



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



2025-3290
Officer Involved Critical Incident - 3810 Louise Ct., Grove
City, OH 43123 (L)

Investigative Activity: Personnel File Review
Involves: [REDACTED]
Activity Date: 12/02/2025
Authoring Agent: SA Joshua Welty #173

Narrative:

On Monday, December 01, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) Rick Ward (SA Ward) received the personnel files for [REDACTED] and [REDACTED] from Grove City Police Department (GCPD). SA Welty reviewed the personnel files and noted the following:

[REDACTED]

On September 17, 2025, [REDACTED] received an oral reprimand for engaging in an unauthorized motor vehicle pursuit with a motorcycle for not having a license plate.

No other discipline for use of force was found in the personnel file.

[REDACTED]

No discipline for use of force was found in the personnel file.

The personnel file was attached to this report. Please refer to the attachment for further details.

References:

No references.

Attachments:

Attachment #1: [REDACTED]

Attachment #2: [REDACTED]

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

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [REDACTED]

2] Do you understand this policy? Yes No Initial [REDACTED]

3] Do you have any questions about this policy? Yes No Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [REDACTED]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [REDACTED]

Associate Name [REDACTED]

Evaluator Name JUSTIN GALLO

Associate Signature [REDACTED]

Evaluator Signature Sgt. J. Gallo 5/62

Date 12/31/19 Time 19:17

Date 12/31/19 Time 19:15

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Intent and Guidance

At the conclusion of the annual or semi-annual associate evaluation, conclude the discussion with the associate completing this form.

If the associate has not read the policy, reschedule the meeting and recomplete the form.

Martin, Jennifer

From: [REDACTED]
Sent: Thursday, August 01, 2019 10:01
To: Martin, Jennifer
Subject: Current Address

Good Morning,

My current home address [REDACTED]

Respectfully,

[REDACTED]

8/2/2019 Jm



City of Grove City Division of Police

UNIFORM INVENTORY FOR OFFICERS



OFFICER NAME: [REDACTED]

UNIT NUMBER: [REDACTED]

DATE OF HIRE: [REDACTED]

DATE RETURNED: _____

OFFICER INITIALS: _____

UNIFORM ARTICLE	DATE ORDERED	DATE ISSUED	OFFICER INITIALS	COMMENTS OR PO#
HAT				
HAT COVER (REVERSIBLE)				
HAT BADGE				
BREAST BADGE				
NAME PLATE/SERVICE BAR (2)				
NECK TIE (2)				
TIE TAC				
WHISTLE				
WHISTLE CHAIN				
FOUR (4) L/S SHIRT				
FOUR (4) S/S SHIRT				
FOR (4) PAIR PANTS				
INNER BELT				
SAM BROWN BELT		11/26/18		
BELT KEEPERS (4)		11/26/18		
SILVER "P" BUTTONS				
WINTER COATS				
RAINCOAT - <i>Backorder</i>		11/26/18		
ONE (1) PAIR "CLASS A" PANTS				
ONE (1) "CLASS A" WHITE SHIRT				
ONE (1) "CLASS A" BLOUSE				
ONE (1) PAIR SHOES OR BOOTS				
SHOULDER STRAP w/D RINGS				
INCLEMENT WEATHER TROUSER				
INCLEMENT WEATHER SHIRT				
INCLEMENT WEATHER JACKET				
WINTER WATCH CAP				
WINTER TROOPER HAT				
BDU TROUSERS		11/26/18		
BDU SHIRT				
BDU HAT				



City of Grove City Division of Police UNIFORM INVENTORY FOR OFFICERS



UNIFORM ARTICLE	DATE ORDERED	DATE ISSUED	OFFICER INITIALS	COMMENTS OR PO#
MILITARY NAME TAPE				
BLACK T-SHIRT w/ "POLICE"				
GREY T-SHIRT w/ "POLICE"				
INSTRUCTIONAL MANUAL				
P229 40 CAL. SIG-SAUER				
TRIGGER LOCK				
GUN CASE				
SHOOTING GLASSES				
THREE (3) MAGAZINES				
ONE (1) HOLSTER				
ONE (1) MAGAZINE HOLDER	11/26/18			
PORTABLE RADIO				
PORTABLE RADIO CARRIER				
PORTABLE RADIO MANUAL				
RADIO SHOULDER MIC				
TASER				
TASER HOLSTER				
ASP	11/26/18			
ASP HOLDER	11/26/18			
HANDCUFFS	11/26/18			
HANDCUFF CASE	11/26/18			
FLASHLIGHT HOLDER	11/26/18			
BULLET – RESISTANT VEST				
BALLISTIC HELMET				
RIOT SHIELD				
GAS MASK				
GAS MASK CARRIER				
CHEMICAL MASE				
CHEMICAL MASE HOLSTER	11/26/18			
CPR MASK				
TRAFFIC VEST	11/26/18			
CRITICAL INCIDENT BAG				
CHEMICAL SUIT				
ONE (1) ROLL DUCT TAPE				
GROVE CITY ORDINANCE				
O.R.C. VEHICLE LAWS				
GENERAL ORDERS				
IDENTIFICATION CARD				
FLAT BADGE				
BUILDING KEYS				



City of Grove City Division of Police UNIFORM INVENTORY FOR OFFICERS



ACADEMY CADETS UNIFORM INVENTORY

OFFICER NAME: [REDACTED]

UNIT NUMBER: [REDACTED]

DATE OF HIRE: [REDACTED]

UNIFORM ARTICLE	DATE ORDERED	DATE ISSUED	OFFICER INITIALS	COMMENTS OR PO#
HAT	11/21/18			
HAT BADGE				
BREAST BADGE				
THREE (3) L/S SHIRT (5)	11/21/18			
THREE (3) S/S SHIRT				
TWO (2) TIE (1)	11/21/18			
TIE TAC				
THREE (3) PAIR PANTS (2)	11/21/18			
TWO (2) PAIR KHAKI PANTS				
INNER BELT	11/21/18			
ONE (1) PAIR "CLASS A" PANTS				
ONE (1) "CLASS A" WHITE SHIRT				
ONE (1) "CLASS A" BLOUSE				
ONE (1) PAIR SHOES (BLACK PLAIN TOE)	11/21/18			
SAM BROWN BELT	11/26/18			
SHOULDER STRAP w/D RINGS				
BELT KEEPERS	11/26/18		[REDACTED]	
ONE (1) HOLSTER				
ONE (1) MAGAZINE HOLDER	11/26/18		[REDACTED]	
ONE (1) SET HANDCUFFS	11/26/18			
HANDCUFF CASE	11/26/18			
ONE (1) TASER HOLSTER				
WHISTLE				
CURRENT OHIO REVISED CODE				



**City of Grove City
Division of Police**
UNIFORM INVENTORY FOR OFFICERS



In compliance with General Order 41.3.4 entitled "Uniforms and Personal Equipment", and 41.3.4 entitled "Body Armor", employees must return all agency property issued to them upon termination of employment. The value of the property not returned, by the employee at termination, is pro-rated and deducted from the employee's separation check.

SIGNATURE OF EMPLOYEE

DATE OF SIGNATURE

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

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2] Do you understand this policy? Yes No Initial [redacted]

3] Do you have any questions about this policy? Yes No Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted]

Associate Name [redacted]

Evaluator Name Sgt. Hennessy

Associate Signature [redacted]

Evaluator Signature Sgt. Brung

Date 01/15/25 Time 1745

Date 1/15/25 Time 1745

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [REDACTED]

2] Do you understand this policy? Yes No Initial [REDACTED]

3] Do you have any questions about this policy? Yes No Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [REDACTED]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [REDACTED]

Associate Name [REDACTED]

Evaluator Name

Sgt. B. Hennessy S66

Associate Signature [REDACTED]

Evaluator Signature

Sgt. B. Hennessy S66

Date 12/29/23

Time 1442

Date 12/29/23

Time 1443

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.



