UNDERSTAND ULES AND REGULATIONS PERTAINING S DUTIES.	
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			SEEM	TY RELAYS INFORMATION WELL AND S TO UNDERSTAND BOTH ORAL AND 'EN DIRECTIVES.	
have prepared this performance review:	35 BN 12/9/13 -1.48	A	sheet of pa will also be agreement	per, Lunde		
Reviewer Signature L. 18 Appointing Authority Acrive Aprenda	Date 12/10) Date 1/9/1	A B	Employee			
SHERIF			WY	710	Evaluation Deadline January 6, 2013	
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EMPLOYEE PERFORMA	NCE REV	IEW	10	N.	Rating Period From 1/11/2012 To 1/10/2013	
Name (Last) (First)		(M.I.) .Soc	c Sec.	Classification Title DEPUTY (POTC)	
Bureau/Assignment		Barg	jaining Unit	1	Mid Final Annual Sp	
CORRECTIONS/FCCC2 C CO	EX	PECTATI		1	RATER COMMENTS	
PERFORMANCE DIMENSIONS		RATING	8	Use spaces performanc PLEASE PI	s below for comments. Written comments MUST be provided for each a dimension. Use additional sheets if necessary. USE INK PEN –	
QUANTITY	Meets	Below	Above	DEPU	TY DOES THE AMOUNT OF	
Generates amount of work expected.	x		1	123.400	EXPECTED OF HIM.	
QUALITY				HE CC	MPLETES HIS WORK IN AN ACCURATE	
Completes work in an accurate neat, well-organized, thorough and applicable manner.	x				HOROUGH MANNER.	
TIMELINESS	1			COMP	LETES HIS WORK IN A TIMELY MANNE	
Accomplishes required work on schedule	x					
PERSONAL APPEARANCE Projects a professional image.	x			MAINTAINS A PROFESSIONAL IMAGE.		
DEPENDABLITY				DEPUTY IS VERY DEPENDABLE		
Can be counted upon to be reliable and responsive.			X	CAN ALWAYS BE COUNTED ON IF ANYTHIN NEEDS TO BE DONE.		
TEAM EFFORT/COOPERATION			1	HEIS	ALWAYS WILLING TO HELP OTHERS	
Contributes to group effort. Establishes positive working	1 1		x	WHEN NEEDED. HE HAS A VERY POSITIN WORKING RELATIONSHIP WITH OTHERS		
relationships with others.				CONTRIBUTES TO THE GROUP EFFORT.		
DIRECTING/COORDINATING				HEEN	SURES THE WELL-BEING OF	
BEHAVIOR OF OTHERS Describes and explains activities Directs and			x	INDIVIDUALS WITHIN HIS SCOPE OF RESPONSIBILITY.HE MAKES SURE INM		
instructs individuals to accomplish tasks Ensures well-being of individuals within			-	UNDE	R HIS DIRECTION CLEARLY	
scope of responsibility				and the second second	RSTAND HIS INSTRUCTIONS.	
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under	1.7				MONSTRATES GOOD SELF CONTROL IG SITUATIONS. HE ALSO	
trying circumstances.	х			DEMO	NSTRATES GOOD USE OF	
				INTER	PERSONAL COMMUNICATIONS.	
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			THEM	IS THE RULES AND REGS AND FOLLOW WITHOUT BEING REMINDED.	
COMMUNICATING				DEPUT	UNDERSTANDS	
Understands written and oral instructions. Relays appropriate information in clear, concise manner.			x		UCTIONS AND COMMUNCIATES WELL OTHERS.	
I have prepared this performance review:	3AP122	:1	I have rea	d the above:	I have 🔲 have not 🕅 responded on an attached	
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CONCUL & RATEL MANY ME	3 , 17/13	3	Employe	ee Comments	S	
Reviewer Signature	Dale	-	Employee	Signature	1.1.1	
Appointing Ryhority /	Date - 4-13		D	1.2		

SHERIFF'S OFFICE LAW ENFORCEMENT **Evaluation Deadline** January 11, 2012 Rating Period From 1/11/2011 то 1/10/2012 EMPLOYEE PERFORMANCE REVIEW **Classification Title** (M.I.) Soc. Sec. (First) Name (Last) DEPUTY NON--POTC **Bargaining Unit** Mid Final **Bureau/Assignment** 🗙 Annual 🗌 Special Probation Probation FOP FCCC II RATER COMMENTS EXPECTATION Use spaces below for comments. Written comments MUST be provided for each performance dimension. Use additional sheets if necessary. USE INK PEN -PERFORMANCE DIMENSIONS RATINGS PLEASE PRINT Above Meets Below completes allassigned work as Deputy QUANTITY required and expected. Deputy Nibert is self х Generates amount of work expected. motivated. s well organized on all paperwork Deputy QUALITY ensuring all tasks are completed very thoroughly. Completes work in an accurate х neat, well-organized, thorough and applicable manner. completes all assignments on time Deputy TIMELINESS and is conscious of time constraints. Accomplishes required work on х schedule. always projects a professional Deputy PERSONAL APPEARANCE х appearance. Projects a professional image. can be depended on to complete Deputy DEPENDABLITY assignments without being supervised. Deputy х Can be counted upon to be reliable and responsive. Nibert is responsive to orders and directions. works well with staff and supervisors. Deputy TEAM EFFORT/COOPERATION He contributes to a team atmosphere and maintains Contributes to group effort. х Establishes positive working good working relationships with others. relationships with others. supervises inmates well and directs Deputy DIRECTING/COORDINATING with confidence. Deputy Nibert makes his intentions **BEHAVIOR OF OTHERS** Describes and explains activities. Directs and very clear so there is no doubt as to what he is х instructs individuals to accomplish tasks. Ensures wanting done. well-being of individuals within scope of responsibility. handles himself well and shows DEALING WITH DEMANDING SITUATIONS Deputy restraint and patience when needed. Demonstrates control of self and others under х trving circumstances. knows and understands the rules and Deputy ADHERING TO PROCEDURES regulations pertaining to his duties and seeks Knows the rules and regulations and х follows them without being reminded. quidence as needed. communicates well and understands Deputy COMMUNICATING both oral and written directives. Reports are concise Understands written and oral Х instructions. Relays appropriate and clear at all times. information in clear, concise manner. SN 19207 I have prepared this performance review: I have read the above: I have have not K responded on an attached sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate Rater-Signature agreement with the above. C

FRA. KLIN COUNT

Employee Comments:

Date **Reviewer Signature**)C At Mich Appointing Authonity

Employee Signature

SHR-AD-63

Reviewer Comments:

An Equal Opportunity Employer

RECOMMEND RETENTION LAW ENFORCEMENT

JIM KAR	NES	0	an		LAW ENFORCEMENT Evaluation Deadline	
SHERIF	F		1-1-		Rating Period	
EMPLOYEE PERFORMAN		/IEW			From 01/11/210 To 01/10/2011	
Name (Last) (First)			(M.I.) So	c Sec.	Classification Title Deputy (NON-POTC)	
Bureau/Assignment Corrections Division / FCCCII C Company		Bar	gaining Unit	1	Mid Final Annual Special	
Corrections Division / Feech & Company	E	PECTAT		1	RATER COMMENTS	
PERFORMANCE DIMENSIONS	Meets	RATING	S Above	Use spaces performance PLEASE P	s below for comments Written comments MUST be provided for each ce dimension. Use additional sheets if necessary, USE INK PEN – RINT	
QUANTITY Generates amount of work expected.	x			Deputy expect	completes the amount of work and of a Deputy with his level of experience.	
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Deputy Example is thorough in completing his wor assignments.		
TIMELINESS Accomplishes required work on schedule.	x			Deputy completes all job assignments in a timely manner.		
PERSONAL APPEARANCE Projects a professional image.			x	Deputy maintains a sharp uniform and presents a professional image.		
DEPENDABLITY		-		Deputy works well with supervision and is very reliable and responsive to the needs of the department. He is willing to take any assignment given to him.		
Can be counted upon to be reliable and responsive.	х					
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x	Ĥ,		Deputy displays a good team effort and is always willing to assist others.		
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.			x		and secure manner. Deputy works intake rects inmates clearly.	
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x			Deputy restrain	handles himself well and shows and patience when needed.	
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Deputy complies with established rules and regulations. He will ask for assistance as needed		
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x				tands written and oral directions.	
Rater Signature Rater Signature State March Sgt Leif Bickel S4 Reviewer Comments: Reviewer Comments:		3N	sheet of p will also b agreemen	d the above: aper, I under	I have have not responded on an attached retand that any and all attachments to this evaluation by permanent personnel file. My signature may not indicate size.	
Reviewer Signature 240 in Abpointing Authority Authority Alexander Mich 10	Date / 4/10 Date 2-24-/	0	Employee	Sionatura	1.1	

JIM KAR	NES				
5					Evaluation Deadline
SHERIF EMPLOYEE PERFORMA		/1=\A/			Rating Period From 1/11/2010 To 9/30/2010
Name (Last) (First)			M.I.) Soc	Sec.	Classification Title
Bureau/Assignment		Barg	ainIng Unit		Deputy (Non-POTC)
Corrections Division / FCCCII C Company	<u> </u>		FOP		Probation Probation Annual Spec
PERFORMANCE DIMENSIONS	E) Meets				RATER COMMENTS s below for comments. Written comments MUST be provided for each se dimension. Use additional sheets if necessary. USE INK PEN - RINT
QUANTITY	Incette	Duron		Deputy	completes the amount of work
Generates amount of work expected.	X				ed of a Deputy with his level of experience. s enthusiasm I expect this to greatly e.
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Deputy organiz	completes all assignments in a well zed manner. He asks relevant questions at int in her career.
FIMELINESS Accomplishes required work on schedule.	x			Deputy	completes required work on schedule
PERSONAL APPEARANCE Projects a professional image.			х	Deputy presen	maintains a sharp uniform and ts a professional image.
DEPENDABLITY Can be counted upon to be reliable and responsive.	x				responds to any situation within the of his duties quickly and appropriately.
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working elationships with others.			x		works well with others. He contribute eam effort. He has proven himself as a team working in booking.
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and nstructs individuals to accomplish tasks. Ensures vell-being of individuals within acope of responsibility.	x			Deputy safe ar	is able to direct inmate movement in d secure manner.
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under ying circumstances.	x				it and patience when needed. This will e as he experiences more within the
ADHERING TO PROCEDURES Knows the rules and regulations and polows them without being reminded.	x			Deputy regulat	complies with established rules and ons. He will ask for assistance as needed.
COMMUNICATING Inderstands written and oral astructions. Relays appropriate nformation in clear, concise manner.	x			Deputy underst	is able to relay information well and tands written and oral directions.
have prepared this performance review: Job description Rater Signature Sgt Ste Reviewer Comments:	ven Dean	<u>BN</u> \$3 514	sheet of pa will also be agreement	per. I under	
Cencur. With Rele Reviewer Signature Jac Loc L. L.40 Applicitude Authority	8/21/1	2	Employee	gnature	

Mayor Edg -227

Evaluation Deadline

EMPLOYEE PERFORMAN		IEW	Op	6 1	From 1	Period 1/11/2010)	To 6/1	0/2010
Name (Last) (First)			M.I.) Soc.	Sec.	Classification Title Deputy (Non-POTC)				
Bureau/Assignment Corrections Division / FCCCII C Company		Barg	gaining Unit Ed Mid En Final				Annual Special		
PERFORMANCE DIMENSIONS	EX		Use spaces below for comments. Written comments MUST be provide			ST be provided for each			
	Meets	Below	Above	performance dimension. Use additional sheets if necessary. USE INK PEN – PLEASE PRINT					
QUANTITY Generates amount of work expected.	x			Deputy completes the amount of work expected of a Deputy with his level of experience. With his enthusiasm I expect this to greatly improve.				of experience.	
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Deputy organize this poir	ed mar nt in hi	nner. H scaree	e ask er.	s releva	ments in a well nt questions at
TIMELINESS Accomplishes required work on schedule.	х			Deputy	0	comple	tes re	equired v	vork on schedule.
PERSONAL APPEARANCE Projects a professional image.			x	Deputy present					iform and
DEPENDABLITY Can be counted upon to be reliable and responsive.	x			Deputy scope c					ation within the propriately.
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	Deputy to the te player v	eam eff	fort. He	has		s. He contributes imself as a team
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	х			Deputy safe and				ect inmat	e movement in a
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x				t and p as he	atience	whe		and shows d. This will ithin the
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	х								shed rules and nce as needed.
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	х	0		Deputy understa				ay inform al directi	ation well and ons.
I have prepared this performance review: Job description re Rater Signature Reviewer Commente Cutture	en Dean	A 514	sheet of par will also be agreement	the above: I poer. I unders placed in my with the above Comments:	tand that permane	any and a	I attach	ments to thi	on an attached is evaluation re may not indicate
Reviewer Signature Appointing Authority C. Harnes /ml SHR-AD-63	Date	>	Employee S	0 - 049620.*					

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UN SAND	
June 1	

JIM KAR	NES	MAN	2-	_	LAW ENFORCEMENT	Yes
	.77	MA	X		Evaluation Deadline	
SHERIF	F	11	515		Rating Period	
EMPLOYEE PERFORMAN	ICE REV		<u>//</u>		From 1/11/2010 To 5/15 /201	0
Name (Last) (First)		,	. 1994 11 - 25055	Sec.	Classification Title Deputy (Non-POTC)	
Bureau/Assignment Corrections Division / FCCCII C Company			aining Unit FOP		Mid Final A	Annual 🛛 Special
	E)	PECTATI		Use spaces	RATER COMMENTS below for comments. Written comments MUST be pro-	vided for each
PERFORMANCE DIMENSIONS	Meets	RATINGS Below	Above		e dimension. Use additional sheets if necessary. USE	
QUANTITY Generates amount of work expected.	x				ed of a Deputy with his level of ex s enthusiasm I expect this to grea	perience.
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	х			Deputy organiz		
TIMELINESS Accomplishes required work on schedule.	x			Deputy	completes required work o	n schedule.
PERSONAL APPEARANCE Projects a professional image.	х			Deputy present	maintains a sharp uniform s a professional image.	and
DEPENDABLITY Can be counted upon to be reliable and responsive.	х			Deputy scope of	responds to any situation of his duties quickly and appropria	
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x			Deputy to the te	works well with others. He eam effort.	contributes
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			Deputy safe an	is able to direct inmate mor d secure manner.	vement in a
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.	x				t and patience when needed. Thi a as he experiences more within t	s will
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	х			Deputy	complies with established r ons. He will ask for assistance as	
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x				ands written and oral directions.	well and
Rater Signature Sgt Stev	en Dean S		will also be agreement	the above: per. I unders placed in my with the above Comments:	have not responded on an a tand that any and all attachments to this evaluation permanent personnel file. My signature may net.	ation
Reviewer Signature Appointing Authority Appointing Authority SFIR-AD-63 Contraction of the Apple of the A		al Opport	Employed S tunity Er		A . / N	

TO:	HUMAN RESOURCES	
FROM:	Sgt Steven Dean S14	
	(RANK & NAME)	
SUBJECT:	COMPLETION OF ON-THE-JOB TRAIN	NING FOR
	Deputy (RANK & NAME)	-
DATE:	4/15/2010	
	(PRINT or TYP)	E)
I, Sg	t Steven Dean S14 , hereby certify that	Deputy
	(rank & name)	(rank & name)

has successfully completed the Corrections Division on-the-job training program and is now

capable of performing all assigned duties.

ean S14

116 Major (MID Major Douglas Edgington

Chief Deputy Chief Mark Barrett

L:\Administration Items\Ojt form

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Special Deputation Oath of Office, Authorization and Appointment

This form must be completed after an application for Special Deputation (Form USM-3A) has been submitted to, and approved by, the Chief of the Special Deputation Unit, Office of Security Programs, Tactical Operations Division. Return this form to the Special Deputation Unit at <u>spec.dep@uadoj.gov</u> after completion.

OATH OF OFFICE

I,	United-States di perform the dut uthorities as lim , and only while	irected to the ties of a Spec nited by this	ial Deputy United St Special Deputation s	ual, the United ates Marshal olely in
Subscribed and sworn to me this 4th day of Marc	h 2021	, at	Columbus	Ohio
			City	State
	П.	lec	an	2HARST
	- Chu			Charles H. Sanso Jr
Signature of Appointee	Signature of U.S.	, Marshal of Off	icer Administering Oath	
03/31/2024	S-OH			
Expiration Date	District or Divisi	ion		
SPONSORING AGE	ENCY INF	ORMAT	ION	
FRANKLIN COUNTY SHERIFF'S OFFICE	US MARSHA	ALS SERVIC	E	
Appointee's Employer	Sponsoring Agen			
900 N. HAGUE AVE., COLUMBUS, OH 43204	BRADLEY K	. STUART -	614-469-5540	
Employer's Address	Sponsoring Agen Marshal or Desig		e and Phone No. during : fficial)	Special Deputation (U.S.
			AL DEPUTATION	60
TERMS OF	and the second s		This certifies that	
SPECIAL DEPUTATION				
The individual named herein is appointed, under authority delegated by the Attorney General, to perform the duties of the Office of Special Deputy United States Marshal as			PPREHENSION S	222 I.I.I.I.I.I.I.I.I.I.I.I.I.I.I.I.I.I.
directed by an appropriate official of the United States Marshals Service or some other appropriate Federal Official as so designated. This appointment does not constitute employment by the United States Marshals Service, the United States Department of	ы		pointed as a Special Deputy blowing dutics as authorized	
Justice, or the United States Covernment. The appointce agrees to perform the chiles required under this Special Deputation with the knowledge that he or she is neither entering into an employment agreement with the Federal Government or any element thereof, nor being appointed to any position in the Federal Government or any element special deputation. The appointee understands and acknowledges that the suborities vested in him or her by this special deputation can only be exercised in furtherance of the	• TO SEEK AND		' AND SEARCH WARRANTS S DER TITLE IS AUTHORITY	LOPPORTING A FEDERAL TF
mission for which be or she has been specially deputized and extend only so far as may be necessary to faithfully complete that mission. Moreover, those sufforties terminate at		This deputs	tion has the following limitat	ions:
the expiration of the term of the Special Deputation.	• NOT AUTHORIZE	ED TO PARTICIPAT	E IN FEDERAL DRUG INVEST BY DEA OR FBI	IGATIONS UNLESS DEPUTIZED
For verification, connact United States Marshals Service Comm Center (202) 307-9100.	• NOT VALE OFF	DUTY; ESCONTED	ACCESS UNTIL GRANTED A	FINAL SUITABILITY APPROVAL
	Appointes	12	Exp	instion Date
	KAREN BRO		Had 20	11 000
	Chief, Special Dept	utation Unit	11	10#3359
USM-3 ID: 189842	03/01/2021 Authorization Date		U.S. Merehal on	Designated Federal Official



Special Deputation Oath of Office, Authorization and Appointment

This form must be completed after an application for Special Deputation (Form USM-3A) has been submitted to, and approved by, the Chief of the Special Deputation Unit, Office of Security Programs, Tactical Operations Division. Return this form to the Special Deputation Unit at spec.dep@nsdoj.gov after completion.