GROVE CITY DIVISION OF POLICE



Employee Identification

Employee Name: [REDACTED]

I have received one new HID card # [REDACTED]

I have received one new wallet card

Signature [REDACTED]

Current HID card returned Yes No Card # [REDACTED]

Current wallet card returned Yes No

(If No, reason why card was not returned)

Supervisor Signature Sgt. Blum

Verified by: Laurie Rutan

Signature: Laurie M Rutan

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

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2] Do you understand this policy? Yes No Initial [redacted]

3] Do you have any questions about this policy? Yes No Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted]

Associate Name [redacted]

Evaluator Name SGT. R.D. FORNEY

Associate Signature [redacted]

Evaluator Signature SGT. R.D. FORNEY S/B

Date 01/27/2023 Time 1500

Date 1/27/23 Time 1501

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

GROVE CITY POLICE

KEYS ISSUED

OFFICER'S NAME



UNIT NUMBER



DATE OF HIRE



FOLLOWING IS A LIST OF KEYS ISSUED TO THE ABOVE NAMED OFFICER:

Keys Issued	Date Issued	Officer's Initials	Date Returned
<u>A1</u>	<u>07/10/19</u>		_____
<u>A2</u>	<u>07/10/19</u>		_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

ANY AND ALL KEYS WILL BE RETURNED UPON REQUEST OR UPON TERMINATION OF EMPLOYMENT.

Signature of Member/Employee

7/18/19
Date of Signature

**Grove City Division of Police
Annual Discrimination and Harassment Audit**

Please read the following questions, circle your answer and initial.

- 1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [REDACTED] (Must answer yes to continue audit)
- 2] Do you understand this policy? Yes No Initial [REDACTED] (Must answer yes to continue audit)
- 3] Do you have any questions about this policy? Yes No Initial [REDACTED] (Must answer no to continue audit)
- 4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [REDACTED] (Must answer yes to continue audit)
- 5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]
- 6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [REDACTED] (Must answer no to finish audit)

Associate Name [REDACTED]

Supervisor Name SGT. RICK FORNET

Associate Signature [REDACTED]

Supervisor Signature SGT. RICK FORNET

Date 01/12/2022 Time 1345 HRS

Date 1/12/2022 Time 1345 HRS

Instructions to the interviewing supervisor

If there are any questions answered that prohibit the completion of the audit, the interviewing supervisor will direct the employee to immediately report the concerns to a supervisor in their chain of command or to human resources.

Annual Discrimination and Harassment Audit

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1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted]

2] Do you understand this policy? Yes No Initial [redacted]

3] Do you have any questions about this policy? Yes No Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted]

Associate Name [redacted]

Evaluator Name SGT. M. WATERS

Associate Signature [redacted]

Evaluator Signature SGT. M. [signature] 5/140

Date 02/13/2021 Time 0653

Date 2/13/21 Time 2133


Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.


RECEIPT OF EMPLOYEE HANDBOOK

I have received a copy of this employee handbook. I understand that I should read and familiarize myself with the information that has been provided. I understand that this employee handbook can be changed at any time by the City of Grove City with or without notice. I also understand that this employee handbook is not a contract, express or implied, between myself and the City of Grove City, nor shall it be construed to create such a contract. I understand that I am not employed for any definite period of time, and, as an employee-at-will, either myself or the City of Grove City can terminate the employment relationship at any time for any reason not contrary to law. I understand that no representative of the City of Grove City has authority to make representations to me or enter into an agreement with me that is contrary to the foregoing except the City Administrator of the City of Grove City, or his designated representative, in an express, written agreement.

This employee handbook applies to all non-union personnel, unless noted otherwise, and also applies to all union personnel to the extent the handbook does not conflict with, or a subject is mutually addressed by, the express terms of the applicable collective bargaining agreement.



Print Employee Name



Employee Signature

03/01/2021

Date



The City of Grove City, Ohio

4035 Broadway • Grove City, Ohio 43123
(614) 277-3000

Richard L. "Ike" Stage, Mayor
William F. Vedra, Jr., Deputy City Administrator/Public Safety Director

[REDACTED]

Mr. [REDACTED]
[REDACTED]

Dear [REDACTED]

It is with great pleasure that I certify your appointment as a Police Officer with the Division of Police.

On behalf of Mayor Ike Stage, Chief Butsko, and all the city officials, I extend warmest congratulations and our wish for continued success in your work.

Sincerely,

A handwritten signature in blue ink, appearing to read "W. F. Vedra, Jr.", written over a light blue horizontal line.

William F. Vedra, Jr.
Deputy City Administrator
Director of Public Safety

11-19-2018
LMM

**CITY OF GROVE CITY
DIVISION OF POLICE
EMPLOYEE IDENTIFICATION**

Name: [REDACTED]

Rank: Patrol officer

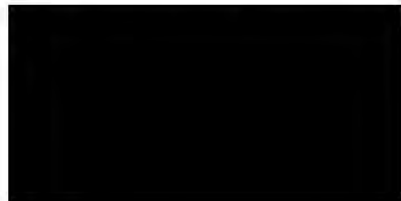
Badge #: [REDACTED] Classification: Field Services

Date of Hire: [REDACTED] I.D. Control #: [REDACTED]

DOB: [REDACTED] Blood Type: _____

Height: [REDACTED] Weight: [REDACTED]

Hair: [REDACTED] Eyes: [REDACTED]



I received 1 wallet ID badge and 1 HID ID badge on 19 Nov, 2018.

[REDACTED]
Signature



OATH OF OFFICE



"I, [REDACTED], solemnly swear that I will support the constitution of the United States and the State of Ohio and will obey the laws thereof and that I will, in all respects, observe the provisions of the Charter and Ordinances of this City and will faithfully discharge the duties of Police Officer, upon which I am about to enter."

Date: [REDACTED]
Effective [REDACTED]

[REDACTED]
Blake Hunter

Witness: Jennifer Whren

[Signature]
Richard L. "Ike" Stage, Mayor



MIKE DEWINE

★ OHIO ATTORNEY GENERAL ★



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

Check Box if: Correction to Record Name Change

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

OFFICER INFORMATION		1. Name (Last)	(First)	(Middle)	2. Social Security Number
3. Previous Name(s) or Alias (Last)		(First)	(Middle)		
4. Birth date (mm/dd/yyyy)	5. Officer's Individual Email Address			6. Phone Number	
7. Home Mailing Address (#/Street/PO Box)		(City)	(State)	(Zip Code)	(County Name)
8. Basic Training Academy (Only complete if this is the officer's first appointment or OSP)		(Academy Name) CPD Academy	(Academy Number)	(Dates of Training) Franklin	

AGENCY INFORMATION		9. Agency Name Grove City Division of Police			
10. Reporting Authority's Email Address		11. Agency Phone Number (614)277-1710			
12. Agency Mailing Address (#/Street/PO Box) 3360 Park St.		(City) Grove City	(Zip Code) 43123	(County Name) Franklin	

APPOINTMENT INFORMATION		(Complete Date, Status and ORC)		13. New Appointment Date	14. Status Change Date
15. Select New Status <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal. For the purpose of this form, full-time means those in active pay status (including those on vacation, sick, bereavement, personal or administrative leave; on compensatory time or holidays) receiving compensation and benefits for 40 hours in a work week or 80 hours in a 14-day period.					
16. Select New ORC					
<input checked="" type="checkbox"/> City Full-Time/Part-Time (737.02)		<input type="checkbox"/> City Auxiliary/Reserve/Special (737.051)		<input type="checkbox"/> City Chief (737.02)	
<input type="checkbox"/> Village Full-Time/Part-Time/Special (737.16)		<input type="checkbox"/> Village Auxiliary/Reserve (737.161)		<input type="checkbox"/> Village Chief (737.15)	
<input type="checkbox"/> Township Police Officer (505.49)		<input type="checkbox"/> Township Constable (509.01)		<input type="checkbox"/> Other Chief - List ORC/Charter	
<input type="checkbox"/> Other - List ORC/Charter		<input type="checkbox"/> Deputy Sheriff (311.04)		<input type="checkbox"/> Sheriff (311.01)	

ATTESTATION OF REPORTING AUTHORITY		I have carefully read this document and fully understand its contents and I sign it of my own free will and volition. I attest that the information provided on this document is true and correct and is based on my personal knowledge or inquiry. I further understand and acknowledge that submission of falsified records is a criminal violation.			
17. Signature of Reporting Authority		18. Printed Name and Title		19. Date	
		Richard Butsko Chief of Police		11, 21, 18	
20. Signature of Witness		21. Printed Name (First, Middle, Last)		22. Date	
		Kevin Holmstrom		11, 21, 18	

Officer Name (Last)

(First)

(Middle)

Social Security Number

23. OATH OF OFFICE

I do solemnly swear or affirm that I will support the Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio, and Laws and Ordinances of the political subdivision to which I am appointed and to the best of my ability will discharge the duties of this office.