OATH OF OFFICE

I, _______(Use name as stated on application) do solemnly swear (affirm) that I will faithfully execute all lawful orders issued under the authority of the United-States directed to the United States Marshal, the United States Marshals Service, or to an appropriate Federal Official. I will perform the duties of a Special Deputy United States Marshal with integrity, professionalism, and impartiality. I will exercise the authorities as limited by this Special Deputation solely in furtherance of the mission for which I have been specially deputized, and only while this Special Deputation shall be in effect. I agree to abide by the conditions set forth in the appointment. So help me God.

Subscribed and sworn to me this <u>12th</u> day of Marcl	n 2019 at Columbus Ohio				
A	O _ City State				
	MACL				
ignature of Appointee	Signature of U.S. Marshal or Officer Administering Oath				
gname of Appointee					
3/31/2021	S/OH				
xpiration Date	District or Division				
SPONSORING AG	ENCY INFORMATION				
RANKLIN COUNTY SHERIFF'S OFFICE	US MARSHALS SERVICE				
ppointee's Employer	Sponsoring Agency				
00 N. HAGUE AVE., COLUMBUS, OH 43204	BRADLEY K. STUART - 614-469-5540				
mployer's Address	Sponsoring Agency Contact Name and Phone No. during Special Deputation (U.S. Marshal or Designated Federal Official)				
TERMS OF SPECIAL DEPUTATION	SPECIAL DEPUTATION APPOINTMENT This certifies that S/OH FUGITIVE APPREHENSION STRIKE TEAM				
The individual named herein is appointed, under authority delegated by the Attorney General, to perform the duties of the Office of Special Deputy United States Marshal as directed by an appropriate official of the United States Marshals Service or some other appropriate Federal Official as so designated. This appointment does not constitute employment by the United States Marshals Service, the United States Department of Justice, or the United States Government. The appointme agrees to perform the duties required under this Special Deputation with the knowledge that he or she is neither	 has been specially appointed as a Special Deputy U.S. Marshal to perform the following duries as authorized by law: TO SEEK AND EXECUTE ARREST AND SEARCH WARRANTS SUPPORTING A 				
retering into an employment agreement with the Federal Government or any element thereof, nor being appointed to any position in the Federal Service by virtue of this special deputation. The appointee understands and acknowledges that the authorities vested in him or her by this special deputation can only be exercised in furtherance of the mission for which he or she has been specially deputized and extend only so far as may be necessary to faithfully complete that mission. Moreover, those authorities terminate at the expiration of the term of the Special Deputation. For verification, contact United States Marshals Service Comm Center (202) 307-9100.	FEDERAL TF UNDER TITLE 18 AUTHORITY This deputation has the following limitations: • NOT AUTHORIZED TO PARTICIPATE IN FEDERAL DRUG INVESTIGATIONS UNLESS DEPUTIZED BY DEA OR FBI • NOT VALID OFF DUTY; ESCORTED ACCESS UNTIL GRANTED A FINAL AL 03/31/2021				
	Appointee Expiration Date KAREN BROWN Expiration Date Chief, Special Deputation Unit Image: Chief Special Deputation Unit 03/06/2019 Image: Chief Special Deputation Unit				
USM-3 ID: 173727	Authorization Date U.S. Marshal or Designated Federal Official				

Form USM-3B Est. 06/11 (Previously Form USM-3)



To: Dep.

Sheriff Zach Scott From:

Date: December 13, 2013

Transfer via job posting Subject:

Effective Monday, January 13, 2014, you are transferred to Warrants & Extraditions / SWAT. Contact Chief Minerd for your assignment and days off.

LACH SCOT

FRANKLIN COUNTY SHERIFF http://sheriff.franklincountyohio.gov HUMAN RESOURCES

BY ORDER OF:

ACTING ADMIN CI

Zach Scott Franklin County Sheriff

ZS/clf

cc: Chief Minerd Chief Stobart Major Perry Major Tucker

ACKNOWLEDGEMENT OF RECEIPT OF AUDITOR OF STATE FRAUD REPORTING-SYSTEM INFORMATION

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

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

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

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

Franklin County Shertis Office

PRINT NAME, TITLE, AND DEPARTMENT

SIGN NAME

5-27-12

DATE

RETURN TO HUMAN RESOURCES



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

Clark State Community College

November 22, 2011 Awarded on

mite

C ×

Attorney General

Mike DeWine



Vernon P. Stanforth, Chairperson Ohio Peace Officer Training Commission

Ohio Peace Officer Training Commission BAS11-036 111155 Robert A Fiatal, Executive Director Wohnt Fister Solool Commander



OHIO PEACE OFFICER TRAINING COMMISSION

AND

THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that



Peace Officer Basic Training Program has completed the Ohio Conducted by

Clark State Community College

Awarded on

November 22, 2011 ATORA Ohio Peace Officer Training Commission Vernon P. Stanforth, Chaipperson

mile De -

Attorney General Mike DeWine

D

Robert A Fiatal, Executive Director Peace Officer Training Commission What Fistal cHool Commander Ohio Peace Officer Trait BAS11-036 111155



ZACH SCOTT

FRANKLIN COUNTY SHERIFF www.sheriff.franklin.oh.us HUMAN RESOURCES

James A. Karnes Building • 410 South High Street, 2nd Floor • Columbus, Ohio 43215 • (614)525-3397

To:

From:

Dep.

Patrick F. Garrity Director, Management Services

Juily

Date: November 25, 2011

Subject: Re-classification to POTC

Due to your completion of the prescribed course work, and having your POTC certification, Sheriff Scott has authorized your request to be re-classified to POTC, effective December 5, 2011.

c: Chief Barrett Major Edgington Major Flynn Patrol Training





Ohio Peace Officer Training Commission Office 800-346-7682 Fax 740-845-2675

P.O. Box 309 London, OH 43140 www.OhioAttorneyGeneral.gov

NOTICE OF PEACE OFFICER APPOINTMENT

- Within ten days of the appointment or status change, submit one copy of this form either by email, fax or mail. 1.
- Type or print legibly and complete all blanks. Enter N/A if not applicable. 2.
- Submit pages 1 and 2 for a New Appointment. A new appointment occurs when an officer is first sworn into your agency, or has previously left the 3. agency and returns.
- Submit only page 1 for a Status Change. A status change occurs when an officer continues to be appointed by your agency, but has a change from one 4. status, as listed in Box 15, to a different status.
- Enter any necessary information for a Correction to Record, submitting all affected pages, and attach a letter explaining the requested change. 5.

	1. Name (Last)	(First)	(Middle)	Der
3. Alias (Last)	(First)		(Middle)	
4. Birth date (mm/dd/yyyy)	5. Email Address		6. Phone Number	er
7. Home Mailing Address (#/Street/PO Box)		(Citv)	(State) (Zin Code)	(County Name)
8. Basic Training Academy	(Academy Name)	(Academy Number)	(Dates of Tra	aining)
(Only complete if this is the officer's first appointment or OSP) Clar	rk State Community College	BAS 11-036	03/21/2011-08/03	3/2011
			1	
	9. Agency Name Franklin County Sheriff's Office			
10. Agency Email Address		11. Agency Phone Number		
zxscott@Franklincountyohio.g		614-525-3360	(Zip Code)	(County Name)
12. Agency Mailing Address (#/Street/PO Box 373 South High Street, Floor		(City) Columbus	Ohio	Franklin
373 South High Street, 11001	20			R)
APPOINTMENT INFORMATI	ON (Complete Date, Status and ORC)	13. New Appointment Date # 123,12.0 11	14. Status Change Date	
15. Select New Status	I-Time 🔲 Part-Time 🔲 Auxil	iary 🛄 Reserve 🔲 S	Special 🔲 Seasonal	
16. Select New ORC	A			
City/Municipality Full-Time/Part-	Time (737.02) 🛄 City/Municipality A	uxiliary/Reserve/Special (73		37.02)
Village Full-Time/Part-Time/Spec	cial (737.16) 🛛 🔲 Village Auxiliary/R	eserve (737.161)	Village Chief (737.15)	
Township Police Officer (505.49)		ble (509.01)	Other Chief - List ORC/C	Charter
Other - List ORC/Charter	Deputy Sheriff (3	11.04)	Sheriff (311)	
		t that the information provide	d on this form is true and correct and	is based on my
ATTESTATION OF REPORT		nal knowledge or inquiry.		
17. Signature of Reporting Authority	16. Name and Title	anklin County Sheriff	19. Date 11 1221 20	11 -
NOTARY		In An Stalls	Franklis	, Ohio.
NOTARY Sworn to and subscribed before me	this day of 11000	RO.	MELODY E. HENKEL	
Signature OPNotary	In RU My commission	expires *	My Commission Expires 09-05-20	ffe ^r

This form may be emailed to: SF400@ohioattorffeygeneral.gov

SF400adm Page 1 of 2 Revised 04/07/2011

Officer Name (Last)	(First)	5	(Middle)	Social Security Number
20. OATH OF OFFICE				
l do solemnly swear or affirm th Laws of the State of Ohio, and	Laws and Ordinances of the	ution and Laws of the e political subdivision rge the duties of this	n to which I am app	merica, the Constitution and ointed and to the best of my
Signature of Appointee	£)	Name of A Frank	nry Scott Appointing Authority (Typed or Lin County Sheriff pointing Authority (Typed or F	
Please list all prior ap	OHIO PEACE OFFIC pointments. Use additional cop	pies of page 2, as need	led, to list the entire ap	
21. Appointed By (Agency Name and Co	unty):	22. Fro	om(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
23. Appointment Status (Check Appropri	ne 🖸 Auxiliary	Reserve	Special	Seasonal
24. Appointed By (Agency Name and Co	unty):	25. Fro	om(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
26. Appointment Status (Check Appropria Full-Time Part-Tir	ne 🗖 Auxiliary	Reserve	Special	Seasonal
27. Appointed By (Agency Name and Co	unty):	28. Fro	m(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
29. Appointment Status (Check Appropria	ne 🗖 Auxiliary	Reserve	Special	Seasonal
30. Appointed By (Agency Name and Co	inty):	31. Fro	m(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
32. Appointment Status (Check Appropria Full-Time	te Box) ne Auxiliary	Reserve	Special	Seasonal
33. Appointed By (Agency Name and Con	inty):	34. Fro	m(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
35. Appointment Status (Check Appropria	te Box) ne 🗖 Auxiliary	Reserve	Special	Seasonal
36. Appointed By (Agency Name and Con	inty):	37. Fro	m(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
38. Appointment Status (Check Appropria	te Box) ie 🗖 Auxiliary	Reserve	Special	Seasonal

This form may be emailed to: SF400@ohioattorneygeneral.gov

Appointment of Deputy Sheriff

Revised Code, Secs. 311.04, 325.17

The State of Ohio, Franklin, County, ss.

To all to Whom these Presents Shall Come, Greeting

KNOW YOU, That by virtue of the authority vested in me by the Laws of the State of Ohio, and reposing special trust and confidence in **State Of** I do hereby appoint and commission him/her to be a Deputy Sheriff for said County for the term ending on the first Monday in January, 2013 (subject to removal,) hereby authorizing and empowering him to execute and discharge all and singular the duties appertaining to said office.

Witness my signature and seal of office this 22nd day of November, 2011.

Sheriff of Franklin County, Ohio

OATH OF OFFICE

Revised Code, Secs. 3.22, 3.23

The State of Ohio, Franklin County, ss.

I, do solemnly swear, that I will support the Constitution of the United States and the Constitution of the State of Ohio, and that I will faithfully discharge the duties of Deputy Sheriff of Franklin County, Ohio, during my continuance in office.

Sworn to before me and signed in my presence, this 22nd day of November, 2011,



FRA ...LIN COUNTY SHERIFF'S ... FICE Inter-Divisional

To: Chief Deputy Mark Barrett
From: Depity
Subject: Request for LE-Status
Subject Matter Details:
Sir,
I recently completed Ohio Peace Officer Basic Training through
Clark State Community College #BAS 11-036. Attached is a copy
of the school certificate and the Ohio Attorney General's letter. I
respectfully request to be placed in LE-Status.
Respectfully Submitted,
a second s

Signature

Badge No.

08 - 13 - 2011 Date

SHR-AD-34 (Rev. 4-2008)

FRAMKLIN COUNTY SHERIFF'S UNFICE **Routing Sheet for Correspondence** To: <u>Chief Deputy Mark Barrett</u> Report No.: <u>11/23/2</u> Subject: <u>Request For LE-Status</u> Assignment: FCCCIT C CO Date: 08-13-201/ Originator: Duputy REQUESTS LE-STATUS, DEPUTY Corporal/Sergeant: HE HAS RELENTER COMPLET ON OPOTA. ATTACHED AND COPIES of oloth CHATRICATE & LETAR From ATT GANARAL'S DEC. FWO FOR REVIEW &. CONSIDERATION. - COLMONTROVE (13 -9-13-11 FORWARD FOR CONSIDERATION OF LE STATUS CERTIFICATE IS ATTACHED SUT BC 812 5-26 Lieutenant: 14 Major: FORWARD FOR CONSIDERATION enews Chief Deputy 23 120 Sheriff:____ APPROVED OCT 3 1 2011 100 5 Follow Up Remarks: _

Date

Clark State Community College ^{Springfield, Ohio}

Awards this

Certificate of Achievement

For satisfactory completion of

Ohio Peace Officer Training Commission Basic Training Curriculum BAS 11-036

Wesley E. Armstrong Academy Commander

CLARK STAT COMMUNITY COLLEGE

July 13, 2011 Date





Ohio Peace Officer Training Academy Office 800-346-7682 Fax 740-845-2675

P.O. Box 309 London, Ohio 43140 www.OhioAttorneyGeneral.gov

August 8, 2011



Re: Clark State Community College #BAS 11-036 Date of Completion: 8/3/2011

Dear Mr.

This letter is to verify that you have successfully completed peace officer basic training requirements and the peace officer certification examination. The date of completion of your basic academy is the date you passed the peace officer basic training examination.

If within one year of the date of completion you are appointed as a peace officer, a certificate of completion will be awarded provided no additional training requirements have been mandated by the legislature. If you receive an appointment more than one year but less than two years after the date of completion, you will be required to complete an OPOTC-approved refresher course and exam and any training requirements mandated by the legislature. If you receive an appointment more than two years after the date of completion, you will be required to complete an OPOTC-approved refresher course and exam and any training requirements mandated by the legislature. If you receive an appointment more than two years after the date of completion, you must repeat the entire peace officer basic training course. In all cases, you may not perform the functions of a peace officer until you have been awarded a certificate of completion.

To obtain your peace officer basic training certificate, a notice of appointment must be submitted to this office by your first appointing agency. If the agency does not have this form, it is available from our office and website. Incomplete or improper appointment documents will not be processed and will be returned for correction.

If you or your prospective employer have further questions, please contact us at the number listed below for the London campus.

Sincerely.

Jill Gregory Certification Officer

cc: Wesley Armstrong, School Commander School File

JG/sls



HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397

From: Sheriff James A. Karnes

Date: February 17, 2011

Subject: Permanent Assignment

Effective Monday, March 7th, 2011, your permanent assignment will become FCCC $2 - 3^{rd}$ shift. This is due to vacant positions being posted with no bids. Contact Lt. Hunt for your assignment and days off.

BY ORDER OF: ditemer amen

Jarnes A. Karnes Franklin County Sheriff

JAK/clf

cc: Chief Barrett Major Edgington Major Herrell

From the desk of

Chief Deputy Mark Barrett, JD mjbarret@franklincountyohio.gov Franklin County Sheriff's Office Columbus, Ohio



MEMO

TO: DEPUTY VIRGAL NEAL DEPUTY SHAWN PAK DEPUTY CURTIS HANDSHUG DEPUTY DAVID WARD DEPUTY JUSTIN SWICK DEPUTY DAVID WOOLARD DEPUTY DAVID WOOLARD DEPUTY NICHOLAS BATES DEPUTY KEVIN CAMAC DEPUTY STEPHEN GREENBERG

FROM: CHIEF DEPUTY MARK J. BARRETT

SUBJECT: TRAINING ASSIGNMENT

DATE: FEBRUARY 9, 2010

Having successfully completed your Basic Corrections Training, effective Wednesday March 3, 2010, you are assigned to on-the-job training on 3rd shift (11:00 p.m. – 7:00 a.m.), at Franklin County Correction Center 2, 2460 Jackson Pike. You are to report to Lt. Boubary (462-7110) who will assign you to a coach. You will have the same days off as your coach.

By order of:

Mark J. Barrett Chief Deputy

cc: Major Stobart Lt. Boubary Laura Mailloux, Roster Manager Human Resources

9639



HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397

TO:

FROM: Sheriff James A. Karnes

SUBJECT: Issuance / Return of Sheriff's Office Property

DATE: December 07, 2009

At the beginning of and during the course of your employment with the Franklin County Sheriff's Office, you may be issued various items, including, but not limited to, ID card(s), manual of Rules and Regulations, uniforms, uniform parts, weapon(s), keys, emergency response transmitters, ballistic vest, etc.

These items are the property of the Franklin County Sheriff's Office and it is your responsibility and duty to return those items to the Sheriff's Office upon your termination, for whatever reason, from the Sheriff's Office.

Your failure to return any issued item shall result in the matter being turned over to the Prosecutor's Office for criminal prosecution under the Theft Offenses, as defined in the Ohio Revised Code.

By order of:

James a. Karnes

James A. Karnes Franklin County Sheriff

I,		hereby acknowledge that I have received
100	(print name)	
a copy of this	order and will comply with it	's directive.
		12/07/2009
	(signature)	(date)

Statement Concerning Your Employment in a Job Not Covered by Social Security

Employee Name	Employee ID #	
Employer Name Franklin County Sheriff's Office	Employer ID# 2075	

Your earnings from this job are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from this job. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

Windfall Elimination Provision

Under the Windfall Elimination Provision, your Social Security retirement or disability benefit is figured using a modified formula when you are also entitled to a pension from a job where you did not pay Social Security tax. As a result, you will receive a lower Social Security benefit than if you were not entitled to a pension from this job. For example, if you are age 62 in 2005, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$313.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to the Social Security publication, "Windfall Elimination Provision."

Government Pension Offset Provision

Under the Government Pension Offset Provision, any Social Security spouse or widow(er) benefit to which you become entitled will be offset if you also receive a Federal, State or local government pension based on work where you did not pay Social Security tax. The offset reduces the amount of your Social Security spouse or widow(er) benefit by two-thirds of the amount of your pension.

For example, if you get a monthly pension of \$600 based on earnings that are not covered under Social Security, two-thirds of that amount, \$400, is used to offset your Social Security spouse or widow(er) benefit. If you are eligible for a \$500 widow(er) benefit, you will receive \$100 per month from Social Security, \$500 - \$400 = \$100. Even if your pension is high enough to totally offset your spouse or widow(er) Social Security benefit, you are still eligible for Medicare at age 65. For additional information, please refer to the Social Security publication, "Government Pension Offset."

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or, for the deaf or hard of hearing, call the TTY number 1-800-325-0778, or contact your local Social Security office.

I certify that I have received Form SSA-1945 that contains information about the possible effects of the Windfall Elimination Provision and the Government Pension Offset Provision on my potential future Social Security benefits.

Signature of Employee

and Street

Date 12/07/2009

Form SSA-1945 (11-2004) (Expires January, 2006)

EMPLOYEE	Y SHERIFF'S OFFICE TRAINING FILE $Degrad Temperature of the degrad of the temperature of temperature o$
Name	Badge No.
SSN	
DOB	Serial No./Duty Weapon Serial No. Off Dutý/ 2nd Weapon
Date of Employment/-//-//O	Handcuff/Name & Ser. No
Breaks in Service	Date of Expire./Chemical Mace
GENERAL EI	
High School Name Madison Plains	Date 2005
G.E.D. (Institution)	
College Hours 194 hours	Date
DEGRE	ES
NAME OF SCHOOL YEAR GRADUATED	
Assoc/	MAJOR MINOR
B.S. Wright State University 2009	Cimi I Tali E II
M.S	Criminal Justice / Sociology
PHD. /	/
	/
BASIC POLICE	
Name of Academy N/A	Location Date of Certification
Hours	ву 0.Р.О.Т.С.
SPECIALIZED TRAINING SCHOOLS AND DATES OF COMPLETI	ON:
1	7
2	8
3	9
·	10
j	11.
	12.

PROMOTIONS AND JOB ASSIGNMENTS WITH THIS DEPARTMENT:

•	DATE	ASSIGNMENT	RANK	2	DATL	ASSIGNMENT	RANK
1.					7		
2					8.		
3		L.			9.		
4.		1 2 41		1	0.		
5.				. 1	1.		
6.			0	12	2.		

IN-SERVICE TRAINING: Dates, times and subjects

ALL THE INFORMATION CONTAINED HEREIN IS TRUE TO THE BEST OF MY KNOWLEDGE.

Badge #

2/07/2009 Date

ATTACH ANOTHER SHEET IF NECESSARY

Ohio New Hire Reporting

Ohio Revised Code section 3121.89 to 3121.8910 requires all Ohio employers, both public and private, to report all contractors and newly hired, rehired, or returning to work employees to the state of Ohio within 20 days of the contract, hire, or rehire date. Information about new hire reporting and online reporting is available on our website: www.oh-newhire.com

Send completed forms to: Ohio New Hire Reporting Center PO Box 15309 Columbus, OH 43215-0309 Fax: (614) 221-7088 or toll-free fax (888) 872-1611	To ensure the highest level of accuracy, please print neatly in capital letters and avoid contact with the edges of the boxes. The following will serve as an example:
EMDLOVER	NEODWATION
Federal Employer ID Number (EEIN) (granter	INFORMATION
3 / 6 4 0 0 6 7 Employer Name:	EIN as the listed employee's quarterly wages will be reported under):
$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	RIFES OFFICE
410 5 4194 57	2NFZ
$\mathcal{L}\mathcal{U}\mathcal{M}\mathcal{R}\mathcal{W}\mathcal{R}\mathcal{E}\mathcal{S}\mathcal{O}\mathcal{U}\mathcal{R}\mathcal{C}$ Employer City:	ESOFFICE
	Employer State: Zip Code (5 digit):
Employer Phone (optional): Extension:	04 43215
462 3397	
Email:	
EMPLOYEE OR CONTRA	
EMPLOYEE OR CONTRA	CTOR INFORMATION
Social Security Number (SSN) (Che	ck here if using FEIN for the Contractor)
First Name:	State of Hire:
Last Name:	Middle Initial:
Address: *	
City:	
	State: Zip Code (5 digit):
Date of Hire: Date of Birth	Is this a Contractor?
011110	
Date payments will begin for Contractor: Lengt	h of time the Contractor will be performing services:
	months
REPORTS WILL NOT BE PROCESSED IF REQU	URED INFORMATION IS MISSING
JFS 07048 (Rev. 3/2007) Questions? Call us at (614) 221-5330 G	or toll-free (888) 872-1490

24

Ohio Department of Job and Services

Department of Hom	eland Security
U.S. Citizenship and	Immigration Services

Read instructions carefully before completing this form. The instructions must be available during completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

Print Name: Last .				at the time employment begins.)
	First		Middle Initial	Maiden Name
Address (Street Name and Number)			Apt. #	Date of Birth (month/day/year)
City	State	Lattan .	lin Code	Social Necurity#
am aware that federal law provides for imprisonment and/or fines for false state use of false documents in connection wit completion of this form.	ements or	A noncitizen A lawful perr	he United States national of the Uni nanent resident (Al orized to work (Al	ien # or Admission #)
mployee's Signature		Date (month/day/		107/2009
Preparer and/or I ranslator Certification enalty of perjury, that I have assisted in the completi	1 (To be completed and si on of this form and that to	gned if Section 1 is pre the best of my knowled	pared by a person dge the information	other than the employee I attest under
Preparer's/Translator's Signature		Print Name		
Address (Street Name and Number, Cine Su	ale, Zip Cade)		D	ale (month/day/year)
ection 2. Employer Review and Verifica xamine one document from List B and one xpiration date, if any, of the document(s).) List A	from List C, as lister	d on the reverse of List B	this form, and	List C
ocument title:	driver	5 Irvense		SSN card
suing authority				
ocument#:				
Expiration Date (if any):	100	-		19
	11			
ocument #				
Expiration Date (if any): ERTIFICATION: I attest, under penalty of penalty of second document(s) appear to be gent conth/day/year) / - / / / and that to apployment agencies may omit the date the end	the best of my knowle ployee began employ	te employee named edge the employee is	, that the emplo s authorized to	yee began employment on work in the United States. (State
Expiration Date (if any): EXPIRITION: I attest, under penalty of g e above-listed document(s) appear to be genu onth/day/year) / - //-/ and that to apployment agencies may omit the date the en inture of Employer or Authorized Representative CMOUL HUMM	the best of my knowle ployee began employ Print Name	Fignn	, that the emplo s authorized to	yee began employment on work in the United States. (State Title Personnel DAFro
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Expiration Date (if any): EXPIRITION: I attest, under penalty of penalty of penalty appear to be gent above-listed document(s) appear to be gent approximation for the date of the engent of the date of the engent of Employer or Authorized Representative and that to apply the date of the engent of of	anne and to relate to the the best of my knowled aployee began employ Print Name CILAGY me and Number, Ciol-Sta GN ST C be completed and s s expired, provide the info Docum by knowledge, this employ	the employee named edge the employee is ment.)	, that the emplo s authorized to 9325 B. Date of Rehim document that esta	yee began employment on work in the United States. (State Title Personnel DAFro Date (month/day/year) 12-7-09 e (month/day/year) (if applicable) blishes current employment authorization. piration Date (if any):

Form 1-9 (Rev. 02/02/09) N Page 4





FRANKLIN COUNTY HALL OF JUSTICE 369 South High Street Columbus, Ohio 43215 (614) 462-3360

I HAVE RECEIVED THIS DATE A COPY OF THE FRANKLIN COUNTY SHERIFF'S OFFICE RULES AND REGULATIONS.

SIGNATURE

PRINT NAME

12/07/2009 DATE



FRANKLIN COUNTY HALL OF JUSTICE 369 South High Street Columbus, Ohio 43215 (614) 462-3360

I HAVE RECEIVED THIS DATE A COPY OF THE AGREEMENT BETWEEN THE FRANKLIN COUNTY SHERIFF'S OFFICE AND THE FRATERNAL ORDER OF POLICE.

SIGNATURE

PRINT NAME

12/07/2009 DATE



FRANKLIN COUNTY HALL OF JUSTICE 369 South High Street Columbus, Ohio 43215 (614) 462-3360

I HAVE RECEIVED THIS DATE A WORKERS' COMPENSATION MANAGED CARE CARD.

SI

PRINT NAME

12/07/2009 DATE



HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397

November 25, 2009

Dear Mr.

I am pleased to extend to you an offer of employment as a Franklin County Deputy Sheriff, assigned to the Corrections Division. Your appointment date is **Monday**, **January 11**, **2010**. On that date, you are to report to Lt. Tony Graves at the Franklin County Sheriff's Training Academy, 2460 Jackson Pike at 7:30 a.m. Your rate of pay will be \$19.17 per hour. If you have any questions, you can contact Lt. Graves at 462-3781.

Pursuant to the Immigration Reform and Control Act of 1986, employers must verify that every person hired is eligible to work in the U.S. and is not an illegal alien. Therefore, you have been scheduled to meet on **Monday, December 7, 2009 at 8:30 a.m.** with the Human Resources office staff to complete necessary paperwork. The Human Resources office is located in the Franklin County Court House Annex, 410 S. High Street, 2nd floor. You need to bring a valid driver's license and your social security card with you. This initial meeting will take about 4 hours.

Enclosed is an order form for your uniform items. You must take this form to Roy Tailors Uniforms so that you can be measured and your order can be placed. Roy Tailors is located at 3889 Business Park Drive, telephone number (614) 351-1566. Plan to do this as soon as possible.

I congratulate you on being selected to serve as a Deputy Sheriff and look forward to working with you.

Sincerely,

mes abarne

James A. Karnes Franklin County Sheriff

JAK/db

cc: Chief Barrett Major Stobart Lt. Graves

HANKLIN COUNTY SHERIFF'S OFFICE DEPUTY UNIFORM ORDER

ASSIGNMENT:

CORRECTIONS

EMPLOYEE NAME:

EMPLOYEE ID NUMBER:

EMPLOYEE CONTACT #:

ITEM #	ITEM	QUANTITY	PRICE	× .	TOTAL
301	Belt, Trouser	1	\$ 17.25	\$	17.25
302	Handcuffs	1	\$ 25.50	\$	25.50
303	Handcuff Case	1	\$ 18.50	\$	18.50
304	Shirt, Corrections S/S Male	4	\$ 37.85	\$	151.40
308	Shoes/Boots, Black, Male (Pay Up To)	1	\$ 147.95	\$	147.95
310	Sweater	1	\$ 61.95	\$	61.95
311	Trousers, Corrections Male	4	\$ 40.50	\$	162.00
313	Glove Case	1	\$ 14.75	\$	14.75
	TOTAL			\$	599.30

NOTES: DEPUTY

- Complete the Employee contact telephone number and ID number.
- Take this form to Roy Tailor Uniform for fulfillment.

ROY TAILOR -

This deputy is in Customer Class 11. Invoice the Sheriff's Office for this purchase.

FINANCE AUTHORIZATION:

Brad Prest

Deputy Applicant Background Summary



Education:	Degree: B.S College/Tech	Degree: B.S., Criminal Justice College/Tech School: Wright State, 6/09					
	yer: BCI – Intern Musselman Acres – farm hand						
Interview Rating	gs: Cochran: 9	Garrity: 10	Neal: 9	Joint: 28			
Drug Test: Date: 9/17/09 Passed							
Test Scores:	Video 75	Reading 90.32	Counting 100	Written Passed			
Polygraph: Ex	aminer: Reeser	Date: 10/1/0	9	Passed			
Driving Record:	7/21/09 Okay						
Credit Check: 8	3/31/09 Okay						
Background Que	estionnaire: Oka	у					
Record Check:	7/17/09 Okay						
Previous Employ	vers: Okay						
References: Okay	Ý						
Mr. Garrity: Recommend							
Sheriff Karnes: Approved for Conditional Offer – 10/6/09							
Pre-Employment Exams: Psychological (10/28/09) - 2 Medical (10/28/09) - Passed							

Sheriff Karnes:

Approved for Hire

Deputy Applicant Background Summary



Education:	0	Degree: B.S., Criminal Justice College/Tech School: Wright State, 6/09			
Employer: BCI - Muss		intern man Acres – farm hand			
Interview Ratings:	Cochran: 9	Garrity: 10	Neal: 9	Joint: 28	
Drug Test:	Date: 9/17/09	P Passeo	1		
Test Scores:	Video 75	Reading 90.32	Counting 100	Written Passed	
Polygraph: Exam	iner: Reeser	Date: 10/1/09	9	Passed	
Driving Record: 7/	21/09 Okay				
Credit Check: 8/3	1/09 Okay				
Background Questi	onnaire: Okay				
Record Check: 7/17/09 Okay					
Previous Employers: Okay					
References: Okay					

Mr. Garrity:

Recommend

Sheriff Karnes:

Approved for Conditional Offer - Oly 09
REESER POLYGRAPH SERVICE Polygraph Report

Subject:

PF#: PF 0910013

Date: October 2, 2009

Requester: Franklin County Sheriff's Office - Pre-employment.

Purpose of Examination:

On October 1, 2009, at the Franklin County Sheriff's Office, pursuant to your request, a pre-employment examination was administered on Mr. Is an applicant for employment with the Franklin County Sheriff's Office. The polygraph examination is an aid in the selection process and should not be used as the only selection tool. The examination consisted of the review of the release of liability, the pre-test interview, the collection of charts, the review of charts, and the post test interview.

Results:

No deception indicated.

Details:

Sheriff's Office at approximately 12:30 PM. Mr. completed the Franklin County County Sheriff's Office Personal History Statement prior to entering the examination room. The pre-test interview consisted of the following: explanation of the polygraph, the physiology of lying, the review of the polygraph screening booklet, and the development of test questions.

The following information was gathered during the <u>PRE-TEST PHASE</u> of the examination. Five major areas of inquiry were examined: employment related problems, the use of illegal drugs, application truthfulness, subversive activities, and criminal related background. The examinee had no pre-test confessions relating to the above mentioned subjects.

After reviewing the polygraph screening booklet, the following relevant questions were asked during Mr. examination:

1) Have you lied or intentionally withheld information on your personal history statement?

2) Have you stolen or helped another steal cash, merchandise or property of another?

3) Have you used any illegal drugs in the last three years?

4) Have you bought, sold, traded, manufactured or transported any illegal drugs?

5) Have you failed to disclose any arrests, convictions or warrants for your arrest?

6) Have you struck or caused physical injury to a spouse, significant other, live-in or family member?

7) Have you committed rape, sex with a child, sex with an animal, sex for pay or any other illegal sex act?

8) Have you belonged to a group or gang that participated in illegal activities?

9) Have you committed any crime in which you have not disclosed?

10) Have you ever been fired or asked to leave a job?

The examinee answered no to all the relevant questions during the polygraph examination.

Description:

The subject received a polygraph examination on the date indicated above, resulting in the following **Final Call**: No Deception Indicated.

Comments:

Mr. Was very polite and cooperative throughout the examination process. This examination should be viewed as a favorable component of the application process for

10/109

Signature of Examiner:

Time of Testing:



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

October 16, 2009



Dear Mr.

Your appointment for your medical examination is Monday, October 26, 2009 at 7:30 a.m. The physical should only take about ½ hour to complete. The exam will be conducted at WorkHealth, 223 East Town Street. A TB test will be given and you will need to return on Wednesday, October 28, 2009, between the hours of 7:30 a.m. and 4:30 p.m. for your TB test reading. Note: If you already had a TB test done in the last year, you will need to take a letter from your Doctor or work place showing the date that the test was administered with the results to be given to WorkHealth.

You need to complete the first page of the attached health evaluation form. Bring this form to WorkHealth for your medical exam. WorkHealth will not have these forms.

Your appointment for your psychological examination is, Wednesday, October 28, 2009 at 8:00 a.m. The written examination takes about four to five hours to complete. The exam is conducted at the Association for Psychotherapy, Inc., 785 East Broad Street, Columbus, Ohio 43205. The phone number for the Association for Psychotherapy is 621-3673. An interview will be conducted on the same day following the test, at the Association for Psychotherapy, Inc.

If you have any questions, you can contact Donna Barrett at 462-3397-

Sincerely,

Datich 7 Sanit

Patrick F. Garrity / Director, Management Services

PFG/db



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

October 6, 2009



Dear Mr.

I am pleased to extend a conditional offer of employment to you as a Franklin County Deputy Sheriff. My offer is conditioned upon your passing physical and psychological examinations to determine if you are both physically and psychologically capable of performing the duties of a deputy sheriff. You will be contacted in the mail regarding appointments for these examinations.

Contingent upon your passing the examinations, you will be given notice of the commencement of your employment as a Franklin County Deputy Sheriff, assigned to Corrections. Your rate of pay will be \$19.17 per hour.

Congratulations on your progress through our pre-employment process. I look forward to your successful completion and the opportunity to work together.

Sincerely,

anes abanes

James A. Karnes Franklin County Sheriff

JAK/db



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

September 4, 2009



Congratulations on your progression through our pre-employment process. You have been scheduled for your drug test on Wednesday, September 16, 2009 at 9:00 a.m. Your polygraph examination has been scheduled for Monday, September 28, 2009 at 4:30 p.m.