Signature of Appointing Authority

William Vedra

Name of Appointing Authority (Typed or Printed Legibly)
Deputy City Administrator

Title of Appointing Authority (Typed or Printed Legibly)

OHIO PEACE OFFICER APPOINTMENT HISTORY

Please list all prior appointments. Use additional copies of page 2, as needed, to list the entire appointment history.

24. Appointed By (Agency Name and County):	25. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
26. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

27. Appointed By (Agency Name and County):	28. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
29. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

30. Appointed By (Agency Name and County):	31. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
32. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

33. Appointed By (Agency Name and County):	34. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
35. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

36. Appointed By (Agency Name and County):	37. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
38. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

39. Appointed By (Agency Name and County):	40. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
41. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		



The City of Grove City, Ohio

4035 Broadway • Grove City, Ohio 43123

(614) 277-3000

Richard L. "Ike" Stage, Mayor

William F. Vedra, III, Deputy City Administrator/Public Safety Director

[REDACTED]

Mr. [REDACTED]
[REDACTED]

Dear Mr. [REDACTED]

You have been recommended for appointment as a **Police Officer** with the City of Grove City Division of Police. This appointment is pending the successful completion of the remaining examinations, administered by individuals licensed in the State of Ohio and contracted by us as part of our pre-appointment screening.

Please contact Vikki Stoneking at (614) 277-3013 for scheduling of remaining examinations.

Sincerely,

A handwritten signature in cursive script that reads "W F Vedra Jr." followed by a period.

William F. Vedra, Jr.
Director of Public Safety
Deputy City Administrator

WFV:jsm



City of Grove City Division of Police



Richard A. Butsko, Jr.
Chief of Police



William Vedra
Director of Public Safety
City of Grove City
4035 Broadway
Grove City, Ohio 43123

Director Vedra,

Based on the recommendations of the executive staff, and with input from the community panel, we recommend [REDACTED] receive a conditional offer of employment as a police officer.

While not currently employed in a law enforcement capacity, we believe [REDACTED] desire to excel in police work to be strong. Should he complete all of the required testing with favorable results, we would be placing him in the next Columbus Police Academy beginning in [REDACTED].

I have attached his background investigation packet for your review. I respectfully request your consideration of this recommendation.

Respectfully,

Richard A. Butsko, Jr.
Chief of Police

RAB:jsm





GROVE CITY DIVISION OF POLICE

BACKGROUND INVESTIGATION SUMMARY



SECTION 3. PERSONAL REFERENCES

██████████ has known ██████████ for 20 years as a childhood friend. ██████████ saw ██████████ last summer (2017) when ██████████ and his family were visiting Ohio. ██████████ stated ██████████ has always been a hard working and a very dependable person. ██████████ stated ██████████ is also a great father to his children.

██████████ has known ██████████ for five years as a co-worker in ██████████. ██████████ stated ██████████ is a very good supervisor and he is very knowledgeable. ██████████ is always willing to share his knowledge and help anyone in need. ██████████ stated he believes ██████████ would make a good police officer because ██████████ treats people fairly and he makes good decisions.

██████████ has known ██████████ for 20 years as a friend. ██████████ and ██████████ attended school together and graduated from the same high school. ██████████ stated he lives in Dallas, Texas but he texts or speaks to ██████████ at least once every two weeks. ██████████ stated ██████████ has never displayed any temper or overreacted to minor problem. ██████████ stated ██████████ will have a beer or two in a social setting but he has never known ██████████ to drink to being intoxicated. ██████████ stated ██████████ has always worked hard to achieve his goals and he would be an excellent police officer.

SECTION 4. RESIDENCES

██████████ grew up in ██████████ Ohio and he lived there until he joined ██████████. While in the ██████████ he and his family have lived in ██████████. ██████████ wife and children have moved recently moved back to Ohio and they are living with his grandparents ██████████. ██████████ stated when he leaves the ██████████ he will also be living with his grandparents until he and ██████████ find housing or if he gets a job in Grove City and he will relocate.

SECTION 5. FINANCIAL HISTORY

██████████ credit report is good with a ██████████. ██████████ is current on all his payments and has no late payments on his record. ██████████ stated he and his wife's net monthly income is around \$6,000 a month. ██████████ stated their current financial obligations are only around \$800 a month.



GROVE CITY DIVISION OF POLICE

BACKGROUND INVESTIGATION SUMMARY



SECTION 9. CRIMINAL AND TRAFFIC CONVICTIONS

██████ has no criminal history and there are no calls for police service at any of his residences where he has lived. ██████ stated he has two traffic citations for speeding, which are listed below.

Speed 11-22-2016 in Montana
Speed 11-04-2001 in Ohio

SECTION 10. MISCELLANEOUS

██████ took a CVSA examination administered by Detective Rick Forney. ██████ passed the CVSA examination and he was not showing any deception.

Detective Rick Steller #43
INVESTIGATOR AND BADGE NUMBER



MIKE DEWINE

★ OHIO ATTORNEY GENERAL ★



Civilian Identification
Office 877-224-0043
Fax 1-866-750-0214

P.O. Box 365
London, OH 43140
www.OhioAttorneyGeneral.gov

October 30, 2018

POLICE DEPARTMENT
DET. JEFF VAN BUSKIRK #34
3360 PARK ST.
GROVE CITY OH 43123



**CRIMINAL HISTORY RECORD CHECK
NO BCI CONVICTIONS ON FILE
AUTHENTICATION NO. [REDACTED]**

The Ohio Bureau of Criminal Investigation (BCI) has completed a criminal history record check on the applicant listed below.

When authorized by law, an individual may have their criminal history sealed. In the event that an applicant has a sealed record, certain parties are permitted to receive such information to determine whether an applicant is legally disqualified from performing specific work.

Sealed records are disclosed based upon the **Reason Fingerprinted**, as submitted on the background check transaction and listed below. Sealed criminal histories will be provided in a manner consistent with the reason that the records are requested, regardless of the destination of the result.

There are no convictions on file with this office for this applicant.

Name:	[REDACTED]
Date of Birth:	[REDACTED]
SSN:	[REDACTED]
BCI Completion Date:	October 29, 2018
Reason Fingerprinted:	other: LAW

This letter is valid for one year from the record check completion date. This letter may be photocopied by the prospective employer and retained by the applicant.

Thomas J. Stickrath, Superintendent
Ohio Bureau of Criminal Investigation

Pursuant to Ohio Revised Code section 109.57(E)(2), BCI is authorized to provide only information relating to criminal convictions and guilty pleas. BCI is also only permitted to provide information regarding juvenile adjudications if the adjudication meets specific criteria listed in Ohio Revised Code section 109.57(E)(2) & (3).



MIKE DEWINE

★ OHIO ATTORNEY GENERAL ★



Civilian Identification
Office 877-224-0043
Fax 1-866-750-0214

P.O. Box 365
London, OH 43140
www.OhioAttorneyGeneral.gov

October 30, 2018

POLICE DEPARTMENT
DET. JEFF VAN BUSKIRK #34
3360 PARK ST.
GROVE CITY OH 43123



**CRIMINAL HISTORY RECORD CHECK
AUTHENTICATION NO. [REDACTED]
ICN. [REDACTED]**

A criminal history record check was conducted on the applicant listed below.

There are no convictions on file for this applicant.

Applicant Name: [REDACTED]
Date of Birth: [REDACTED]
Social Security Number: [REDACTED]
Completion Date: October 29, 2018
Reason Fingerprinted: Real ID

Thomas J. Stickrath, Superintendent
Ohio Bureau of Criminal Investigation

Pursuant to Ohio Revised Code section 109.57(E)(2), BCI is authorized to provide only information relating to criminal convictions and guilty pleas. BCI is also only permitted to provide information regarding juvenile adjudications if the adjudication meets specific criteria listed in Ohio Revised Code section 109.57(E)(2) & (3).