The drug test and polygraph examination will be conducted at the Franklin County Court House Annex, 410 S. High Street. The drug test is located on the 1st floor Internal Affairs Office, and the polygraph examination is located on the 1st floor, conference training room opposite the security guard at the main entrance. Rob Reeser will be the polygraph examiner. When you enter the building, you will need to sign in with the security guard. In order to help you locate the Franklin County Court House Annex, I have enclosed a map.

You must bring this letter with you to the polygraph examination, along with a valid photo identification. If you have any questions, you can contact Donna Barrett at 462-3397.

Sincerely,

Schick & Sanity

Patrick F. Garrity / Director, Management Services

PFG/db

RELATIVES, REFERENCES, AND ACQUAINTANCES

Reference	Teresa Harsh	
	Name	Address
Name of Ap	pplicant	
******	******	***************************************
1. What is yo	our relationship to the ap	oplicant? Spewisor and friend/co-worke
2. How many	/ years have you known	the applicant? Five yeaks plus
3. Does the a	pplicant have an interes	at in people? Yes
4. Would you	a describe the applicant	as having integrity? Yes No
Explain 1	romest and	1 dependable worket
5. How does	the applicant confront p	problems? Vely mature, addresses
per	sple in (2 respectful manner
. Is the appli	icant dependable?	ls
. Are you aw	ware of any substance at	buse (alcohol, drugs) by the applicant?
Yes	No 🔨 Explain	Vone
		played any bias or prejudice toward others?
Yes	No K Explain	are not persmally heard
an	y comm	ents.
. How does t	the applicant handle fina	ancial responsibilities?
0. Are you aw	vare of anything that mi	ght disqualify the applicant from serving as a Deputy Sheriff?
Yes	No V Explain M en posi-	y experience with seth has five
**********	****	***************************************
Just	at this	8/15/09
ignature		Date

RELATIVES, REFERENCES, AND ACQUAINTANCES

R	Address Misty Waller Address
N ***	lame of Applicant
1.	What is your relationship to the applicant? FRIEND
2.	How many years have you known the applicant? B Yes
3.	Does the applicant have an interest in people? <u>OF Course</u>
4.	Would you describe the applicant as having integrity? Yes <u>V</u> No <u>Explain</u> <u>Is A Good Socre Person</u> OF CHARACTER
5.	How does the applicant confront problems? IS STRAIGHT FORWARD AND TACKLES ISSUE
6.	Is the applicant dependable?
7.	Are you aware of any substance abuse (alcohol, drugs) by the applicant? Yes No Explain
8.	Has the applicant expressed or displayed any bias or prejudice toward others? Yes No Explain
9.	How does the applicant handle financial responsibilities? Has ALWAYS BEEN RESPONSTBLE WITH HES MONEY AND WORKED IN ORDER TO HAVE HIS LIFE
10.	Are you aware of anything that might disqualify the applicant from serving as a Deputy Sheriff? Yes No Explain
*** Sigi	$\frac{1/2}{28/19/09} = \frac{08/19/09}{Date}$

RELATIVES, REFERENCES, AND ACQUAINTANCES

Reference Doug Armfelt Address	
Name of Applicant	
Name of Appnean ***********************************	
1. What is your relationship to the applicant? worked for the good of	
during the summers while he was in college.	
2. How many years have you known the applicant? <u>5415</u>	
3. Does the applicant have an interest in people? y_{PS} , was always	
quick to help others while working Forme,	
4. Would you describe the applicant as having integrity? Yes <u>No</u>	
Explain_ 1s an hourst straight forward person	
in the workplace, does not partake in rumorogoss	IPr
5. How does the applicant confront problems? He is very patient and diligent	
when finding a solution to appeablem,	
6. Is the applicant dependable? Yes, was willing to work over if need ed was never late and only missed work when absolutely Neverssan	d.
7. Are you aware of any substance abuse (alcohol, drugs) by the applicant?	
Yes No Explain	
8. Has the applicant expressed or displayed any bias or prejudice toward others?	
Yes No Kexplain	
9. How does the applicant handle financial responsibilities? I do not know this	
aspect.	
10. Are you aware of anything that might disqualify the applicant from serving as a Deputy Sheriff?	
Yes No Explain would prove to be a valuable asset	
to your community.	

Daug Denflt <u>8-24-09</u> Date	

EMPLOYERS AND SUPERVISORS

Ohio BCI & I	1560 St Rt. 56, London, Ohio 43140	
Name of Company	Address	
July 2008 to present Date	_	
CONCERNING THE APPLICA	ATION OF :	
1. Why was the applicant's employment	ent terminated? is currently working	
at BCI #1.		
2. Was the applicant punctual and depe		
and willing to si		
3. How did the applicant get along with		
he could work w	ell as a team member and independent	fly.
4. How did the applicant confront prob	blems? _ does a good job at trouble-	\sim
shooting publicing	, and isn't a fraid to ask guestions.	1 -1 -
5. Was the applicant honest and truthful	ui? Us. anducted himself with in-	egnty.
6. Do you have any record of salary ga	arnishment or other financial problems of the applicant? None.	
7. Did the applicant have any extended		led
absences, and alu	vays reported us scheduled.	
8. Would you re-employ the applicant?	a construction of the state st	
9. Can you think of any reason why the	e applicant might not be qualified to become a Deputy Sheriff?	
No. is an	excellent candidate.	
10. What is the type of business or funct	tion of your agency? BCI =1 is a law enforcer	neat
agency that provide Grand law enforcem	is support services to local, state and next againers.	
raemi	Name & title of person giving information	
	Deborah S. Gearhiser, Deputy Dir Signature	ector
	Signature Starleis 8/19/09	
	Business telephone number	
	(740) 845-2-110	

EMPLOYERS AND SUPERVISORS

Mu	usselman Acres 1123	30 Anderson-Antioch Road, Orient, Ohio 43146
Nar	me of Company	Address
Jun	ne 2000 to present	
Dat	te	
CO:	ONCERNING THE APPLICATION	OF : ************************************
1. v	Why was the applicant's employment termin on the farm when	we need help.
2. v	Was the applicant punctual and dependable?	yes, he helps when we
1	need and is always	s there on time
3. н	How did the applicant get along with other e	mployees? Seems to work
l	well with other	people
4. н	How did the applicant confront problems?	If there is a problem he
ŧ	takes cure of it.	or goes to the right person who can
5. W	Was the applicant honest and truthful?	
6. D	Do you have any record of salary garnishme	nt or other financial problems of the applicant?
7. D	Did the applicant have any extended work al	bsences? NO
	Would you re-employ the applicant?	he still works when he has time,
9. C	Can you think of any reason why the applica	nt might not be qualified to become a Deputy Sheriff? No
4	he went to college	for this and is Looking forward to be one
10. W	What is the type of business or function of y	our agency? FARM - grain and
1	ive stock	
		Jaura Musselman - ro Dwner Name & title of person giving information
		Signature Musselmor
		Signature

614 877-4124 Business telephone number

INTERVIEWER'S REPORT (DEPUTY)

Jul	y 15, 2009		Patrick G	arrity
	Date	Interviewer		
		Deputy		
A	Applicant		Position and Assignment	
	Communication Skill gment, etc.) circle on		pression, responsive	ness, maturity,
1 extremely poor communicator, uses improper grammar	2 failed to adequately address questions weak responses	expresses ideas adequately	speaks clearly, confident, good communicator	5 exceptional, articulate, ideas well thought out & expressed confidently
Comments:	good	canc		
1 no experience, as it relates to this position Comments:	2 little related exper- ience, will need consider- able training	3 some experience, average skills	great deal of experience, will need very little training	5 currently or has performed similar duties: no training required
	levance of schooling, nplishment, etc.)	sufficiency of scho	oling, depth of know	wledge,
1 none as it relates to this position	2 little related training or knowledge of law enforcemen	3 meets minimum qualifications nt	4 has had specific educational background and/ or working know- ledge of job	5 extremely well trained for the position-both educational back- ground & workin
cnowledge				1919 A. 1919

Comments:

Wright State 6/19 Crement

4. Professional Characteristics (initiative, judgment, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership)

3

l indifferent, apathetic 2 interest in position is unclear, lacking in several areas

empresser for age

satisfactory ranks high in

all skill areas

5 highly motivated, eager to work, asks many questions, excellent skills

Comments:

5. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.)

Overall 6 7 8 9 2 5 1 3 4 Rating

Recommendation:

Highly Recommend Okay For Hire . Do Not Recommend

こ かきた 日

INTERVIEW QUESTIONS (DEPUTY)

TELL US A LITTLE ABOUT YOURSELF school sports / good gindes on h. 5. 109 ABCI entern 109 ABCI entern enterber 6 month en tob Whight state even just god 6/0 WHAT INTERESTS YOU MOST ABOUT THIS JOB? hished a passion for corrections VE YOU DONE TO PREPARE YOURSELF FOR A CAREER HERE? - stayd ml gtionbe Hyrsd call worke **IE DUTIES OF YOUR CURRENT POSITION?** TELL US adnen for CALEA intering geor ingute WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION. loting takes a BCI is satify GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL? she (bus super) will gether a lol of tasks GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE? that hanto be taken cand geed

WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION?

DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT?

no

HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER AGENCY OR DEPARTMENT?

Ormaly, U.A., Recblin

IF OFFERED A POSITION BY THE SHERIFF'S OFFICE AND THE OTHER LAW ENFORCEMENT AGENCY ON THE SAME DAY, WHICH WOULD YOU CHOOSE?

INTERVIEWER'S REPORT (DEPUTY)

July	15, 2009		Deputy Parris	h Cochran	
Date			Interviewer		
			Deputy		
A	pplicant		Position and A	Assignment	
	Communication Skills ment, etc.) circle one		pression, responsive	eness, maturity,	
1 extremely poor communicator, uses improper grammar	2 failed to adequately address questions weak responses	3 satisfactory expresses ideas adequately	4 speaks clearly, confident, good communicator	5 exceptional, articulate, ideas well thought out & expressed confidently	
Comments: <i>Respe</i> r	rses well to	questions			
2. Related Experiadaptability, pr	ience (relevance of w roductivity, leadershi	ork, sufficiency of p, growth & develo	work, skill and cor opment, etc.)	npetence,	
1 no experience, as it relates to this position	little related exper- ience, will need consider-	3 some experience, average skills	4 great deal of experience, will need very little training	5 currently or has performed similar duties: no training required	
Comments:	able training				
No Coll	rections exp				
3. Education (rele	evance of schooling, s plishment, etc.)	sufficiency of scho	oling, depth of kno	wledge,	
1 none as it relates to this position	2 little related training or knowledge of law enforcemen	meets minimum qualifications	4 has had specific educational background and/ or working know ledge of job	*	
knowledge Comments: ha IN	terns At Bo	CAMINAL JU		6. c	

4. Professional Characteristics (initiative, judgment, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership)

1	2	3	4	5
indifferent,	interest in	satisfactory	ranks high in	highly motivated,
apathetic	position is		all skill areas	eager to work,
	unclear, lacking			asks many questions,
	in several areas			excellent skills

Comments:

Confident AND Mativaked

5. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.)

Seens Professional AND Motivates Ask's gad questiss mants to Advance in career

Overall Rating 1 2 3 4 5 6 7 8 9 10

Recommendation: Highly Recommend Okay For Hire Do Not Recommend

INTERVIEW QUESTIONS (DEPUTY)

TELL US A LITTLE ABOUT YOURSELF? 22 Yrs old. Played Storp. Very Athletic, Fetman, Basepull MALL Degree in FFA. Wright State Convosite Criminal Justice. Internat Bei (1912) WHAT INTERESTS YOU MOST ABOUT THIS JOB? Always has Passion Fee Corrections

WHAT HAVE YOU DONE TO PREPARE YOURSELF FOR A CAREER HERE? Obtained desire in Cimman Justice.

Stayn out de transe. TELL US ABOUT THE DUTIES OF YOUR CURRENT POSITION? INVestigations Intern. Dues Paper work, credidations For Diff Depre

INVENTORY. Skewi Agents GeoR

WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION. Completing TASKS- AT BCI

GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL?

Supervision gives A List of this to Re. dome.

By the IND OF Day

GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE?

Tries to Complete Task's at how . with

MIMMAI to Zero Mistakes. WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION?

Inter

DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT?

HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER AGENCY OR DEPARTMENT?

GCPD, UAPD. DUPD. NONe Active

IF OFFERED A POSITION BY THE SHERIFF'S OFFICE AND THE OTHER LAW ENFORCEMENT AGENCY ON THE SAME DAY, WHICH WOULD YOU CHOOSE?

INTERVIEWER'S REPORT (DEPUTY)

July	15, 2009		Deputy Jean	n Neal	
Date			Interviewer		
			Deput	у	
Al	pplicant		Position and As	ssignment	
	Communication Skills ment, etc.) circle one		ression, responsiver	ness, maturity,	
l extremely poor communicator, uses improper grammar	2 failed to adequately address questions weak responses	3 satisfactory expresses ideas adequately	4 speaks clearly, confident, good communicator	5 exceptional, articulate, ideas well thought out & expressed confidently	
Comments: 600	od				
 Related Experiation 2. Related E	ence (relevance of w roductivity, leadershi	ork, sufficiency of p, growth & develo	work, skill and compment, etc.)	petence,	
1 no experience, as it relates	2 little related exper-	3 some experience, average skills	4 great deal of experience,	5 currently or has performed similar	
to this position	ience, will need consider- able training		will need very little training	duties: no training required	
Comments: Int	tern BET				
	evance of schooling, s plishment, etc.)	sufficiency of scho	oling, depth of know	wledge,	
1	2	3	4	5	
none as it	little related	meets minimum	has had specific	extremely well	
relates to	training or	qualifications	educational	trained for the	
this position	knowledge of law enforcemen	ıt	background and/ or working know- ledge of job	position-both educational back- ground & working	
knowledge	1		-		
Comments: 4	legree				
	11				

Intern w/bci

4. Professional Characteristics (initiative, judgment, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership)

5 2 4 1 highly motivated, satisfactory ranks high in indifferent, interest in all skill areas eager to work, position is apathetic unclear, lacking asks many questions, excellent skills in several areas Comments: Good - Limiten WALK history but seems very notivated 5. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.) Good - Seeus Veny Inninable Overall 4 5 6 7 8 9 10 3 1 2 Rating

Recommendation:

Highly Recommend

Okay For Hire D

Do Not Recommend

INTERVIEW QUESTIONS (DEPUTY)

MAdican Plains / Sports / Football /Base Ball /FFA - 44 College - Wright St. / Liberar Ants/ BCI / Interna 142. WHAT INTERESTS YOU MOST ABOUT THIS JOB? CORRECTIONS / INTERESTING job / Great at J

WHAT HAVE YOU DONE TO PREPARE YOURSELF FOR A CAREER HERE?

College - 4yns steen chor of terrble

TELL US ABOUT THE DUTIES OF YOUR CURRENT POSITION?

Invest. BCI Admin Accordation Inventory gear WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION.

completing task

GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL? List/ Make Some All work capted

GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE? Things need to be completed time constructs

WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION?

INTERNSONP

DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT?

No

HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER Upper AGAT. Dy Kn AGENCY OR DEPARTMENT?

IF OFFERED A POSITION BY THE SHERIFF'S OFFICE AND THE OTHER LAW ENFORCEMENT AGENCY ON THE SAME DAY, WHICH WOULD YOU CHOOSE? FRANKLIN COUNTY SHERIFF'S OFFICE

PERSONAL HISTORY STATEMENT

FOR

POLYGRAPH INTERVIEW

Rob Reeser

고원

Member: **American Polygraph Association Ohio Association of Polygraph Examiners**

Examiner Use: Department: _____ PF Number: _____ Video recorded: Yes ____ No ____ Date: _____ Time: Arrived: _____ Departed: _____

PERSONAL HISTORY STATEMENT

AND

PRE-EMPLOYMENT POLYGRAPH

As an applicant for employment with the Franklin County Sheriff's Office, you are required to complete this PERSONAL HISTORY STATEMENT. It is important that your PERSONAL HISTORY STATEMENT be complete and accurate. In the event you progress to the polygraph examination, you will be asked whether or not you have intentionally lied to questions included in your PERSONAL HISTORY STATEMENT or intentionally omitted information in this statement. We are not expecting you to be perfect. We are expecting you to be truthful.

It is in your best interest to cooperate completely with the polygraph examiner. The examiner will explain the polygraph process to you in detail. If you do not understand any part of the polygraph process or any of the questions reviewed with you, you must ask the examiner to stop and explain the process or question so that you do understand. You will not be asked any questions on the test which have not been reviewed with you. You will have the opportunity to modify any questions which you feel do not fit your particular circumstance. During the actual test, you will not be asked any trick questions or questions not previously reviewed.

No one "passes" or "fails" a pre-employment polygraph interview. The polygraph examiner reports your statements and his opinion of your truthfulness to the Sheriff. He does not make any employment recommendation. Employment decisions rest solely with the Sheriff's Office.

Our objective is to get you through your polygraph interview. With your help and cooperation, together, we can accomplish that objective. Your first step in accomplishing that objective is to complete this PERSONAL HISTORY STATEMENT.

RSONAL HISTORY STATEMENT

The information you provide in this Personal History Statement will be used in the course of your polygraph examination. Fill out the statement completely and accurately. You will have the opportunity to discuss all of your answers.

In the event that you progress to a polygraph interview, you will be asked if you have on purpose lied or withheld information on this Personal History Statement.

Your name:			
Last		First	Middle
Other than a maid	en name, have you e	ever used any other name?	
Social Security N	umber	Date of Birth: Month Di	ay Year
Present Address:	Street:	Apt No:	
	City:	State	Zip
Phone Number: H	ome: Area Code	Work: Area Code	

PERSONAL REFERENCES

Fill in three (3) names below of people whom you have known for a minimum of five (5) years, that are <u>NOT</u> former employers and that are <u>NOT</u> related to you.

1. Name: Misty Waller	Phone:
Address:	Apt
City :	State: Zip:
2. Name: Teresa Harsh	Phone:
Address:	Apt
City :	State: _ Zip:
3. Name: Doug Armfelt	Phone:
Address:	Apt
City:	State: Zip:
This is page 1 of 9 pages. Plac	e your initials here:

EMPLOYMENT HISTORY

Starting with your present or last employer, list the last four (4) places you have worked, <u>either full-time or</u> part-time. Do not omit <u>any</u> employer. Account for <u>all</u> periods of time. If unemployed for any period *, so indicate.

1.	Presengor last employer: MUSSelman Acres Phone (614) 778-7055
	Address 11230 Anderson-Antioch Rd.
	City: Orient State: Ohio Zip 43/46
	Position held: <u>Farm Hand</u> Are you presently employed by this company? <u>Yes</u> If not presently employed, give a detailed reason for leaving:
	Unemployed * From: To:
2.	<u>Present</u> or last employer: <u>Ohio</u> BCIH Phone (740) 845-2000 Address 1560 St. R+56 $A^{TTB}_{DEGEPHISER} - DEP^{UTY}$ State: <u>Ohio</u> Zip <u>43140</u>
	Position held: <u>CALEA/Investigations Intern</u> From: <u>2/2009</u> To: <u>Present</u> Are you presently employed by this company? <u>Yes</u> If not presently employed, give a detailed reason for leaving:
	Unemployed * From: To: Are you eligible for re-hire?
3.	Present or last employer Ohio BCI+1 Phone (740) 845-2000
	Address 1560 St. Rt. 56 City: London State: Ohio Zip 43140
	City: London State: Ohio Zip 4340 Position held: CODIS/Lab Intern From: 7/2008 To: 2/2009 Are you presently employed by this company? Yos From: 7/2008 To: 2/2009 If not presently employed, give a detailed reason for leaving: Are you eligible for re-hire? Are you eligible for re-hire?
4.	Present or last employer: Stanley Electric Phone (740) 852-5200
	Address 420 East Main St.
	City: <u>London</u> State: <u>Ohio</u> zip <u>43140</u> Position held: <u>Facility Engineerer</u> From: <u>6/2005</u> To: <u>6/2008</u>
	Are you presently employed by this company? <u>No</u> If not presently employed, give a detailed reason for leaving: <u>Better</u> job opportunity Are you eligible for re-hire? <u>Yes</u>
	Unemployed * From: To:
7	VODo you have the legal right to work in the United States?VOHave you ever used a Social Security Number (SSN) other than your own?VOHave you ever been employed under someone else's Social Security Number (SSN)?VOHave you ever been employed outside the United States?

This is page 2 of 9 pages. Place your initials here: _

Many employees have taken something from an employer that they did not really have permission to take. This includes the actual taking, illegally giving away merchandise to friends, relatives or co-workers, borrowing without permission and failing to return merchandise company property or equipment. Please estimate the total dollar value of all such <u>merchandise</u>, <u>company property or equipment</u> you may have taken, if any, and write that amount here: 2.00 . Office Supplies - Pers, highlighters, etc. left in pocket.

Many people who have held jobs in which they handled money or had expense accounts have probably taken some cash without the permission of their employer. This includes the direct taking of cash, borrowing and not returning money or padding expense accounts. Please estimate the total amount of <u>cash</u> you may have taken from all employers and write that amount here: \bigcirc

Occasionally peer group pressure will force an employee to help another employee take things from an employer. Please estimate the <u>total dollar amount of cash and merchandise</u> you may have received from such acts and write that amount here: $\int_{-\infty}^{\infty} O_{-\infty}$.

Will any prior employer tell your background investigator you have stolen cash	, merchandise or company property?
NO If "yes", which employer(s)?	

Answer all of the following questions by placing a "Y" (yes) or a "N" (no) on the line to the left of each question. If any question requires a "Y" (yes) answer, make your explanation on the lines to the right of the question.

Called in Sick to Study for college (I time

N	Have you ever been accused of on-the-job misconduct?	
N	Have you ever been fired from any job?	
N	Have you ever left a job to avoid being fired?	

Have you ever been formally disciplined by any employer? If so, for what reason(s)?

Within the past year, have you called in sick when in fact you were not sick?

- V Have you ever consumed alcohol in violation of company policy?
- Other than for medical reasons, have you been absent from work more than 3 times in the past year?
 - Other than for medical reasons, have you ever been disciplined for violation of any employer's attendance policy?
 - Will any employer or supervisor say you have lied to get out of trouble?
 - Will any of your references tell us you frequently lie to get out of trouble?
 - Will any prior employer give you a poor recommendation?

Would <u>any</u> previous employer not hire you back? If so, Which employer(s)?

Most people have committed "crimes" at some time in their life. Such behavior must be judged within the total circumstances that they occurred. It is important that you answer all of the following questions truthfully. You will be given the opportunity to explain any answer you may feel is a problem.

	be giver	Have you committed any of the following incidents by yourself or with another?	If "YES", your
		Answer <u>each</u> item "YES" or "NO"	age at the time
		Answer each nem 125 of NO	Ļ
	*10	() () () () () () () () () () () () () (¥
	NO	Arson (burning the property of another for money, sexual gratification, spite or malice)	
		Assaulted the person of another with any weapon or physical object	
	NO	Auto theft (taking the vehicle of another without the owner's consent or knowledge)	
	No	Bought, sold, traded or taken pictures of nude children	
	NO	Burglary (going into a home or place of business intending to steal or commit any crime)	
	No	Carried a concealed weapon without a permit	
	NO	Committed any sex act in any place open to public view	
	No	Committed any physical sex act with any animal	
	No	Committed any illegal sex act with any member of your immediate family	
	No	Committed any physical sex act with any person under the age of sixteen (16)	
	2222222222	Exposed yourself or masturbated in any public place	
	NB	Filed a false worker's compensation insurance claim	
	No	Forgery (creating a false document or signing the name of another without consent)	
	No	Impersonated a police officer	
	- AL	Intentionally filed or falsified any tax return, state or federal	
	No	Intentionally filed or falsified any insurance claim	
	-N-	Intentionally issued checks knowing there were not sufficient funds in the bank	/
	Ab	Kidnapping (taking any person from one place to another without his or her consent)	A
	NO	Knowingly received or sold stolen property	
s	No		
	NO	Made obscene or threatening phone calls Murder (taking a human life by premeditation, lying in wait or torture)	
1	140	Murder (taking a numan me by premeditation, tynig in wait of tortato)	
	No	Paid for the services of a prostitute (male or female)	
	NO	Possessed or detonated any illegal explosive devise (bomb)	
	No	Rape (having sexual intercourse with one who expressly did not wish to do so)	
5	No	Received payment for any physical sex act	
	NO	Robbery (taking money or property from another by force or fear)	10
	Yes	Shoplifting (intentionally taking merchandise from a merchant without paying for it)	15
	\sim	Turned in a false fire alarm	Sto
	1es	Vandalism (destroying the property of another)	-16
	NO	Watched others undress or commit physical sex acts without their knowledge or consent	

Since your 18^{th} birthday, have you been arrested for any of the above incidents? Since your 18^{th} birthday, has a warrant been issued for your arrest?

NO Are there any warrants out for your arrest at the present time?

NO

Since your 18th birthday, have you been named as a *suspect* in any police report?

- NO Since your 18th birthday, have you plead guilty to, been convicted of or plead No Contest to any felony crime(s)?
- NO Since your 18th birthday, have you been arrested for any <u>misdemeanor</u> crime(s) which resulted in imprisonment?

NO

Will any of your references tell us you have ever planned to commit a serious crime?

This is page 4 of 9 pages. Place your initials here:



MILITARY HISTORY

If "yes":		10 15/	
Branch: Fi	rom 19 To you attained? rank? If so, why? ou ever miss movement? If	19 ID#	
What was the highest rate/rank Were you ever reduced in rate/	rank? If so why?	EIO	
Were you ever AWOL or did y	ou ever miss movement? If	so, how many times?	
Have you been the subject of a	ny non-judicial disciplinary action(s)?	If so, why?	
Have you been the subject of an	ny court martial? If so, for what reason discharge?	(S)	
What was your rate/rank upon	discharge?	EIU	
Have you ever served in <u>any of</u> status? If "yes": Wh	her branch(s) of the armed forces or nate at branch?	tional guard in either active duty or r When?	eserve
Wh	at branch? at branch?	When?	
	LAW ENFORCEMENT HIST	TORY	
	aw enforcement training academy or ac	ademies? If "yes", which	
Academy	Location		When
fave you ever been terminated, yes", which?	resigned from or failed to complete any	y law enforcement academy?	lf
Academy	Location		When?
Have you ever been em	Location ployed as a full-time paid peace officer tates or by any agency of the federal go		
tate or territory of the United St	ployed as a full-time paid peace office		other
Have you ever been em tate or territory of the United St What Agency/Department	ployed as a full-time paid peace office tates or by any agency of the federal go Where (City, State)	vernment? If "yes":	v other When?
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14

SUBSTANCE EXPERIMENTATION HISTOR

Many people have experimented with marijuana and/or controlled substances in their early life. Such experimentation is generally not a problem. However, any use or experimentation with marijuana and/or controlled substances within the past three (3) years must be fully disclosed. Note: Experimentation includes the ingestion into your body in any manner, including tasting, swallowing, inhaling or injecting. Indicate the month and year within the past three (3) years that you may have experimented with or used any of the following:

NG Acid	Crosstops	NG Marijuana	NO	Rock
N6 Amphetamines	NO Crystals	<u>No</u> Mescaline	NO	Rush
ND Angel Dust	NO Downers	No Methamphetamine	NO	Sherm
NO Barbiturates	NO Ecstasy	NO Mopers	NO	Speed
NO Bennies	NO Glue	NO Mushrooms	NO	Steroids w/o prescription
NO Black Beauties	NO Hashish	NO Opium	NO	Thai Stick
NO Bombers	NO Hashish Oil	NO PCP	NO	Uppers
NO Cocaine	NO Heroin	NO Peyote	NO	Whites
NO Crack	NO Ice	NO Quaaludes	NO	Xenos
NO Crank	NO LSD	NO Reds		

Within the past three (3) years, have you experimented with or used any illegal drug(s) or controlled substances(s) not mentioned above? If so, what one(s)?

100 Have you ever cultivated or manufactured any illegal hard drug or controlled substance?

NO Have you ever sold, traded or transported for sale any illegal hard drug or controlled substance?

During your background investigation, is anyone likely to report that you have ever been involved in:

100 the cultivation of marijuana for any purpose?	If so, who?
WO the manufacture of illegal hard drugs?	If so, who?
NO the sale of marijuana or illegal hard drugs?	If so, who?
NO the transportation of marijuana or illegal hard drugs?	If so, who?

CO Have you <u>ever</u> personally held or stored marijuana, an illegal hard drug or controlled substance for a friend or co-worker? If for a co-worker, by whom were you employed at the time?

NO Have you ever used any prescription drug which was not prescribed for you? If so, what drug(s)?

MO Have you ever bought, sold or traded any prescription drug which was not prescribed for you? If so, what drug(s)?

NO Have you ever forged or altered a prescription to obtain any prescription drug(s)? If so, what drug(s)?

Have you been stopped (not arrested) by a police officer, either as a pedestrian or the driver of a vehicle, when the officer felt you were under the influence of alcohol, prescription drugs or a controlled substance(s)?
 Have you ever been adjudged by any court to be in danger of or being addicted to dangerous drugs?

DOMESTIC CONDUCT HISTORY

During your background investigation, is anyone likely to report that you have been involved in family fights?

MO Have the police ever come to your home to settle a domestic problem between you and <u>any</u> member of your family?

What police agency?	When?	
What police agency?	When?	

MO Have you ever caused physical injury to a spouse, ex-spouse, significant other, live-in relative or adult family member?

NO Have you ever caused physical injury to a child family member which required medial attention for the child?

No Have you ever caused physical injury to an adult family member which required medical attention for the adult?

NO Has any court in any state ever issued a restraining order against you for any reason?

NO Are you now required to make child support payments? If "yes", are you current on those payments?

FINANCIAL HISTORY

Answer <u>all</u> of the following questions by placing a "Y" (yes) or a "N" (no) on the line to the left of each question. If any question requires a "Y" (yes) answer, make your explanation on the lines to the right of the question.

Have you ever:

N	Been more than thirty (30) days late in making any mortgage or rent payment?	
N	Been more than thirty (30) days late in making any installment payment?	
N	Been more than thirty (30) days late in making any income tax payment?	
/\	Had debt(s) turned over to a collection agency? If "yes", what agency and when.	
\mathbb{N}	Filed for protection under the bankruptcy laws?	
N	Had your wages attached by a judgment?	
N	Had anything purchased on credit repossessed?	
N	Failed to make child support payments on time?	
\mathcal{N}	Failed to make alimony payments on time?	
N	Used another person's credit card to pay a debt?	
N	Used another person's social security number to pay a debt?	
N_{-}	Lied to a credit agency for the purpose of obtaining credit?	
N	Failed to return a credit card after it was recalled?	
N	Has anybody ever sued you in Small Claims court?	
N	Are there any judgments pending against you now?	
N	During your background investigation, is anyone likely to report you have financial problems? If so, who?	
N	During your background investigation, will any credit reporting agency report you have poor credit? If so, which one(s)?	

LICENSING HISTORY

Other than a driver license, have you ever held or been issued <u>any</u> license or licenses from the federal government or any state agency or any political subdivision thereof? If so, what license(s)?

NO

Other than a driver license, has any license issued to you, including those mentioned above, ever been suspended or revoked for any reason(s)? If so, what license(s)?

	DRIVING HISTORY
What is	your present driver licenber?
State or	jurisdiction which issued the license:
Expirat	ion Date Year
Answer any que	<u>all</u> of the following questions by placing a "Y" (yes) or a "N" (no) on the line to the left of each question. If estion requires a "Yes" answer, make your explanation on the lines to the right of the question.
Have yo	ou <u>ever</u> :
N	Been issued a driver license by any state or country other than your present driver license? If yes" what state or jurisdiction? What is/was the number of that license?
N	Failed to carry automobile insurance as required by state law or had your auto insurance canceled for reasons other than failure to pay the premium?
N	Had your automobile placed with an assigned risk insurer?
-N	Been taken into custody or arrested after being stopped by a police officer while you were operating a motor vehicle?
<u>M</u>	Left the scene of a motor vehicle collision, in which you were the driver of one of the involved vehicles, without exchanging information with other driver(s) or reporting it to a law enforcement agency? (Hit & Run)
\sim	Had your driver license suspended?
\sim	Had your driver license revoked?
$\underline{\mathcal{N}}$	Driven a motor vehicle while under the influence of controlled substances or illegal hard drugs?
\sim	Been the driver of a vehicle that caused personal injury to another person?
or any il	Will any of your references tell us you have driven a motor vehicle while under the influence of marijuana legal hard drug? If so, who?

How many traffic citations for moving violations have you received within the past three (3) years? <u>NONE</u> Issuing Agency: For what violation? What year?



Are there now (as of today) any traffic warrants out for your arrest?

Will any law enforcement agency report you have been involved in a motor vehicle collision or received a traffic citation which you have <u>not disclosed above</u>? If so, what agency?



Ohio Department of Public Safety Division of Homeland Security http://www.homelandsecurity.ohio.gov

PUBLIC EMPLOYMENT

In accordance with section 2909.34 of the Ohio Revised Code

DECLARATION REGARDING MATERIAL ASSISTANCE/NONASSISTANCE TO A TERRORIST ORGANIZATION

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

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

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



—		
	DECLARATION	
1	In accordance with division (A)(2)(b) of section 2909.32 of the Ohio Revised Code	1
Fo	or each question, indicate either "yes," or "no" in the space provided. Responses must be truthful to the best of your knowledge.	
1.	Are you a member of an organization on the U.S. Department of State Terrorist Exclusion List?	
2.	Have you used any position of prominence you have with any country to persuade others to support an organization on the U.S. Department of State Terrorist Exclusion List?	
3.	Have you knowingly solicited funds or other things of value for an organization on the U.S. Department of State Terrorist Exclusion List?	

HLS 0037 2/06

PUBLIC EMPLOYMENT - CONTINUED

4. Have you solicited any individual for membership in an organization on the U.S. Department of State Terrorist Exclusion List?
Yes V No

Tres V No

- 5. Have you committed an act that you know, or reasonably should have known, affords "material support or resources" to an organization on the U.S. Department of State Terrorist Exclusion List?
 Yes V No
- 6. Have you hired or compensated a person you knew to be a member of an organization on the U.S. Department of State Terrorist Exclusion List, or a person you knew to be engaged in planning, assisting, or carrying out an act of terrorism?

Yes V No



In the event of a denial of public employment due to a positive indication that material assistance has been provided to a terrorist organization, or an organization that supports terrorism as identified by the U.S. Department of State Terrorist Exclusion List, a review of the denial may be requested. The request must be sent to the Ohio Department of Public Safety's Division of Homeland Security. The request forms and instructions for filing can be found on the Ohio Homeland Security Division website.

CERTIFICATION

I hereby certify that the answers I have made to all of the questions on this declaration are true to the best of my knowledge. I understand that if this declaration is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this declaration. I understand that failure to disclose the provision of material assistance to an organization identified on the U.S. Department of State Terrorist Exclusion List, or knowingly making false statements regarding material assistance to such an organization is a felony of the fifth degree. I understand that any answer of "yes" to any question, or the failure to answer "no" to any question on this declaration shall serve as a disclosure that material assistance to an organization identified on the U.S. Department of State Department of State Terrorist Exclusion List has been provided by myself or my organization.

Signature

7/10/2009 Date

GROUP AFFILIATION HISTORY

Answer all of the following questions by placing a "Y" (yes) or a "N" (no) on the line to the left of each question.

Have you ever belonged to any group or gang which engages in unlawful activities?

M Have you ever belonged to a street gang or taken part in street gang activities?

Do you have any gang related tattoos on your body?

Do you now or have you ever belonged to, worked with or for any group which advocates or advocated the violent overthrow of the United States government, any state government or any political subdivision thereof?

Do you now or have you ever belonged to, worked with or for any group which advocates or advocated acts of violence against persons because of their race, color, religious creed, sex, age, national origin, physical handicap or sexual preference?

During the course of your background investigation, will anybody say you belong or have belonged to any such group(s)? If so, who?

During your background investigation, is anyone likely to report you have prejudices which might affect either your on-the-job conduct or your off-the-job conduct? If so, who?

Within the past three (3) years, have you carried a concealed weapon without a permit?

During your background investigation, is anyone likely to report you have carried a concealed weapon without a permit? If so, who?

During your background investigation, is anyone likely to report you are unfit for the position for which you are applying? If so, who?

YOUR AREAS OF CONCERN

Answer <u>each</u> of the following two questions by placing a "Y" (yes) or a "N" (no) on the line to the left of each question.