WorkHealth
1166 Dublin Rd., Suite 400
Columbus, OH 43215-1081
Phone: 614-566-9675
Fax: 614-533-0040

Drug Screen Result Letter (WH)

To: Vikki Stoneking
City of Grove City Police
4035 Broadway
Grove City, OH 43123

Name: [REDACTED]
Patient ID: [REDACTED]
Collection Date & Time: 10/30/2018 08:50
Specimen ID #: 2051737972
Drug Test Profile: 9 Panel printing names
Collection Site: Delaware Clinic
801 OhioHealth Blvd, Suite 140
Delaware, OH 43015
Laboratory: Clinical Reference Laboratory
8433 Quivira Rd
Lenexa, KS 66215-
Test Reason: PREEMPLOYMENT
Result: [REDACTED]

Michael T. Kelley, MD

Michael T. Kelley, M.D.
Medical Review Officer

10/31/2018

Date





CONFIDENTIAL SECURITY

Ohio Department of Health
VITAL STATISTICS
CERTIFICATE OF LIVE BIRTH

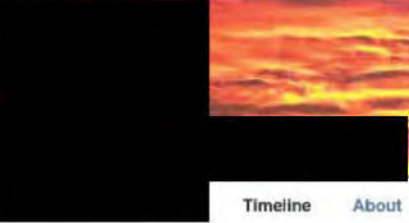
1. Dist. No. [Redacted]
 2. County Reg. Dist. No. [Redacted]
 3. Registrar's No. [Redacted]

Birth No. [Redacted]

CHILD - NAME <i>First Middle Last</i> [Redacted]			2. SEX MALE	3a. DATE OF BIRTH (Month, Day, Year) [Redacted]	3b. TIME OF BIRTH [Redacted]
FACILITY NAME (If not institution, give street and number) [Redacted]			4b. CITY, VILLAGE OR LOCATION OF BIRTH [Redacted]	4c. COUNTY OF BIRTH [Redacted]	
PLACE OF BIRTH <input checked="" type="checkbox"/> Hospital <input type="checkbox"/> Free-standing Birthing Center <input type="checkbox"/> Clinic/Doctor's Office <input type="checkbox"/> Residence <input type="checkbox"/> Other Specify _____			7. DATE FILED BY REGISTRAR (Month, Day, Year) [Redacted]		
REGISTRAR'S SIGNATURE John A. Grima, M.D.			8b. DATE SIGNED [Redacted]	8c. ATTENDANT - <input checked="" type="checkbox"/> M.D. <input checked="" type="checkbox"/> D.O. <input type="checkbox"/> C.N.M. <input type="checkbox"/> Other Midwife <input type="checkbox"/> Other (Specify) _____	
I certify that the above named child was born alive at the place and time and on the date stated above.			SIGNATURE ▶ Samuel J. Pipes, D.O. <i>(Type or Print)</i>		
ATTENDANT - NAME Samuel J. Pipes, D.O.			8e. MAILING ADDRESS 5975 Mahoning Ave. Warren, Ohio <i>(Street or R.F.D. No., City or Village, State, Zip)</i>		
MOTHER'S NAME <i>(First, Middle, Last)</i> [Redacted]		9b. MAIDEN SURNAME [Redacted]	10a. DATE OF BIRTH [Redacted]	10b. AGE 28	
BIRTHPLACE <i>(State or Foreign Country)</i> [Redacted]	12a. RESIDENCE - STATE Ohio	12b. COUNTY [Redacted]	12c. CITY, TOWN, OR LOCATION [Redacted]		
11. STREET AND NUMBER [Redacted]	12e. INSIDE CITY LIMITS? <i>(Yes or No)</i> no	13. MOTHER'S MAILING ADDRESS <i>(If same as residence, enter zip code only)</i> [Redacted]			
FATHER'S NAME <i>(First, Middle, Last)</i> [Redacted]	15a. DATE OF BIRTH [Redacted]	15b. AGE 27	16. BIRTHPLACE <i>(State or Foreign Country)</i> Ohio		

I certify that the personal information provided on this certificate is correct to the best of my knowledge and belief.
 Name or Signature of Parent or Other Informant ▶ [Redacted]

(4)



Add Friend Message

Timeline About Friends Photos More

DO YOU KNOW



To see what he shares with friends, send him a friend request.

Add Friend

Intro

lives in Phoenix, Arizona
2017

Studied at Grand Canyon University

Married

Joined July 2007



Graduated from Grand Canyon University

College

Share

updated his cover photo.
October 20, 2017



4

1 Share

Share

updated his profile picture.
August 7, 2017

Chat (2)





**City of Grove City
Division of Police
Release of Information**



To: _____

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: _____

Applicant's Address: _____

SSN: _____

DOB: September 20, 1991

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

Applicant's Signature

16 July 2018
Date

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

Grand Canyon University

Phoenix, Arizona

Grand Canyon University, upon the recommendation of the faculty, and by virtue of the authority in them vested, have conferred upon

[REDACTED]

who has satisfactorily pursued the studies, passed the examinations and complied with all other requirements therefore, the degree of

Bachelor of Science

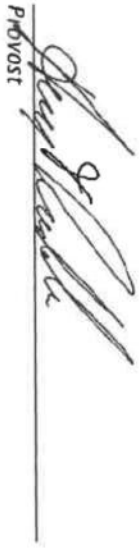
Justice Studies

with all rights, privileges and honors therunto appertaining.

Given in Phoenix, September, Two Thousand Seventeen

Cum Laude


President


Provost

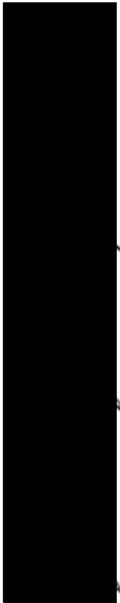



Chairman of the University Board


University Registrar

Community College of the Air Force

The Commander, The University,
by virtue of the authority vested by law
and on the recommendation of the College does hereby confer on



the degree of

Associate in Applied Science Criminal Justice

with all rights and privileges pertaining thereto.

Given this 27th day of February 2017

In witness whereof the Seal of the College and our signatures are hereto affixed.

St. Kist
Lieutenant General, U.S. Air Force
Commander, Air University

Call P. E.
Lieutenant Colonel, U.S. Air Force
Commandant, Community College of the Air Force

Harold G. Howard
Chairman
Air University Board of Visitors

Steph Howard
Dean, Academic Affairs
Community College of the Air Force



Mathews High School

Mathews



Local School District

Trumbull County Public Schools

[REDACTED]

has satisfactorily completed the Course of Study prescribed by the State of Ohio for this Institution, a High School of the First Grade and is therefore entitled to this

Diploma

In Witness Whereof our signatures are hereunto affixed at Vienna, Ohio,

this [REDACTED]

[Signature]

Superintendent

Louis A. DeMarco

Principal

Victoria A. Hivangnoli

County Superintendent of Schools

Kenneth R. Wallace

President

Jeri S. Andriks

Treasurer



City of Grove City Division of Police

Applicant Personal Reference Inquiry



TO: [REDACTED]	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
Applicant's Name: [REDACTED]	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
<p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p>	

1. How long have you personally known the applicant? 20 In what capacity? childhood friends
2. When was the last time you saw or spoke with the applicant?
Saw last summer
3. Do you consider the applicant to be honest and reliable? Yes No
4. How would you describe the applicant's temper? Never seen
5. How would you describe the applicants overall personality? Extrovert Introvert Combination of both
6. Does the applicant drink? Yes No, if yes how much? Light Moderate Heavy
 Alone With friends At social events
7. Does the applicant gamble? Yes No
8. Is the applicant argumentative? Yes No
9. Has the applicant ever had contact with Police to your knowledge? Yes No
10. Does the applicant exhibit close family relationships? Yes No



City of Grove City Division of Police

Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? Good Fair Poor

12. Has the applicant ever been in a physical confrontation? Yes No. If yes, explain:

13. Has the applicant ever been involved in any illegal activity? Yes No. If yes, explain:

14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No

15. Does the applicant exhibit any unusual or irritating traits? Yes No. If yes, explain:

16. Have you ever observed the applicant overreact to a minor problem? Yes No

17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? Yes No. If yes, explain:

18. Do you think the applicant would make a good police employee? Yes No. If no, explain:

19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?
Always willing to help others and a great family dad to his children

20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? Yes No



City of Grove City Division of Police

Applicant Personal Reference Inquiry



TO [REDACTED]	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
--	---

Applicant's Name: [REDACTED]	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
---	---

The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.