Is there anything in your background that you have not been asked in this Personal History Statement that might adversely affect your application for employment? If so, what?

Is there anything in your background that you have not been asked in this Personal History Statement that you would like to discuss with the polygraph examiner? If so, what?

ANY DELIBERATE INACCURACIES OR INCOMPLETE STATEMENTS ON THIS PERSONAL HISTORY STATEMENT MAY BAR YOU FROM EMPLOYMENT

This is page 9 of 9 pages. Place your initials here:



END OF PERSONAL HISTORY



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FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

"AUTHORIZATION WAIVER FOR RELEASE OF CRIMINAL AND TRAFFIC RECORD"

Date 7/10/2009

I, hereby, give my permission for authorized agents of the Franklin County Sheriff's Office to conduct an an investigation of my background, including education, employment, credit, reputation, military records, and any other factors which such agents may deem proper and necessary subjects of investigation, in order to properly assess my character and background in connection with my application for the position of **Deputy Sheriff** with the Franklin County Sheriff's Office.

I give my permission for any person, business, or institution contacted in the course of such investigation to release any and all information properly requested and photostats of same, if requested, and do hereby release such person, business, or institution from all liability for providing correct information.

I recognize the right of the Franklin County Sheriff's Office to treat, at its discretion, certain sources as confidential sources, and information obtained therefrom.

Signature of Applicant
Printed/Typed Name of Applicant
Date of Birth
Social Security Number

Investigating Officer

CBC EMPLOYMENT SCREENING S. JULES

Toledo Office/Operation Center 5555 Airport Highway, Suite 205 + Toledo, OH 43615 419/861-7555 + FAX 419/861-7565 + 1/800/772-0130 + FAX 1/800/772-0440

Frendén Courty Shuriffe Office DATE:	TIME:	ESS SPECIALIST: TEAM #4/Karlene lott
CUSTOMER #: 85ES613	51 PERSON ORDERING REPORT:	
APPLICANT INFORMA	TION: (Please print all information)	
LAST NAME:	FIRST:	
CURRENT ADDRESS:		
PREVIOUS ADDRESS:	STREET AUDRESS CITY	STATE
SOCIAL SECURITY NO .:		*MALE:*FEMALE:
DRIVER'S LICENSE NO .:	STATE	OH DATE of BIRTH

APPLICANT AUTHORIZATION

Without reservation, I authorize this employer or any party or agency contacted by this employer to procure my consumer report and/or to obtain or furnish information concerning my credit, criminal, motor vehicle, and other history. | understand that inquiries may be made to various federal and state agencies, employers, references, acquaintances and others seeking information as to my personal characteristics, credit worthiness, employment status, general reputation, and mode of living.

FCRA DISCLOSURE

This is to inform you that as part of processing your application, a consumer report may be obtained for employment purposes.

SIGNATURE:

*This information is requested by CBC Employment Screening Services solely for purposes of ensuring accurate retrieval of records.

FOR EMPLOYER USE ONLY Reports Requested: (Place checkmark next to report(s) requested and fill in appropriate information) Credit Report Criminal Report, County: State Social Security Search County:

Motor Vehicle Report: State: License No.:

Report (other):____

Available:

- (Please fax a copy of the application if ordering)
- Education Verification
- Current Employer Verification
- Previous Employer Verification
- Professional License Verification
- Personal Reference Check

City: Felony

Felony and misdemeanor

(Maiden name search will incur additional charges)

State Criminal Report (list State):_____

CUSTOMER CERTIFICATION

_____ as an authorized representative of the above-mentioned Customer, do hereby certify that, in accordance with the ESS Customer Services Agreement, prior to ordering any report for employment purposes, the applicant, 1) authorized the procurement of the report(s), 2) received the FTC "Summary of Your Rights Under the Fair Credit Reporting Act, 3) received the FCRA Disclosure herein, and that 4) in the event any adverse action is to be taken which is based in whole or in part on the report(s), before taking such action, the applicant will be provided with a copy of the report(s) including a written summary of a consumer's rights under the FCRA, and 5) information from the report(s) will not be used in violation of any applicable federal or state equal opportunity law or regulation.

Signature of Customer:

Date:

7/10/2009 TODAY'S DATE:

REPORT REQUEST



July 25, 2009

Pat Garrity Human Resource Director Franklin County Sheriffs Office 369 South High Street Columbus, Ohio 43215

Dear Mr. Garrity,

Thank you very much for taking time out of your busy schedule to talk with me about the corrections position with Franklin County Sheriffs Office. I appreciate your time and consideration in interviewing me for this position. I would also like to give thanks for allowing me to tour such a great facility.

After speaking with you I believe that I am a perfect candidate for the position. I am young and looking to start a career. I believe a career with Franklin County Sheriff's Office would be perfect. I am quick to adapt to any environment I am put in.

In addition to being an extremely hard worker, I would bring many great skills to get the job done. Having worked at the Ohio Bureau of Criminal Identification and Investigation I have passed an extensive background check and a polygraph exam. I have obtained a Bachelors degree in Criminal Justice as well as a minor in Sociology from Wright State University. I believe my skills learned from school and the Bureau makes me a great candidate for the position.

I am very interested in working for such a great department and look forward to hearing from you once the final decisions are made regarding this position. Please feel free to contact me at anytime if further information is needed. My cell phone number is

Thank you again for your time and consideration.

Sincerely,




July 25, 2009

Sheriff Jim Karnes Franklin County Sheriffs Office 369 South High Street Columbus, Ohio 43215

Dear Sheriff Karnes,

Thank you very much for giving me the opportunity to interview for the corrections position with Franklin County Sheriffs Office. I appreciate the time and consideration giving to me. I would also like to give thanks for allowing me to tour such a great facility.

I believe that I am a perfect candidate for the position. I am young and looking to start a career. I believe a career with Franklin County Sheriff's Office would be perfect. I am quick to adapt to any environment I am put in.

In addition to being an extremely hard worker, I would bring many great skills to get the job done. Having worked at the Ohio Bureau of Criminal Identification and Investigation I have passed an extensive background check and a polygraph exam. I have obtained a Bachelors degree in Criminal Justice as well as a minor in Sociology from Wright State University. I believe my skills learned from school and the Bureau makes me a great candidate for the position.

I am very interested in working for such a great department and look forward to hearing from you once the final decisions are made regarding this position. Please feel free to contact <u>me</u> at anytime if further information is needed. My cell phone number is

Thank you again for your time and consideration.

Sincerely,



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Distant Pultins Augula School	Aaving satisfactorily completed a Course of Study prescribed by the Madison-Plains Aocal Pourd of Advention for this high school is atvarded this Inceal Pourd of Advention for this high school is atvarded this Even under our hands this third day of June, 2005.	Bruil & And Brind & And Brind & Burn of Elem Branch Barenter, Jam of Elem Breation And M. Martin Breature, Jam of Elementin	
	Autring sat		

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May 21, 2009

Jim Karnes Franklin County Sheriff 401 S. High Street Columbus, OH 43215

Dear Sheriff Karnes:

I write this letter in support of who is a candidate for a Deputy Sheriff within your agency.

has served as an intern at BCI for nearly a year and has proven himself to be highly reliable, courteous and hard working.

In June, will be graduating from Wright State University receiving a Bachelors Degree with a major in Criminal Justice and a Minor in Sociology. In the Criminal Justice program he has studied Criminal Law, Criminal Procedures, Policing in our Society, Spanish, Psychology, Juvenile delinquency, Criminal Justice System and much more.

will be a great asset for your agency. Thank you for your consideration.

Sincerely,

Peter C. Tobin Superintendent Bureau of Criminal Identification and Investigations

PT/Ib



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES

410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

June 15, 2009



Since you passed our pre-employment examination for a deputy sheriff position, you are now included in the first phase of our hiring/selection process. You will be interviewed, processed through Web Check, and given a tour of one of our corrections facilities. During this phase, we will conduct a thorough background check that includes a criminal record check, a report on your driving record, and a credit report.

For your convenience and to speed processing, scheduling has been arranged so that your interview, jail tour, and Web Check can be done on the same day, Wednesday, July 15, 2009. Your schedule is as follows:

11:00 am	Jail Tour	Corrections Center I	370 S. Front St. 1st fl.
12:00 pm	Web Check	Concealed Carry Permit Office	410 S. High St. 1st fl
3:00 pm	Interview	Human Resources Office	410 S. High St. 2 nd fl.

Your attire should be appropriate for an interview. Bring the enclosed forms, "Authorization Waiver for Release of Criminal and Traffic Record", the "Report Request", and the "Ohio Department of Public Safety". Have these forms completed. Also bring copies (NOT ORIGINALS) of the following documents with you:

birth certificate, high school diploma or G.E.D. certificate, college or technical school degree, and certificates from any other applicable, formal training.

Attached you will find a pre-employment questionnaire which you are to complete and bring with you on the day of your interview. You are to complete this questionnaire in its entirety, namely, fill in complete names, addresses, including zip codes, and telephone numbers, etc. This will not be used in relation to your interview. This questionnaire relates to the polygraph examination which would be the next step for those who progress in the hiring process. It is essential that you file the questionnaire with us on the day of your interview in order that we speed the hiring process.

The Human Resources Office is located in the Franklin County Court House Annex, 410 S. High Street, 2nd floor. The Web Check is located at the Franklin County Court House Annex, Concealed Carry Permit Office, 410 S. High Street, 1st floor. The Jail Tour is located in the Franklin County Corrections Center I, 370 S. Front Street, 1st floor. A map showing the Franklin County Court House Annex, the Franklin County Corrections Center I, and surrounding parking is enclosed. If you have decided not to proceed with the pre-employment process, please notify our Human Resources Office at (614) 462-3397.

Sincerely,

Patrick F. Garrity / Director, Management Services



FRANKLIN COUNTY SHERIFF

FINANCE/HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397 • Finance (614) 462-3543

May 08, 2009



Dear

I am pleased to notify you that you have passed our deputy sheriff pre-employment examination. By passing the examination, you are one of many who may be considered for a position as a deputy sheriff. To qualify, applicants had to pass all four parts of our examination.

My goal has been to make and keep the hiring process as fair and objective as possible. Everyone who passed the pre-employment test will be contacted at a later date for an interview. However, since so many applicants have passed the test and there is a limited number of vacancies, not everyone who passes the test will be called for the later phases of the hiring process. After the interview, applicants will be contacted on an as needed basis.

I congratulate you on passing the test and appreciate your interest in serving as a deputy sheriff.

Sincerely, meditiones

James A. Karnes Franklin County Sheriff

Your Test Score:

Video:	75.00
Writing:	Passed
Reading:	90.32
Counting:	100.00



FRANKLIN COUNTY SHERIFF

HUMAN RESOURCES 410 South High Street • Columbus, Ohio 43215 • Human Resources (614) 462-3397

March 12, 2009



TEST NOTIFICATION

You have been scheduled to take the pre-employment examination for the position of Franklin County Sheriff's Deputy. The test will be conducted in the Auditorium on the first floor of the Franklin County Government Center, 373 S. High Street, Columbus, Ohio on **Thursday, April** 16, 2009. You must report to the Auditorium at 1:00 pm to register.

On the day of the test, you must bring your state driver's license or state identification card. Without a valid photo identification, you will be ineligible for registration. We ask that you also bring two sharpened No.2 pencils. Do not bring any other items such as books, briefcases, or folders with you. Be prompt. The doors will be locked once the test begins. Entry will then be denied for any reason. The examination will conclude at approximately 4:30 pm.

There are two county parking garages at locations shown on the enclosed map. The fee for parking for four hours at either of these garages is \$5.00. You could also park at the City Center garage for four hours at a cost of \$5.00. The City Center garage is located between Rich and Main Streets off of South High Street.

A second map of downtown Columbus is also enclosed. The Franklin County Government Center is just north of Interstate 70 and 71 and identified by the number 27.

Sincerely,

Patink & Sand

Patrick F. Garrity Director, Management Services



FCSO HR Personnel & Emergency Contact Information (Update)

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EDUCATION

RELATIONSHIP_

SCHOOL NAME/LOCATION	MAJOR AREA (S) OF STUDY	TYPE OF DEGREE
LIMA CENTRAL CATHOLIC LIMA, OH	BASIC	HS DROMA
OHIO STATE COLUMBUS, OH	CRIMINOLOGY	B.A. CRIMINOLOGY
	*	

OTHER QUALIFICATIONS:

TYPING SPEED _____ SPECIAL SKILLS _____

MILITARY SERVICE

BRANCH_____

NUMBER OF YEARS ______ MOS _____

Section I -	Personal	Information
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Date Submitted:			9/5/2008	
Social Security No:				
Last Name:			Shine	
First Name:			Colin	
Middle Initial:			Ρ	
Home Address:	2			CRICED 6-9.09
City:	ń	•		Creed by er
State:				ð.
Zip Code:				
County:				
Home Phone:				
Work Phone:		ă		
Applicant Email:				

Social Security Numbers (SSNs) are used to mat social security number is transmitted over a secuto section S101-312 of the Revised Code and c mandatory. Your SSN may be used for the purpt of obligors under child support orders, detection information or gene

Are you interested in:

Full-Time Permanent

Part-Time

Temporary:

Intermittent:

Summer Only

If applying for a **VACANT POSITION**, fill in the information in the area below: Job Title:

Summary of Qualifications

In the area below, describe briefly the experience, education, training, and other factors that qualify you for the position or examination for which you are applying. Refer to the minimum qualification and any position specific qualifications for this position or examination.

B A, in Criminology from the Ohio State University, OPOTA at Eastland Career Center(testing date 09/24/2008)

Section II - Experience

In the areas below, please list your past work experiance beginning with your most recent employment. Military experiance and volunteer work may also be included as employment. NOTE: in order to be considered for emplyment, you must fill in the information below, accurately and completely. You may email a resume in addition to completing this section.

Present or Most Recent Job:

Employers name :	JC Penney
Employers Address:	2361 Park Crescent Dr. Columbus, Ohio 43232
Length of employment:	From: 1/5/2008 To Currently Employed?
Phone: (Including Area Code)	6148680250
Reason for leaving:	currently still employed
Position (Job Title and Classification)	Loss Prevention Officer
Salary	Beginning:20072 Ending: 21320
Duties Performed	Monitor shoppers and associates, ensure safety, reduce shrink

Next Most Recent Job:

Employers name Employers Address:

Length of employment

Phone: (Including Area Code)

Reason for leaving:

Position: (Job Title and Classification)

Salary.

Duties Performed

Employers name : Employers Address

Length of employment:

Phone (Including Area Code) Reason for leaving.

Position

The Home Depot 5858 Sawmill Rd Dublin, Ohio From 7/1/2008 To 5/1/2008

6147617770

6147617770

Sales Specialist

Beginning. Ending

Selling store products, custom orders, and providing customer service

The Home Depot 2090 N Cable Rd. Lima Ohio From: 6/1/2005 To: 9/1/2005 419 2229457 Moved back to Columbus for school

Sales Specialist

http://intranet/sheriff/apps/empApp_view.asp?appID=11008

(Job Title and Classification)

Salary:

Duties Performed:

Beginning: Ending: Selling store products, custom orders, and providing customer service

5043 Tuttle Crossing Blvd. Dublin Ohio

Moved home for summer, not enough hours

Selling store products, ringing the cash registers,

Ringing cash registers, stocking store products

and providing customer service

2170 Allentown Rd Lima OH

Hollister Co.

From: 11/1/2004

To: 5/1/2005

Sales associate

Dollar General

From: 6/1/2003

To: 9/1/2003

Moved to Columbus

4192248003

Cashier

Ending:

Beginning:

Beginning

Ending:

6147612588

Employers name : Employers Address:

Length of employment:

Phone: (Including Area Code)

Reason for leaving:

Position: (Job Title and Classification)

Salary

Duties Performed

Employers name Employers Address

Length of employment

Phone (Including Area Code) Reason for leaving Position: (Job Title and Classification) Salary

Duties Performed:

Section III - Education and Training

High School Graduate		Yes
High School Name		Lima Central Catholic
City		Lima
State:		ОН
GED Certificate Number		
GED issued by:		
Are you currently attending school	(for College Intern	and Student Help positions)?
No		Level:

Post - High School Education

Including Technical School, Business School, Professional School, College and University

School Name:	The Ohio State University Columbus OH Criminology, Business B A. Criminology 08/2007		
School Location			
Major Area(s) of Study:			
Type of Degree or Certification			
Degree Attained (Month / Year)			
School Name	Eastland Career Center		
School Location	Groveport OH		
Major Area(s) of Study:	Police Training- OPOTA		
Type of Degree or Certification	OPOTA Certification		
Degree Attained (Month / Year)	09/2008		
School Name	CSCC		
School Location	Columbus OH		
Major Area(s) of Study	Spanish		
Type of Degree or Certification	none		
Degree Attained (Month / Year)			

Please list below the specific course work areas at the high school level or beyond relevant to the posistion or examination for which you are applying. Also indicate the number of cources you have successfully completed in each area. NOTE: A transcript may not be substituted for this section, although you may be required to submit a transcript.

Course Work Area:Criminolgy Course Work Area:Sociology Course Work Area:Criminal Justice Course Work Area: Course Work Area:	NO of Courses:5 NO of Courses:5 NO of Courses:1 NO of Courses: NO of Courses NO of Courses NO of Courses NO of Courses NO of Courses
Course Work Area:	NO of Courses:

Training and other Qualification

(Do not include coursework already described above) Subject or Title of Training: Organization: Length or Training:

Subject or Title of Training Organization: Length or Training

Subject or Title of Training Organization: Length or Training:

Subject or Title of Training Organization: Length or Training:

List special equipment or machines you can operate:

List computer software in which you have skill, including word processing, spreadsheet, and database programs. Please indicate the name of the specific software:

Microsoft Word, Access, Exell, Powerpoint

List special clerical skills, including typing and shorthand:

Typing Speed:

List any addidtional relevant skills you have

Section IV - Micellaneous

The following information will be used only if it is directly related to the position or examination for which you are applying:

1. Are you willing and able to secure an Ohio Driver's License. If a license is	Yes
required?	
2. If the position requires travel, can you supply your own transportation?	Yes
3. Have you ever been employed in the state or county service of Ohio?	No
4 Have you been convicted of any felony?	No

If you have answered "Yes" to question 3 or 4, please explain fully below, indicating by number to which question you are responding.