1. How long have you personally known the applicant? 5 In what capacity? Friend/co worker
2. When was the last time you saw or spoke with the applicant?
2 weeks ago
3. Do you consider the applicant to be honest and reliable? Yes No
4. How would you describe the applicant's temper? Noneri
5. How would you describe the applicants overall personality? Extrovert Introvert Combination of both
6. Does the applicant drink? Yes No, if yes how much? Light Moderate Heavy
 Alone With friends At social events
7. Does the applicant gamble? Yes No
8. Is the applicant argumentative? Yes No
9. Has the applicant ever had contact with Police to your knowledge? Yes No
10. Does the applicant exhibit close family relationships? Yes No



City of Grove City Division of Police Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? Good Fair Poor
12. Has the applicant ever been in a physical confrontation? Yes No. If yes, explain:

13. Has the applicant ever been involved in any illegal activity? Yes No. If yes, explain:

14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No
15. Does the applicant exhibit any unusual or irritating traits? Yes No. If yes, explain:

16. Have you ever observed the applicant overreact to a minor problem? Yes No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? Yes No. If yes, explain:

18. Do you think the applicant would make a good police employee? Yes No. If no, explain:
Working security for the Air Force and he is currently a supervisor
19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?
Nothing
20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? Yes No



City of Grove City Division of Police

Applicant Personal Reference Inquiry



TO: [REDACTED]	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
-----------------------	---

Applicant's Name [REDACTED]	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
------------------------------------	--

The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.

1. How long have you personally known the applicant? 20 In what capacity? Friend
2. When was the last time you saw or spoke with the applicant?
2 weeks ago
3. Do you consider the applicant to be honest and reliable? Yes No
4. How would you describe the applicant's temper? None
5. How would you describe the applicants overall personality? Extrovert Introvert Combination of both
6. Does the applicant drink? Yes No, if yes how much? Light Moderate Heavy
 Alone With friends At social events
7. Does the applicant gamble? Yes No
8. Is the applicant argumentative? Yes No
9. Has the applicant ever had contact with Police to your knowledge? Yes No
10. Does the applicant exhibit close family relationships? Yes No



City of Grove City Division of Police Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? Good Fair Poor
12. Has the applicant ever been in a physical confrontation? Yes No. If yes, explain:

13. Has the applicant ever been involved in any illegal activity? Yes No. If yes, explain:

14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No
15. Does the applicant exhibit any unusual or irritating traits? Yes No. If yes, explain:

16. Have you ever observed the applicant overreact to a minor problem? Yes No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? Yes No. If yes, explain:

18. Do you think the applicant would make a good police employee? Yes No. If no, explain:
Working security for the Air Force now.

19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?
Nothing

20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? Yes No



City of Grove City Division of Police

Applicant's Significant Other Inquiry (Current or Ex)



TO: ██████████	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
Applicant's Name: ██████████	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
<p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p>	

What is your relationship to the applicant? spouse

How long have you personally known the applicant? 7 years

When was the last time you saw or spoke with the applicant? Yesterday

Do you consider the applicant to be honest and reliable? Yes No

How would you describe the applicant's temper? _____

How would you describe the applicants overall personality? Extrovert Introvert Combination of both

Does the applicant drink? Yes No Light Moderate Heavy Alone With friends
 At social events

Does the applicant gamble? Yes No

To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No

Has the applicant ever been violent towards you or have you seen them be violent towards another?
 Yes No

If yes, explain: _____



City of Grove City Division of Police

Applicant's Significant Other Inquiry (Current or Ex)



Has the applicant ever been physically, mentally, or sexually abusive to you or another? Yes No

If yes, explain: _____

Does the applicant exhibit any unusual or irritating traits? Yes No

If yes, explain: _____

Have you ever observed the applicant overreact to a minor problem? Yes No

Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?

If an ex-spouse, does the applicant have any court ordered obligations to you and/or any children? Yes No

If yes, explain: _____

If an ex-spouse is no longer in a relationship with applicant, what were the reasons for the separation?

Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? _____

Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

Name	Address	City/State/Zip Code	Telephone #



City of Grove City
Division of Police
Applicant's Significant Other Inquiry
(Current or Ex)



Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

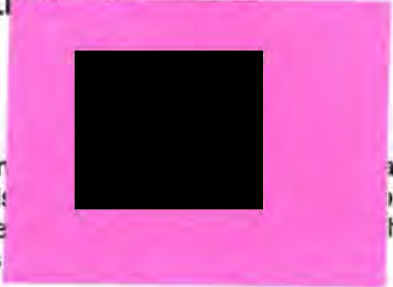
██████ moved back to Ohio at the end of July. ██████ is scheduled to leave ██████ and she got a good job offer from her current employer, ██████ so she has moved back with the two children to Ohio.

Rich Stahl
ASSIGNED INVESTIGATOR

8-3-18
DATE



City of Grove City Division of Police Fair Credit Reporting Act Disclosure Statement and Authorization



DISCLOSURE STATEMENT

A consumer report may be obtained on you for employment purposes. It may be an "investigative consumer report" which includes information as to your character, general reputation, personal characteristics, and mode of living. If you are the subject of investigative consumer reports, you have a right to request disclosure of the nature and substance of the reports. This process involves personal interviews with sources such as your neighbors, friends, or associates.

AUTHORIZATION

I voluntarily and knowing authorize Grove City Division of Police or its authorized agents, for employment purposes only, to obtain or prepare consumer reports or investigative consumer assignments as part of the process of my applying for employment, including independent contractor assignments as applicable. I understand that if Grove City Division of Police hires me or contracts for my services, my consent will apply, and Grove City Division of Police or its agents may prepare and obtain consumer reports or investigative consumer reports throughout my employment or contract period.

Please provide all requested information below:

[Redacted] _____ [Redacted] _____ [Redacted] _____ DNA
 First Name Middle Name Last Name Suffix

DNA
Other Names Used _____

[Redacted] _____ Oct. 2013
 Current Address Since

[Redacted] _____ May 2013 / Oct 2013
 From - To

[Redacted] _____ Jan 2013 / May 2013
 Previous Address From - To

[Redacted] _____ [Redacted] _____
 Social Security Number Date of Birth

[Redacted] _____ Ohio
 Driver's License Number State Issued

[Redacted] _____ 16 July 2018
 Signature Date

* Date of birth is being requested for identification purposes only in obtaining accurate retrieval of records and will not be used for discriminatory purposes.

PAID 7.30.2018



Selective Service System

Data Management Center | P.O. Box 94638 Palatine, IL 60094-4638

www.sss.gov

August 24, 2018

MEMORANDUM FOR REGISTRANT

SUBJECT: Online Verification of Your Registration

This document certifies officially that the below named individual is registered on the date shown with the Selective Service System as required by Section 3 of the Military Selective Service Act (MSSA) – 50 U.S.C. 3802.

Selective Service Number:

Name:

Date of Registration:



Because you have satisfied the MSSA by registering, you remain eligible for those programs and benefits linked to registration compliance, such as student financial aid, government employment, job training, driver's license in several states, and U.S. citizenship for immigrants, for which you are otherwise qualified.

Thank you for your inquiry. If you have any further questions, please feel free to contact the Data Management Center at the address above. Our telephone number is 847-688-6888 or toll - free: 1-888-655-1825.

A handwritten signature in black ink that reads "Donald M. Benton".

Donald M. Benton
Director



City of Grove City Division of Police Background In Home Interview



Applicant: _____
Date/Time: 8-24-18 9:48am **Position Applied For:** Police Officer

GENERAL INFORMATION

1. Has applicant ever legally changed name? No From what? _____
2. Where was applicant raised? Ohio By whom? Parents
3. How many brothers and sisters? One brother
4. Are parents still living? yes Where, address? Dad in Oh Mom in Fla

[Note, inform applicant for the next four questions he or she may exclude any organization, the name or character of which indicates race, color, religion, sex, national origin, handicap or age.]

5. Is the applicant active in community or school activities? yes What are they? Basketball
6. What are the applicant's hobbies or recreational activities? Dirt bikes
7. Is the applicant active in civic, fraternal, or other organizations? None
8. Why is applicant pursuing a career in law enforcement? Community service oriented
9. Does applicant have any specific goals in relation to his/her law enforcement career (traffic enforcement, investigation, etc.)? Best patrol officer he can be
10. Is applicant acquainted with any members of the GROVE CITY DIVISION OF POLICE? No
Who? _____



City of Grove City Division of Police Background In Home Interview



GENERAL INFORMATION (continued)

11. Is applicant holding, or has applicant held, a commission with any law enforcement agency? No
If yes, where at? _____
12. How does applicant describe his/her family relationships? Good with both parents since they divorced

13. Names, ages, addresses, and phone numbers, other than already provided, of three closest friends:

MARITAL HISTORY

1. Obtain copies of marriage certificate/divorce papers. Yes No
2. If divorced, former spouse's name, current address, etc. _____
3. Any children with former spouse? _____ If yes, how many? _____
4. What were grounds for divorce? _____
5. Does applicant have court-ordered child support? _____ If so, what? _____
6. Does applicant have court-ordered obligations to ex-spouse? _____ If so, what? _____
7. Is applicant married/remarried? Married Spouse's name? [REDACTED]
8. Does applicant have children/step-children with current spouse? yes How many? 2
9. Is spouse employed? yes Where, how long, type of work? [REDACTED] five years
10. List the spouse's prior employment for the last 5 years? None

11. How stable is current marriage? Very Good



City of Grove City Division of Police Background In Home Interview



MARITAL HISTORY (continued)

12. In private, advise the spouse or intended spouse of advantages or disadvantages of certain aspects of Police work:
- a. Strange hours (i.e., sleeping alone, etc.)
 - b. Poor days off
 - c. Court time
 - d. Work holidays
 - e. Dangers of job
 - f. Changes in attitude/friends
 - g. Civil suits
 - h. Working with members of opposite sex
 - i. Discouragement, frustration.
13. Has applicant already talked about these things with spouse? yes

RESIDENCE INFORMATION

1. Verify present and past residences per application. Any additional? _____

2. Is applicant renting, buying, or other? [REDACTED] at this time _____
3. If **RENTING**:
- a. Name of Management Company or landlord? _____
 - b. How much is monthly payment? _____
 - c. Is **LEASE** required? _____ Security deposit/amount? _____
 - d. Are rent payments current? _____ Has applicant ever been behind? _____
 - e. Is applicant solely responsible for rent? _____ Who else? _____
4. If **BUYING**:
- a. Name of mortgagee? _____
 - b. Has applicant ever fallen behind in payments? _____
 - c. Are payments current at this time? _____ Why not? _____



City of Grove City Division of Police Background In Home Interview



INVESTIGATOR INTERVIEWS

1. Interview landlord.

- a. Is rent paid on time? _____ If no, how far behind is it? _____
- b. Any complaints? _____
- c. Has applicant complained about neighbors? _____
If yes, what about? _____

** Get copy of rental application for leads on references, other employers, etc.

FINANCIAL

1. Credit cards currently held:	Balances:	Monthly payment:
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. List **ALL OTHER** debts, including utilities, for which applicant is currently responsible:

Student Loans	\$200	
Spouse's car	\$400	
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

3. Has applicant ever filed for bankruptcy? None When? _____

4. Is applicant current on all financial obligations? Yes If not, list any/all delinquencies and balances owed.



City of Grove City Division of Police Background In Home Interview



FINANCIAL (continued)

5. Does applicant owe any money to parents or other friends or relatives? No Explain: _____
6. Is there a repayment agreement for this debt? _____
7. What is applicant's total monthly financial obligation (includes all rent/mortgage payments, credit cards, car payments, insurance bills, utilities)? \$600
8. Does applicant have second income? No Source? _____
9. What is applicant's net monthly income, including spouse? \$5,000
10. Is applicant's monthly pay able to support his or her lifestyle? Yes
11. Where does the applicant bank? ██████████
 Checking account balance? _____
 Savings account balance? _____
12. Has applicant ever "bounced" a check? No Explain: _____
13. Has applicant ever been refused credit? Yes Explain: Someone opened a Abercrombie and Fitch credit card in his name in Canada and when he applied for a car loan he found out there was an outstanding \$30 balance. ██████████ has never been in Canada and he did not open up the credit card. ██████████ got the problem resolved and got the car loan.
14. Who insures applicant's car? ██████████ Home _____ Life _____
15. Has applicant ever been refused insurance due to a fraud conviction? No Explain: _____
16. Is there any other debt, income, credit problem (current or past) or any other financial obligation which has not been previously covered in this questionnaire? NO
17. Are there any pending lawsuits filed by you against another or filed against you by another? No
 Explain: _____



City of Grove City Division of Police Background In Home Interview



MILITARY

1. Did applicant register for the draft? _____ Where? _____
2. Has applicant ever tried to enter any branch of the United States Armed Forces and been denied? NO
If yes, why? _____

3. Was applicant a member of the Armed Forces?
Service Number?
Branch of service?
Dates of service? _____
Active duty or reserves? _____
Involved in **ACTIVE** reserves? NO When are the drill weekends and summer service? _____

Last Unit designation? _____
Commander's name? _____
List any medals or awards the applicant received in the service? _____

4. What is applicant's current military standing?
5. Where all did the applicant serve?

6. What was applicant's job in the service?
7. What was applicant's rank at time of discharge?
8. Why did applicant leave the service?
9. Type of discharge received from the service? NA
10. **ADDITIONAL INFORMATION:**



City of Grove City Division of Police Background In Home Interview



MISCELLANEOUS

1. Is there anything of a **MORAL** nature in your past which, if discovered, could bring discredit to yourself or the **DIVISION**? None

2. Can you perform the essential functions of the job with or without reasonable accommodation? Yes

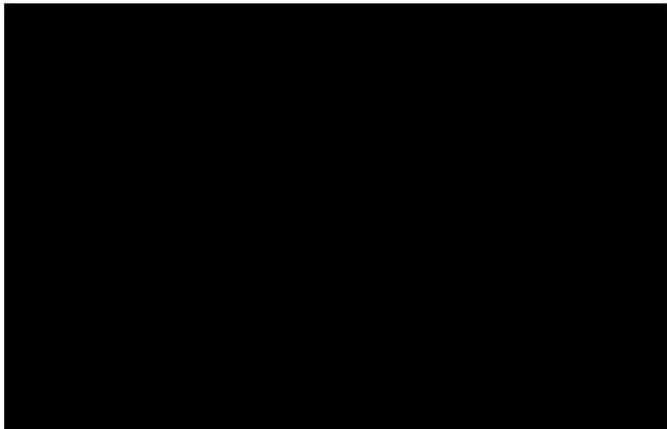
3. Is there anything in the upcoming background investigation which might disqualify you from being considered for employment when found out? Nothing

4. What is **ONE THING** which may hinder you being hired by the **DIVISION**? Nothing

COMMENTS

Any additional comments/observations (i.e., applicant's body language, how dressed, concerns, etc.):

Well dressed for the interview and very well spoken. [redacted] was prepared knew information about Grove City.



2

1

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4

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**City of Grove City, Ohio
Division of Police
Personal History Questionnaire**

**Jeffery A. Pearson
Chief of Police**

**Richard L. Stage
Mayor of Grove City**

**The City of Grove City is an
Equal Opportunity Employer**

**3360 Park Street
Grove City, Ohio 43123**

GROVE CITY DIVISION OF POLICE
PERSONAL HISTORY QUESTIONNAIRE

ATTENTION

CAREFULLY READ THE INSTRUCTIONS. *Inability to follow instructions may result in elimination from the selection process. Truthfulness and honesty regarding past behavior are conditions for employment. Consequently, facts revealed regarding past criminal behavior may be cause for removal from the civil service eligibility list. Participation in the selection process is under your own free will, and you are free to remove yourself from consideration and the application process at any time. Anything revealed and documented during the employment application or employment selection process may become a public record and subject to production upon proper request pursuant to applicable law.*

INSTRUCTIONS

This Personal History Questionnaire is intended for the use of the Grove City Division of Police. You must be truthful and complete all answers requested on this form. All information contained herein may be subject to verification (i.e., source documentation, truth verification examination, and screening procedures). Information contained herein will be considered confidential and will not be disclosed to any unauthorized person(s), subject to public record requirements. **Failure to include all required documentation or failure to completely answer all questions with this Personal History Questionnaire may disqualify you from the selection process.**

Your answers to questions contained in this questionnaire must be typed or printed in your own handwriting, legibly in black ink only. Each individual question must be answered, there can be no blanks. If a question does not apply to your particular circumstance, insert "DNA" in that blank. When answering questions that require dates, insert the full date; partial month/year responses are unacceptable without proper explanation. You must provide complete address information when requested; partial address responses are unacceptable without proper explanation. If you need more space, a "Continuation Sheet" has been provided at the end of this questionnaire. Sign and date your questionnaire and continuation sheets. If you have any questions, contact Vikki Stoneking, Human Resources Coordinator at (614) 277-3013.