Emergency Information

List the name and address of ONE PERSON who will always know your whereabouts.

Name:

Address		
City:		
State:		
Zip Code:		
Phone:		
1,101,01		

References

Please list the names and addresses of three individuals, other that relatives, whom we may contact for a PROFESSIONAL RECOMMENDATION:

Reference 1 Name:	Terry J. Perrigo
Address:	
City	
State:	
Zip Code:	
Phone:	
Reference 2 Name:	Denny Palmentera
Address	
City.	
State	
Zip Code:	
Phone	
Reference 3 Name:	Tim Samson
Address:	
City:	
State:	
Zip Code:	
Phone	

Previous Addresses

Please list TWO MOST RECENT PREVIOUS HOME ADDRESSES with the date of residence for each previous address

Address 1:
City:
State:
Zip Code:

Date of Residence:



http://intranet/sheriff/apps/empApp_view.asp?appID=11008

Address 2. City: State: Zip Code:

Date of Residence



Certification:

I certify that the answers I have made to all of the questions in this application are true and complete to the best of my knowledge. I understand that if this application is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this application. I also understand that a background check may be required prior to employment, and that, in accordance with the Drug-Free Workplace Program, drug testing may be required. I waive all provisions of law forbidding colleges or universities which I attended, or past employers, from disclosing any information which they acquired relevent to my attendance or employment. I consent that they may disclose such information to the Sheriff's Office. I understand that any offer of employment is conditional upon proof of legal authorization to work in the United States as required by the Immigration Reform and Control Act. All applications under final consideration for employment must also complete the Declaration Regarding Material Assistance/Nonassistance to a Terrorist Organization form.

By Clicking Submit you are acknowledging and agreeing to the Certification Statement.



Franklin County Sheriff's Office Franklin County, Ohio

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PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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Franklin County Sheriff's Office Franklin County, Ohio

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PERSONNEL ACTION Franklin County Sheriff's Office Franklin County Ohio

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Dallas L. Baldwin, Sheriff

01/08/2018

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Franklin County Sheriff's Office

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Dallas L. Baldwin, Sheriff

Date



PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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Franklin County Sheriff's Office Franklin County, Ohio

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Zach Scott, Sheriff

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Franklin County Sheriff's Office Franklin County, Ohio

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Zach Scott, Sheriff

Date



Franklin County Sheriff's Office Franklin County, Ohio

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Zach Scott, Sheriff

Date

PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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Franklin County Sheriff's Office Franklin County, Ohio

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Approved By:

Zach Scott, Sheriff

31/11 Date

PERSONNEL ACTION Franklin County Sheriff's Office Franklin County, Ohio

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Date

Zach Scott, Sheriff



Franklin County Sheriff's Office

Franklin County, Ohio

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//14/11 Date James A. Karnes, Sheriff


PERSONNEL ACTION

Franklin County Sheriff's Office Franklin County, Ohio

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From:	Y			First	M.I.							Sex
То:	L	ast					191.1.					
Address	<u></u>			-	liter		State	2 7	in Code		Count	,
From:		reet HIGH ST	С		City JMB	BUS	OH		ip Code County 43215			, ,
TTOM		reet	(State	e Zi	p Code		County	/
То:												
E	Effective Date		Payro	ll Ni	umb	er			Posit	ion Cont	trol No.	
MO	DAY Y	/R										
06	21	10		_								
	CLASS TITLE	E	CLASS NO.	RAN	IGE	STEP	BASE RATE	LONG	SUPPL.	SUPPL.	TOTAL	STATUS
FROM: DEPU	JTY NON POTC		02092			A	19.17					С
TO: DEPUTY	POTC		02092			А	19.17					С
APPO	OINTMENT	CHAN	IGE			SE	PARATION			INTER	RUPTION	
 1 - EMERG ENDS: 2 - FULL T 3 - FULL T ENDS: 4 - FULL T ENDS: 5 - PART T 6 - PART T 7 - PART T 8 - INTERM 9 - APPT, E 10 - FULL ' 11 - PART ' 	ENCY IME PERMANENT IME TEMPORARY IME SEASONAL IME PERMANENT IME TEMPORARY IME SEASONAL MITTENT DATE CORRECTED TIME INTERIM TIME INTERIM	1 - PROMOTION 2 - DEMOTION 3 - LATERAL CLAS 4 - TRANSFER WIT 5 - TRANSFER BET 6 - CIVIL SERVICE 7 - NAME 8 - APPOINTMENT 9 - DISPLACEMENT 10 - RATE 11 - REASSIGNMEN 12 - POSITION CHA 13 - TEMPORARY V ENDS: C RATE: 14 - CANCEL INTEI 15 - SERVICE CHAN 16 - GRIEVANCE A OTHER - SEE RE	SS CHANGE THIN AGENCY TWEEN AGENCIE STATUS CHANGE TO T NT ANGED WORK LEVEL CLASS: STEP: RMIN NGE LDJUSTMENT EMARKS			4 - DECEA 5 - REMOV 6 - PROBA 7 - LAID O 8 - UNCLA 9 - OTHER 10 - CANC 11 - DISAB REINS 12 - INTER 13 - RESIG STANI 14 - RESIG RECOI	ITTEN AL ED LITY RETIREMI SED /ED TIONARY REMO FF SSIFIED TERMI (SEE REMARKS EL APPOINTME DIITY SEPARATION NED ADT IN O DING NED – NOT MMENDED FOR	DVAL NATION 3) NT TION N GOOD	2 - PI 3 - SI 4 - SI 5 - Ei 6 - UI 7 - LI 8 - PI 9 - W 1 - FF 2 - FF 3 - B ³ 4 - B ³ 5 - SE 6 - B ³ 7 - B ³ 8 - RI AI 9 - R	ROM SEPAR ROM INTERI Y PERSONN Y COURT OF PARATION Y GRIEVAN Y ARBITRA SEMPLOYM PPT, TYPE: ECALL FRO PPT, TYPE:	EAVE ENDS ENDS NDS AL LEAVE I ERS ENDS ICTION IE ISPENSION ATION UPTION EL BD, OF I RESCINDE CE TION AWAI ENT FROM	S ENDS REVIEW D RD LAYOFF
ATTACHED		IC - LETTER, CERTI	LICATE AND	102		11 0000						

Approved By:

James A. Karnes, Sheriff Date

POSITION DESCRIPTION

OHIO DEPARTMENT OF ADMINISTRATIVE SERVICES

AGENCY FRANKLIN COUNTY DIVISION OR INSTITUTION SHERIFF'S OFFICE UNIT OR OFFICE CORRECTIONS

HUMAN RESOURCES DIVISION

[X County	New		COUNTY OF EMPLO				
~	Sta	te Agency (ING TITLE OF P	Agency	Positio	1 P(Change FRA SITION NO. AND TITLE OF IMMEDIA	NKLIN TE SUPERVISOR			
1BE	USUAL WORP		UTY (POTC)			CORPORAL				
NUN		RKING HOURS (Explain unusual or re							
POSITION CONTROL NUMBER COLIN SHINE	FROM	VARIE		R CHARACTERISTICS						
TR	%	Job D	uties in order o			Minimum Acceptable Ch	aracteristics			
E C	70		operty, maint		and	Knowledge of supervision				
SHI	, 0	discipline of	of inmates in co	prrectional faci	lity.	controlled environment an				
LIN		Watches se	curity screens;	patrols floor, d	orm	practices*, Sheriff's Off				
CO PO		and recrea	tion areas; co	unts and ver	ifies		lations, police			
		inmates in	area; monito	ors movement	of	methods and procedures. A	bility to develop			
		inmates be	tween areas of	facility; sear	ches	good rapport with inmates,	define problems,			
		incoming 1	orisoners; rece	ives and rele	ases	collect data, establish facts				
			monitors priso			conclusions, add, subtract				
			t time has be			divide whole numbers,				
			etainers, &/or			information both orally and				
0		//	sports inmate		-	walk, stand or sit for intermittent periods of				
CLASS TITLE DEPUTY (POTC)		facility. Re	sponds to emer	gency situation	1S.	comprehend and respond				
LE (P						involving either one-on-				
IT Y	25	Porforma o	ther related du	ties (e.a. ans	settings, remain alert and					
class title DEPUTY (F	25		nd questions o			assigned duty hours, withs				
DE			n officers and			climate exposure and poter				
			prepares repo			health and safety hazar				
		secures inn	nates personal	effects; maint	ains	individuals, paperwork or	material which			
		records of	inmates fur	ids and rele	ases	may involve climbing sta				
		property	&/or funds	with in	nate	strength, endurance and				
			on; issues v		ses;	wearing job-related equips				
		performs a	dditional dutie	s at discretion	ı of	restrain angry or violent p				
		Sheriff whe	n necessary.			operating police equipment	and self defense.			
	5		viduals with sur							
			attachments, ar		3	Must have valid Ohio driv				
		-	ourts and makes	s arrests when		valid Peace Officer Training	-			
		necessary.				current firearms qualification	n.			
	=					* developed after employme	nt			
CLASS NUMBER 02092	List Position N	umbers and Class	s Titles of positions d	irectly supervised	SIC	NATURE OF AGENCY REPRESENTATI	VE DATE			
2 NU	LIGE CONCILIE	and the set of the set of the set of the set	ಶೇಶ್ ಕ್ರಾಮ್ ಕ್ರಾಮ್ ಕ್ರಾಮ್ ಕ್ರಾಮ್ ಕ್ರಾಮ್ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗ್ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರಿಯಾಗಿ ಕ್ರ	1999-9997 - 1 997 - 1977 - 1977 - 1977 - 19	1	1	. / /			
CLASS 02092					A.	MES A. KARNES, SHERIFF	6/21/10			
<u> </u>					1		0/21/10			

An Equal Opportunity Employer



PERSONNEL ACTION

Franklin County Sheriff's Office Franklin County, Ohio

ast		First	1							М
	First			st M.)				J.		
High Street treet	t Col (Payroll N rom:				OH		Zip Code County 43215 Zip Code County Position Control No.			
E	CLASS NO 02092	RAN		STEP A	BASE RATE 19.17	LONG	SUPPI.	SUPPL.	TOTAL	STATUS P
1 - PROMOTION 2 - DEMOTION 3 - LATERAL CL 4 - TRANSFER W 5 - TRANSFER B 6 - CIVIL SERVIO 7 - NAME 8 - APPOINTMEN 9 - DISPLACEME 10 - RATE 11 - REASSIGNN 12 - POSITION C 13 - TEMPORAR RATE: 14 - CANCEL IN 15 - SERVICE CF 16 - GRIEVANCE	ASS CHANGE /ITHIN AGENCY ETWEEN AGENC CE STATUS NT CHANGE TO ENT HANGED Y WORK LEVEL CLASS: STEP; IERMIN HANGE E ADJUSTMENT	I - RES I - PRC I - P			WRITTEN ORAL RETIRED DISABILITY RETIREMEN DECEASED REMOVED PROBATIONARY REMOV LAID OFF UNCLASSIFIED TERMINA OTHER (SEE REMARKS) - CANCEL APPOINTMENT - DISABILITY SEPARATIC REINSTATE BY: - INTERIM SEPARATION - RESIGNED - NOT IN GO STANDING - RESIGNED - NOT		□ 2 -P □ 3 -S □ 4 -S □ 5 -E □ 6 -U □ 7 -L □ 8 -P □ 9 -W □ 1 -FI □ 2 -FI □ 3 -B □ 4 -B □ 5 -SI □ 6 -B □ 7 -B □ 8 -R ∩ 4 -B □ 9 -FI □ 3 -B □ 4 -B □ 5 -SI □ 3 -B □ 4 -B □ 5 -SI □ 5 -SI □ 4 -B □ 5 -SI □ 5 -SI □ 5 -SI □ 7 -B □ 7 -B	ILLITARY L ERSONAL L USPENSION EASONAL I DUCATION NION LEAD EAVE REDU ENALTY FI YORKING SI ROM SEPAR ROM SEPAR ROM SEPAR ROM SEPAR ROM SEPAR Y PERSON Y COURT C EPARATION Y GRIEVAN Y ARBITRA EEMPLOYN PPT TYPE RECALL FR(EAVE ENDS EAVE ENDS ENDS NDS ALLEAVE ENDS ERS ENDS CCTION RE JSPENSION ATMENT ATION UPTION EL BD OF REVIEW RDER RESCINDED CE FION AWARD ENT FROM LAYOFF	
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Approved By:

James A. Karnes, Sheriff

Date

POSITION DESCRIPTION

OHIO DEPARTMENT OF ADMINISTRATIVE SERVICES

AGENCY FRANKLIN COUNTY DIVISION OR INSTITUTION SHERIFF'S OFFICE UNIT OR OFFICE CORRECTIONS

HUMAN RESOURCES DIVISION

_			X	County	1	New	-		COUNTY OF EMPLOYMENT		
×	Sta	te Agency		Agency		Position	00		FRANKLIN D TITLE OF IMMEDIATE SUPE	RVISOR	
POSITION CONTROL NUMBER COLIN P. SHINE	USUAL WORI	KING TITLE OF P		N-POTC			PU	JSHION NO. AN	CORPORAL	RVISON	
MUM	NORMAL WO	RKING HOURS (1						
JL N	FROM:	VARIES	S	TO:		ER CHARACTERISTICS					
TRC	0/	Jah D		n order of			NER		im Acceptable Characte	ristics	
NO	%						nd		e of supervision of i		
N C	75	Protects pr							environment & rela		
U P		discipline o							Sheriff's Office 1		
OLI		Watches see						1 A Ý	*. Ability to apply pr		
P O	-	and recreat							ical everyday problem		
		inmates in						· ·	ort with inmates, add		
		inmates bet							and divide whole	numbers,	
		incoming p		-					accurate records, con	,	
0		prisoners; n assures tha							both orally and in wi		
IC		holders, de							nd or sit for ext	<u> </u>	
PO,		exist); prov						/	t periods of time,		
		jail facility							d and respond to c		
NON NO		discretion of						involving	-	or group	
CLASS TITLE DEPUTY (NON-POTC)		emergency				esponds		0	emain alert and watch	<u> </u>	
EE		energency	Situativ	9 113. 9					uty hours, demonstrat		
ASS									sically restrain angry		
DC	25	Answers te	lephor	ne and que	estions	of		people.	,		
	25	attorneys, p		-				people			
		law enforce					s				
		of incidents									
		effects; mai									
		and releases									
		authorizatio	~ ~	*							
		searches inc			-		r				
		duties as ass	-								
			-								
									cessfully complete	approved	
									l officers course within	one year	
		1						from date of	f hire.		
								Probationar	y period is one year.		
								*developed	after employment.		
R								1			
CLASS NUMBER 02092	List Position N	umbers and Class	Titles of	positions dir	ectly supe	ervised	SIG	NATURE OF AG	ENCY REPRESENTATIVE	DATE	
S NI								1	11	1.1.1	
CLASS 7 02092							1	Amesa.	NES, SHERIFF	11/19/09	
0.0						0	JAN	MES A. KARN	NES, SHERIFF	//	

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LAW ENFORCEMENT Evaluation Deadline

					January 11, 2022				
e e					Rating Period				
EMPLOYEE PERFORMA	NCE RE			0	From 1/11/2021 To 1/10/2022				
Name (Last) (First)		(M.	1.) 50	c. Sec.	Classification Title Deputy (POTC)				
Bureau/Assignment SWAT			ining Uni OP	t	Mid Final Probation Special				
PERFORMANCE DIMENSIONS	E	RATINGS	N	Use spaces l	RATER COMMENTS Use spaces below for comments. Witten comments MUST be provided for each performance dimension. Use additional encets if necessary. USE INK PEN –				
	Meets	Below	Above	PLEASE PR					
QUANTITY Generates amount of work expected.			x		ed for a SWAT officer and has stepped up as ig and firearms instructor.				
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.			x	scenario	nized manner. He digs deep into training os and passes them along to his teammates proves performance.				
TIMELINESS Accomplishes required work on schedule.	x			Deputy issues a	completes his work daily without any and on time.				
PERSONAL APPEARANCE Projects a professional image.			х	County	a favorable appearance on the Franklin Sheriff's Office.				
DEPENDABLITY Can be counted upon to be reliable and responsive.	x			demand with a s dealing	can be depended on in any ling situation. He is always quick to come up afe plan when capturing wanted felons or with combative mentally ill subjects.				
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	Deputy and can him.	always contributes to the team effort to be counted on to finish any task given to				
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.			x	Nationa brought	has stepped up as a SWAT ttraining He has competed personally in multiple I Tacticle Game competitions and has many of the professional technques to the ad has improved performance greatly.				
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	demons	nor even in the most stressful situations. He strates great self control with every high risk in he deals with.				
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Deputy regulation officers.	ons and teaches them to all new SWAT				
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x				eryone he comes into contact with. He does llent job of dealing with the public in all				

I have prepared this performance review: Rater Signature San Ja Anichen S54 Reviewer Comments: Concorr - Irada - CA. Mon 47 I have read the above: I have have not responded on an attached sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate agreement with the above.

Employee Comments:

Reviewer Signature	Date	Employee Signature
Appointing Autoority	Bate /3/22	
SHR-AD-63	An Equal Opp	oortunity Employer



LAW ENFORCEMENT Evaluation Deadline

					Evaluation Deadline January 11, 2021
					Rating Period
EMPLOYEE PERFORMA	NCE REV				From 1/11/2020 To 1/10/2021
Name (Last) (First)		(M.I.) Soc		Classification Title Deputy (POTC)
Bureau/Assignment SWAT		Barg	aining Unit		Mid Final Annual Special
50001	E	PECTATI		L_	RATER COMMENTS
PERFORMANCE DIMENSIONS	Meets	RATINGS		Use spaces bek performance din PLEASE PRINT	ow for comments. Written comments MUST be provided for each nension. Use additional sheets if necessary. USE INK PEN
QUANTITY	weets	Below	ADOVE	Deputy	generates more than the amount of
Generates amount of work expected.			x	work expension SWAT fier using soc	ld training officer and does a great job of ial media to track down the most wanted Franklin County.
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x				completes his work on schedule and an organized manner.
TIMELINESS Accomplishes required work on schedule.	x			Deputy no issues.	completes all of his work on time with
PERSONAL APPEARANCE Projects a professional image.			x	Sheriff's C	projects a very positive image on the Office. He works extremely hard on a daily his physical fitness.
DEPENDABLITY Can be counted upon to be reliable and responsive	x			demandin with a safe	can be depended on in any g situation. He is always quick to come up e plan when capturing wanted felons or th combative mentally ill subjects.
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	Deputy members good relat	has a good relationship with all of the team. He has esablished many ionships between the team and other houghout the Sheriff's Office benefiting all
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.			x	an excelle people he	has stepped up as a SWAT field ficer as well as a training officer. He does nt job explaining and instructing all comes in to contact with whether it's izens or other Deputies.
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	maker dur	continues to be a very good decision ing high risk situations. He has been many times by his direct supervision and to excel.
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Deputy regulations	knows and follows the rules and s of the Franklin County Sheriffs Office.
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.			x	quick to re	is able to relay all information in a cise, and accurate manner. He is always lay important information when it's sulting in positive results.