WARNING

Applicants are cautioned to answer every question truthfully and without evasion. The Ohio Revised Code provides penalties for making a false statement of a material fact or for practicing any fraud or deception in obtaining or attempting to obtain municipal employment. Such penalties include rejection for appointment or discharge after appointment and/or prosecution under Ohio Revised Code Section 2921.13.

The City of Grove City is an Equal Opportunity Employer

Section I**Personal and Marital Record****Applicant**

Legal Name (First)	Full Middle Name	Last Name
[REDACTED]	[REDACTED]	[REDACTED]

By what other names have you been known (maiden name, former married name(s), aliases, nicknames etc.).

DNA

Residence Address (Number, Street)	Apt. or Lot #	City	State	Zip Code
[REDACTED]	DNA	[REDACTED]	[REDACTED]	[REDACTED]

Regular Phone Number	E-mail Address	Alternative Number
[REDACTED]	[REDACTED]	[REDACTED]

Social Security Number	Driver's License Number	State of Issue	Type	Expiration Date
[REDACTED]	[REDACTED]	Ohio	D	[REDACTED]

Are you authorized to work in the United States?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Are you at least 18 years of age?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
Are you Ohio Peace Officer Training Academy Certified?	<input type="radio"/> Yes	<input checked="" type="radio"/> No

Spouse

Spouse's Name (First)	Full Middle Name	Last Name	Maiden Name (if applicable)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Spouse's Social Security Number	Name of Spouse's Employer	Address of Spouse's Employer
[REDACTED]	[REDACTED]	[REDACTED]

Parents

Natural Father First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Natural Mother First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Step-Parents

Step-Father First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Step-Mother First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Children			
First Name	Middle Name	Last Name	Address (if different from yours)
[REDACTED]			
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
Son <u>Daughter</u>	<u>Natural</u> Step Foster	<u>Natural</u> Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
[REDACTED]			
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
<u>Son</u> Daughter	<u>Natural</u> Step Foster	<u>Natural</u> Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
Son <u>Daughter</u>	Natural Step Foster	Natural Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
Son <u>Daughter</u>	Natural Step Foster	Natural Step Foster	
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Circle One)	Relationship to You (Circle One)		Relationship to Spouse (Circle One)
Son <u>Daughter</u>	Natural Step Foster	Natural Step Foster	

Other Relatives			
List your relatives in the following order: 1-brothers, 2-sisters, 3-step brothers, 4-step sisters, 5-father in law, 6-mother in law, 7-sisters in law, 8-brother in law, 9-ex-spouses, 10-guardian(s).			
First Name	Middle Name	Last Name	Address (if different from yours)
[REDACTED]			
First Name	Middle Name	Last Name	Address (if different from yours)
[REDACTED]			
First Name	Middle Name	Last Name	Address (if different from yours)
[REDACTED]			

Other Relatives (Continued)

First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you		Phone Number	() DNA

Section III

Financial Record

Financial Record

1. If you answer "Yes" on questions 4-6 below, explain fully on the continuation sheet, citing the section, question number and page number, be complete on all explanations requested.

2. Are you now supporting all dependents that you are required to support?	Yes	<input checked="" type="radio"/> No
3. Are you paying alimony or child support?	Yes	<input checked="" type="radio"/> No
4. Amount per Month?	\$ DNA	
4. Are you now delinquent, past due, in receipt of late notice, or collections notification in any financial obligation?	Yes	<input checked="" type="radio"/> No
5. Do you, your spouse, or ex-spouses have any immediate civil action pending that has the potential to affect you, your finances, or your employment?	Yes	<input checked="" type="radio"/> No
6. If employed by the City, do you anticipate any income other than your City salary?	Yes	<input checked="" type="radio"/> No

Section IV

Work History

Law enforcement and Government Employment Applications

Have you ever applied for a position with any law enforcement or other government agency? Yes No

Name of Department or Agency	Date Applied
[Redacted]	[Redacted]
City of Dublin Police Department	[Redacted]
Columbus Division of Police	[Redacted]
DNA	DNA
DNA	DNA
DNA	DNA

Employment

Begin with your most recent job and list your complete work history for the past 10 years in chronological order. Include in sequence all part time jobs, periods of unemployment and military service. When listing periods of unemployment, indicate dates in space provided. In the block designated "name of employer" write unemployed. In the block designated "reason for leaving" indicate from what source you received income during that period of unemployment. Address information must be complete - street, apt. or suite, city, state and zip code. If presently unemployed indicate so in the "first" block.

From Date	Name of Employer	Job Title	Reason for Leaving
[Redacted]			

Employment (Continued)

From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer	Description of Duties	
DNA	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer	Description of Duties	
DNA	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA

Employment (Continued)			
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	(DNA)
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	(DNA)
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	(DNA)
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	(DNA)
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	(DNA)
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	(DNA)
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
To Date	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	(DNA)
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	(DNA)
May we contact your present employer?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If no, please explain on continuation sheet.			

Section V

Military and Educational Record

Military Record

Are you registered with Selective Service?		Selective Service Board Number	
Yes		DNA	
Branch of Service (Army, Navy, etc.)	Occupational Specialty	Military Serial Number	
Total Years of Service	Highest rank or rate held	Have you ever been dishonorably discharged?	
		No	

Education

Have you ever taken a General Educational Development (GED) Test?																Yes	<input checked="" type="radio"/> No
Circle highest grade completed	1	2	3	4	5	6	7	8	9	10	11	<input checked="" type="radio"/> 12	13	14	15	16	Other
List each elementary, grammar, junior high, intermediate, high school, business, trade school, college or university that you have attended, start with the most recent school attended.																	
Name of School		School Address						Graduate		Degree type or credits earned							
Grand Canyon University		3300 W Camelback Rd, Phoenix, AZ, 85018						<input checked="" type="radio"/> Yes <input type="radio"/> No		Bachelor's							
Community College of the Air Force		1600 S. Turner Blvd, Montgomery, AL, 36114						Yes <input type="radio"/> DNA <input type="radio"/>		Associate							
Youngstown State University		1 University Plaza, Youngstown, OH, 44555						DNA <input type="radio"/> NO <input type="radio"/>									
Mathews High School		4429 Warren-Sharon Rd, Vienna, OH, 44473						Yes <input type="radio"/> DNA <input type="radio"/>		DNA							
Neal Middle School		3385 Youngstown Kingsville Rd, Cortland, OH, 44410						Yes <input type="radio"/> DNA <input type="radio"/>		DNA							
Baker Elementary School		4095 Sheridan Dr, Vienna, OH, 44473						Yes <input type="radio"/> DNA <input type="radio"/>		DNA							
Currie Elementary School		3306 Ridge Rd, Cortland, OH, 44410						Yes <input type="radio"/> DNA <input type="radio"/>		DNA							

Miscellaneous

You may list any memberships in organized groups or associations that you feel may have a relevant bearing on your ability to perform as a public safety employee. You may exclude memberships which would reveal gender, race, color, religion, sex, national origin, disability, age, ancestry, or other protected status of its members.

Organization (Chapter, Lodge, etc.)	Address: number, street, city, state, zip code	Relevant activities
DNA	DNA	DNA
DNA	DNA	DNA
DNA	DNA	DNA
DNA	DNA	DNA
DNA	DNA	DNA

Section VI**Licenses and Certifications**

1. Do you have a valid driver's license?

 Yes No

List any Certifications and License (EMT/Fire/Medical/HAZ-MAT, etc.).

DNA

2. Have you ever had a professional or medical license revoked or suspended?

Yes

 No

DNA

Section VII**General Information Inquiry****Notice:**

The following questions and answers will be verified through the use of a polygraph or voice stress analysis. If the answer to any of the following is "yes," it will be necessary for you to explain, in detail, on the continuation sheet provided. Full and comprehensive explanations are required.