I have prepared this performance review: Rater Signature Sgl. John J. Julies S-54 Reviewer Comments: Concurrent the inter diputy Shine is A protinted Concurrent the inter diputy Shine is A protinted Pipethy Juny Carbo be depended on Excellent of Allers Reviewer Signature	I have read the above: I have have not responded on an attached sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate agreement with the above. Employee Comments:
Appointing Authority ADM CHIEF 19712021	Employee Signature
SHR-AD-63 An Equal Oppor	tunity Employer



LAW ENFORCEMENT

				Evaluation Deadline January 11, 2018
0				Rating Period
EMPLOYEE PERFORMA	NCE REV			From 1/11/2017 To 1/10/2018
Name (Last) (First)		(1	W.I.) Soc.	Sec. Classification Title Deputy (POTC)
Bureau/Assignment SWAT		Barg	aining Unit FOP	Mid Final Annual Special
	E)	PECTATI		RATER COMMENTS Use spaces below for comments, Written comments MUST be provided for each
PERFORMANCE DIMENSIONS		RATINGS		performance dimension. Use additional sheets if necessary. USE INK PEN -
QUANTITY	Meets	Below	Above	Deputy does a really good job of connecting
Generates amount of work				wanted felons with family members via social media
expected.			x	which leads to a large amount of apprehension and
				a very high work load.
QUALITY				Deputy completes his work on schedule in a
Completes work in an accurate	x			neat and accurate manner. He is a great asset to
neat, well-organized, thorough and applicable manner.				the Franklin County Sheriffs Office.
TIMELINESS				Deputy completes his work on schedule with
Accomplishes required work on	x			no issues.
schedule.				
PERSONAL APPEARANCE				Deputy maintains a professional image and
Projects a professional image.		l	x	keeps physically fit. He does a very good job at
			~	projecting a positive image in the numerous
				interactions he has with the community.
DEPENDABLITY		0		Deputy is highly dependable and responsive
Can be counted upon to be reliable and responsive.	×			to the needs of the shift. He is there for fellow
				officers and is quick to respond to their needs. Deputy has established himself as being a
TEAM EFFORT/COOPERATION Contributes to group effort.				very big asset to the SWAT Team. He has a very
Establishes positive working	X			good relationship with all members as well as
relationships with others.				Deputies throughout the Sheriffs Office.
DIRECTING/COORDINATING				Deputy has no deficiencies when directing
BEHAVIOR OF OTHERS				the behavior of suspects as well as the public. He
Describes and explains activities. Directs and			x	does a great job of diffusing difficult high risk
instructs individuals to accomplish tasks. Ensures well-being of individuals within				situations
scope of responsibility.				
DEALING WITH DEMANDING SITUATIONS				Deputy has been observed numerous times
Demonstrates control of self and others under			v	in this area. He continues to exercise a high
trying circumstances.			Х	ammount of self control and is a very good decision
				maker during these high risk situations.
ADHERING TO PROCEDURES				Deputy follows the rules and regulations of
Knows the rules and regulations and follows them without being reminded.	X			the Sheriffs Office.
COMMUNICATING				Deputy is a good communicater whether it is
Understands written and oral instructions. Relays appropriate	x			with his fellow deputies or in dealing with the public.
information in clear, concise manner.				He is able to relay accurate information in a very
				quick and accurate manner.

Rater Signature

I have read the above: I have have not responded on an attached sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate agreement with the above.

Employee Comments:

Reviewer Signature	Date	Employee Signature
Appointing Authopity ADM CHIEF	Date /2018	
SHR-AD-63	An Equal Opp	ortunity Employer



LAW ENFORCEMENT

Cin Contraction of the Contracti					Evaluation Deadline January 11, 2016
• •		1714/		Rating Period From 1/11/2015 To 1/10/2016	
Name (Last) (First)	ICE REV	(M.L)	Soc.	Sec.	Classification Title
					Deputy (POTC)
Bureau/Assignment SWAT		Bargaini FO			Mid Final Probation Special Special
	EX	PECTATION		lise seems	RATER COMMENTS below for comments. Written comments MUST be provided for each
PERFORMANCE DIMENSIONS	Meets	RATINGS Below	bove	performance PLEASE PR	dimension. Use additional sheets if necessary. USE INK PEN - INT
QUANTITY Generates amount of work expected.			x	various	n some. He is very thorough in connecting addresses and family members of wanted s which leads to many apprehensions
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Deputy and we	I-organized manner every day.
TIMELINESS Accomplishes required work on schedule.	x			many o Deputy	completes his work on schedule with es. Our job is very unpredictable and on ccasions a set schedule does not exist. adapts to this very well.
PERSONAL APPEARANCE Projects a professional image.			x	the She	projects a very favorable image on riffs Office by staying physically fit. He also ns his uniform and equipment at a very high
DEPENDABLITY Can be counted upon to be reliable and responsive.			x	next ste	
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x			Deputy relation alike	has established a positive working ship with his fellow deputies and supervisors
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.			x	This att	duty, of where he is with an investigation. ention to detail usually leads to a fugitive aken into custody without incident.
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x		demonstrates excellent self control in c situations. He is cool, calm and collected ponds well under pressure.
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Deputy and is a problem	ble to follow them with little to know
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			Deputy others/	has no issues in communicating with relaying information.
I have prepared this performance review: Rater Signature <i>General Constant Constan</i>	Snide		leet of pa ill also be greement	the above: aper. I unders placed in my with the abo e Comments:	stand that any and all attachments to this evaluation r permanent personnel file. My signature may not indicate ve.



LAW ENFORCEMENT

1

				January 11, 2015				
EMPLOYEE PERFORMAN		IEW		Rating Period From 1/11/2014 To 1/10/2015				
Name (Last) (First)		(M.I.)	Soc	Sec. Classification Title Deputy (POTC)				
Bureau/Assignment Ba				Mid Final Probation Special				
SWAT	EX	FOI PECTATION		RATER COMMENTS				
PERFORMANCE DIMENSIONS		RATINGS	bove	Use spaces below for comments, Written comments MUST be provided for each performance dimension. Use additional sheets if necessary. USE INK PEN – PLEASE PRINT				
QUANTITY Generates amount of work expected.	Meets		X	Deputy generates the amount of daily work and then some. He does not hesitate to help supervision and co-workers alike.				
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Deputy completes his work in a professional and well-organized fashion every day.				
TIMELINESS Accomplishes required work on schedule.	x			Deputy completes his work on schedule with no issues.				
PERSONAL APPEARANCE Projects a professional image.			х	Deputy maintains a professional image and keeps physically fit, projecting a favorable image on the office.				
DEPENDABLITY Can be counted upon to be reliable and responsive.			x	Deputy is dependable and responsive to the needs of the shift. He is always thinking about the next step.				
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.	x			Deputy has established a positive working relationship with his fellow deputies and supervisors alike.				
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			Deputy has no issues with the direction and cooridnation when dealing with others and their behavior.				
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under trying circumstances.			x	Deputy demonstrates excellent self control in dynamic situations. He is cool, calm and collected and responds well under pressure.				
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x			Deputy follows the rules and regulations as well as procedures.				
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			Deputy has no issues in communicating with others/ relaying information.				
Rater Signature Reviewer Comments: CONCOR WITH REVIEW			I have read the above: I have have not responded on an attached sheet of paper. I understand that any and all attachments to this evaluation will also be placed in my permanent personnel file. My signature may not indicate agreement with the above. Employee Comments:					
Reviewer Smarrenden M-1 1/21/Date Appointing Authority Date				Employee Signature				

An Equal Opportunity Employer

SHERIF		N-821	3	X	Evaluation Deadline 01/09/13	
EMPLOYEE PERFORMANCE REVIEW			1012		7 Rating Period From 01/11/12 To 01/10/13	
Name (Last) (First)			(M.I.) Soc. Sec.		Classification Title Deputy (POTC)	
Bureau/Assignment			aining Unit	1.1	Mid Final Annual Spec	
Corrections / FCCCII PERFORMANCE DIMENSIONS	EXPECTAT		S Use		RATER COMMENTS s below for comments, Written comments MUST be provided for each se dimension. Use additional sheets if necessary. USE INK PEN –	
QUANTITY Generates amount of work expected.	Meets	Below	Above	Deputy generates the amount of work expected.		
QUALITY Completes work in an accurate neat, well-organized, thorough and applicable manner.	x			Deputy completes work in an accurate and well- organized manner.		
TIMELINESS Accomplishes required work on schedule.	x			Deputy completes required work on schedule.		
PERSONAL APPEARANCE Projects a professional image.			x	Deputy projects a professional appearance. Deputy maintains a high fitness level.		
DEPENDABLITY Can be counted upon to be reliable and responsive.			x	Deputy can be counted on and is very reliable and responsive. Deputy is above in this area.		
TEAM EFFORT/COOPERATION Contributes to group effort. Establishes positive working relationships with others.			x	Deputy works well with others. Deputy has established a positive working relationship with others.		
DIRECTING/COORDINATING BEHAVIOR OF OTHERS Describes and explains activities. Directs and instructs individuals to accomplish tasks. Ensures well-being of individuals within scope of responsibility.	x			Deputy shows confidence in directing / coordinating the behavior of individuals to accomplish tasks.		
DEALING WITH DEMANDING SITUATIONS Demonstrates control of self and others under rying circumstances.			×	during	y is able to maintain control of self and othe trying circumstances. Deputy can be d on during a demanding situation.	
ADHERING TO PROCEDURES Knows the rules and regulations and follows them without being reminded.	x				/ has a good working knowledge of the rule gulations.	
COMMUNICATING Understands written and oral instructions. Relays appropriate information in clear, concise manner.	x			skills. I	v does demonstrate good communication He is able to relay information in a clear and e manner.	
have prepared this performance review: Job desc Rater Signature Sgt. M. Montrose S27 / S54 M. Mml Sgt. M. Montrose S27 / S54 M. Mml Reviewer Comments: Conduct Match Reviewer Signature Image: Conduct Reviewer Signature Reviewer Signature Image: Conduct Reviewer Signature Appointing Authority Image: Conduct Reviewer Signature	Date Date 12-29-1 Date 1-4-1:		sheet of pa will also be agreement	placed in in with the ab	rstand that any and all attachments to this evaluation ny permanent personnel file. My signature may not indicate ove.	





Sheriff Dallas Baldwin Support Services Division

то:	
FROM:	MAJOR KELLY KEYS
SUBJECT:	LETTER OF COMMENDATION
DATE:	SEPTEMBER 4, 2018

During the week of August 27, 2018, you attended the TYR Tactical Tracking School in Hocking County along with multiple other Sheriff Offices. During the week, you participated in training in an rural environment 24 hours a day for 5 days. You participated in training that lasted well into the night and continued for more than 12 hours some days. The weather conditions were not ideal with extreme heat reaching up to 100 degrees. Your professionalism, hard work and stamina to push through to complete the course was well noted by the Instructor. During a debrief with command staff it was passed on that your performance exceeded even some Military team and law enforcement teams. Your professionalism and composure during this training reflects favorably upon yourself and your agency. Your hard work and dedication is greatly appreciated.

Congratulations on a job well done! Kelly Keys Major heriff's Office Franklin/County

CC: Sheriff Baldwin Chief Smith HR
PROMOTIONS AND JOB ASSIGNMENTS WITH THIS DEPARTMENT:

	DATE	ASSIGNMENT	RANK	i,	DATE	ASSIGNMENT	RANK
1.				7	•		
2.							
3	5/			9			
4.				10			
5.				11.			
6				12.			

IN-SERVICE TRAINING: Dates, times and subjects

ALL THE INFORMATION CONTAINED HEREIN IS TRUE TO THE BEST OF MY KNOWLEDGE.

Badge #

ATTACH ANOTHER SHEET IF NECESSARY



4. Professional Characteristics (initiative, judgment, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership)

1 indifferent, apathetic

2 interest in position is unclear, lacking capillent, aubitians in several areas

3 satisfactory ranks high in all skill areas

5 highly motivated, eager to work, asks many questions, excellent skills

Comments:

5. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.)

beliground, cohenter & work agenere +++ Overall 8 10 3 4 5 6 7 Rating 2 1

Highly Recommend Okay For Hire Do Not Recommend Recommendation:

INTERVIEW QUESTIONS (DEPUTY)

TELL US A LITTLE ABOUT YOURSELF? 65U criminology gral '07

WHAT INTERESTS YOU MOST ABOUT THIS JOB? qual dept / lasge / gyportenstes / concer complagnent

WHAT HAVE YOU DONE TO PREPARE YOURSELF FOR A CAREER HERE? eduction / Porc/met dynatics / Grant Red bald count.

TELL US ABOUT THE DUTIES OF YOUR CURRENT POSITION?

WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION. likes heaving a think you from pulke

GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL?

JC Penny loss privestern / credit card fraud GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE?

balances priorities

WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION? likes at / bulnot what he would for a cour

DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT?

no problem

HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER AGENCY OR DEPARTMENT?

got anditud from from CAP last year

IF OFFERED A POSITION BY THE SHERIFF'S OFFICE AND THE OTHER LAW ENFORCEMENT AGENCY ON THE SAME DAY, WHICH WOULD YOU CHOOSE?

4. Professional Characteristics (initiative, judgment, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership)

1 indifferent, apathetic 2 interest in position is unclear, lacking in several areas satisfactory ranks high in all skill areas

5 highly motivated, eager to work, asks many questions, excellent skills

Comments:

Seems Motivated. Professional

5. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.)

Seens Professional. Show Initiature By going to Seens Professional. Show Initiature By going to Police Academy Prior to Applying, Had Problems Answering Question About Choosing CPD over Shortfs office: "Town question" Needs to Understand Overall an Derutes Start off in corrections Rating 1 2 3 4 5 6 (7) 8 9 10

Okay For Hire Do Not Recommend Highly Recommend Recommendation:

4. Professional Characteristics (initiative, judgment, self-confidence, attitude, creative, motivated, ambitious, adaptability, leadership)

1	2	Q	4	5
indifferent,	interest in	satisfactory	ranks high in	highly motivated,
apathetic	position is		all skill areas	eager to work,
	unclear, lacking			asks many questions,
	in several areas		~	excellent skills
Comments:	seems Ambiti	ous - con	redent	

5. Overall Summary Of Strengths And/Or Shortcomings and Recommendation (Note: Give overall summary of applicant's qualifications for the position and your recommendation for or against hiring.) seems good - HAS some very postive skills

Overall Rating 1 2 3 4 5 6 7 8 9 10

Recommendation:

Highly Recommend

Okay For Hire

Do Not Recommend

INTERVIEW QUESTIONS (DEPUTY)

TELL US A LITTLE ABOUT YOURSELF? OSU-BUSNess/Fisher - switched to Crimonleyy MANTIAL ARTS WHAT INTERESTS YOU MOST ABOUT THIS JOB? GREAT DEPT WANTS Career Lot of ogst. WHAT HAVE YOU DONE TO PREPARE YOURSELF FOR A CAREER HERE? School -OPOTC-TELL US ABOUT THE DUTIES OF YOUR CURRENT POSITION? "GRANT HOSP - Security checks - screen weapons prtaol Lors WHAT ACCOMPLISHMENTS HAVE GIVEN YOU THE GREATEST SATISFACTION. Helping people / enjoy thanks GIVE US AN EXAMPLE OF HOW YOU PAY ATTENTION TO DETAIL? J.C. Penny loss prevention unitor Found Stoken c.c. Working there C.C. GIVE US AN EXAMPLE OF HOW YOU CAN WORK UNDER PRESSURE? TRAUMA / Violent patient Knowing provides WHY DO YOU WANT TO LEAVE YOUR CURRENT POSITION? Likes position wants to work for A Labge division DO YOU HAVE ANY PROBLEMS WORKING A 2ND OR 3RD SHIFT?

HAVE YOU APPLIED FOR A LAW ENFORCEMENT POSITION WITH ANY OTHER AGENCY OR DEPARTMENT? CPP - condition A/ offen

IF OFFERED A POSITION BY THE SHERIFF'S OFFICE AND THE OTHER LAW ENFORCEMENT AGENCY ON THE SAME DAY, WHICH WOULD YOU CHOOSE?



PERSONAL HISTORY STATEMENT

AND

PRE-EMPLOYMENT POLYGRAPH

As an applicant for employment with the Franklin County Sheriff's Office, you are required to complete this PERSONAL HISTORY STATEMENT. It is important that your PERSONAL HISTORY STATEMENT be complete and accurate. In the event you progress to the polygraph examination, you will be asked whether or not you have intentionally lied to questions included in your PERSONAL HISTORY STATEMENT or intentionally omitted information in this statement. We are not expecting you to be perfect. We are expecting you to be truthful.

It is in your best interest to cooperate completely with the polygraph examiner. The examiner will explain the polygraph process to you in detail. If you do not understand any part of the polygraph process or any of the questions reviewed with you, you must ask the examiner to stop and explain the process or question so that you do understand. You will not be asked any questions on the test which have not been reviewed with you. You will have the opportunity to modify any questions which you feel do not fit your particular circumstance. During the actual test, you will not be asked any trick questions or questions not previously reviewed.

No one "passes" or "fails" a pre-employment polygraph interview. The polygraph examiner reports your statements and his opinion of your truthfulness to the Sheriff. He does not make any employment recommendation. Employment decisions rest solely with the Sheriff's Office.

Our objective is to get you through your polygraph interview. With your help and cooperation, together, we can accomplish that objective. Your first step in accomplishing that objective is to complete this PERSONAL HISTORY STATEMENT.