1. Do you have any hatreds or prejudices toward others that would be detrimental to your ability to function as a public safety employee?
2. Do you have any problem controlling your temper?
3. Do you have any problems because of gambling?
4. Have you ever been placed on or served in a criminal diversion type program that led to the eventual dismissal of any criminal charge?
5. Have you ever been convicted of a felony?
6. Have you ever been convicted of a misdemeanor that had been reduced from an original felony charge(s)?
7. Have you ever been convicted of any criminal offense? i.e. theft, assault, wrongful influence of a minor, disorderly conduct, drug offense, sex offenses, fraud, trespassing or any other criminal offense?
8. Have you ever been convicted of any traffic offense i.e. operating a motor vehicle while under the influence or alcohol or drugs, reckless operation, hit skip, vehicular homicide, speeding, drag racing, willfully fleeing or eluding police, driving without a license, or any other traffic offense? (other than parking or equipment violations)
9. As an adult have you ever stolen anything?
10. Have you ever bought or sold any property that you knew was stolen?
11. Has your driver's license ever been suspended or revoked?
12. Have you ever been committed to any penal institution as a result of either a felony or misdemeanor conviction?
13. Have you ever used any hallucinogens such as marijuana, hashish, mescaline, P.C.P., T.H.C., Peyote, P.C.E., T.C.P. Angel Dust or any of their derivatives?
14. Have you ever used any narcotics such as opium, morphine, codeine, meperidine, methadone, or any of their derivatives such as Darvon, Lomotil, etc. other than for prescribed medical purposes?
15. Have you ever used cocaine, heroin, or L.S.D.?
16. Have you ever used any prescription drugs such as barbiturates, amphetamines, valium, Librium, sopors, speed, uppers/downers etc. without the benefit of a prescription?
17. Have you ever used any prescribed medications for purposes other than that for which they were originally prescribed or intended?
18. Have you ever used what are described as designer drugs i.e. ecstasy, substances that are chemically altered in make up but which give the effect as illicit drugs?

GENERAL INFORMATION INQUIRY (CONTINUED)

- 19. Have you ever sold, been party to the sale, or in any other way been financially rewarded due to the sale of any controlled substance?
- 20. Have you ever been involved in the manufacturing, distilling, cultivation, or harvest of illegal or illicit drugs or alcohol?
- 21. Have you ever been involved in glue, solvent, paint, refrigerant, or other vapor or chemical sniffing or inhaling for the purpose of obtaining a high or state of intoxication?

ALL APPLICANTS MUST SIGN THE FOLLOWING CERTIFICATE

I certify that the statements, including without limitation all responses whether or not in narrative form, contained in this questionnaire are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further acknowledge that any falsehoods may result in prosecution under Ohio Revised Code Section 2921.13. I authorize the use of any information in this application to verify my statements, and I authorize past employers, all references, and any other persons to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished information. I acknowledge that successful applicants will be required to undergo and pass a criminal background check, polygraph and/or voice stress test, drug screen, and pre-employment physical examination. I further acknowledge that my application may be rejected if I decline to sign this acknowledgement, decline to be drug tested or complete a pre-employment physical, or if I do not pass the background check, polygraph or voice stress test, drug screen, or pre-employment physical.

Signature of Applicant: _____

Date: *2/July* _____



City of Grove City Division of Police



Background Removal Standards Sworn Law Enforcement Officers

The review of any disqualifying behavior described below begins from the date of application.

- A. **Honesty/Falsification** – Applicants may be removed from the selection process for any of the following reasons:
1. At any stage of the selection process, the applicant provides false, incorrect or substantially inconsistent information.
 2. At any stage of the selection process, the applicant fails to disclose or acknowledge any disqualifying behavior or activity on the part of the applicant, relative to, and governed by, any of the Background Removal Standards.
 3. The applicant's failure or refusal to answer or respond to oral and/or written questions during any phase of the selection process.
 4. If applicable, any attempt by the applicant to distort the truth verification examination results.
 5. The applicant's use or attempted use of political influence to secure employment.
- B. **Personal History** – Applicants are removed from the selection process for any of the following reasons:
1. A conviction of a misdemeanor crime of domestic violence involving use of force or threatened use of a deadly weapon is a permanent disqualifier under Federal laws for police officer applicants.
 2. Verified or admitted physical or emotional abuse of one's spouse, ex-spouse, child, stepchild, parent or any other relative or person with whom one lives, has a relationship or has had a relationship.
 3. Non-compliance with a court order or legal contract to provide child support, alimony or other financial responsibility as determined by the appropriate support enforcement bureau or a court of law within the preceding five (5) years.
 4. Intentional violation of any protective or temporary restraining order as determined by a court of law within ten (10) years.
 5. Verified or admitted sexual abuse of another.



City of Grove City Division of Police



Background Removal Standards Sworn Law Enforcement Officers

- C. **Employment** - Applicants are removed from the selection process for any of the following reasons:
1. Two or more involuntary terminations and/or discharges from employment within the last five (5) years. This shall not include terminations resulting from a business ceasing operations, or resulting from being laid off from a position of employment.
 2. Discharge or resignation in lieu of discipline from any criminal justice related employment.
- D. **Military History** – Except as provided below in Number 3 of this Section, applicants are removed from the selection process for any of the following reasons:
1. Dishonorable or Bad Conduct Discharge from the Military.
 2. Conviction of any article of the Uniform Code of Military Justice that is equivalent to a felony or other listed disqualifying misdemeanor in this standard under the Ohio Revised Code (ORC).
 3. An Other Than Honorable Discharge from the Military will be evaluated to determine whether the applicant should be removed from the selection process.
- E. **Traffic** – Applicants are removed from the selection process for any of the following reasons:
1. Any conviction of vehicular homicide or related offense(s).
 2. OVI:
 - a. Conviction within the past five (5) years.
 - b. More than one (1) OVI conviction as an adult.
 - c. More than two (2) OVI convictions, if one of the convictions was as a juvenile.
 3. Four (4) moving violations in the past three (3) years as an adult.
 4. At the time of the application or anytime during the selection process, the applicant does not possess a valid driver's license and auto insurance as required by resident state if the applicant owns a motor vehicle.



City of Grove City Division of Police



Background Removal Standards Sworn Law Enforcement Officers

5. One (1) or more revocation or suspension of a driver's license as an adult, in effect during the past five (5) years (unless applicant can show that the suspension was the result of an error by the BMV, random selection, or administrative overlap).
- F. **Gambling** – The term “gambling offense” includes any activity defined as gambling by a federal, state, local statute or ordinance in the jurisdiction where the activity occurred. Applicants are removed from the selection process for any of the following reasons:
1. Conviction of a gambling offense, within the last five (5) years.
 2. Admission to gambling that has resulted in an unstable financial or credit history within the last seven (7) years.
 3. Conviction of or admission to engaging in the promotion of illegal gambling activity wherein the applicant gains, or attempts to gain, a financial benefit.
- G. **Criminal Activity** – Applicants are removed from the selection process for any of the following reasons:
1. Any theft offense(s) as an adult, within the last five (5) years, which (a) singularly or cumulatively exceeds \$1,000.00; or (b) establishes a pattern of theft offenses from an employer during the course of employment.
 2. Any insurance claims or applications for welfare, workers' compensation, unemployment compensation or other public assistance benefit program determined to be fraudulent by the body overseeing the claim, compensation, or benefit program.
 3. Any admission or conviction of an offense, as an adult, defined as a felony by the federal, state, or local law of the jurisdiction where the offense occurred. An admission of a felony offense would be disqualifying unless otherwise addressed in these standards.
 4. Any admission or conviction of an offense, as a juvenile, of one (1) violent felony as defined by the federal, state or local law of the jurisdiction where the offense occurred.



City of Grove City Division of Police



Background Removal Standards Sworn Law Enforcement Officers

5. Any admission or conviction of a M-1 or M-2 misdemeanor offense, as an adult, as defined by the Ohio Revised Code or similar federal, state, or local law of the jurisdiction where the offense occurred in the last five (5) years will be reviewed in determining suitability for appointment (unless otherwise addressed in these standards).
 6. Any admission or conviction of more than one (1) M-1 or M-2 misdemeanor offense, as a juvenile, as defined by the Ohio Revised Code or similar federal, state, or local law of the jurisdiction where the offense occurred in the last five (5) years will be reviewed in determining suitability for appointment (unless otherwise addressed in these standards) (does not include traffic or minor misdemeanors).
 7. Any admission of an offense for carrying a concealed weapon within the last five (5) years if it is defined as a felony by the federal, state, or local law where the offense occurred.
- H. **Controlled Substances** – Applicants may be removed from the selection process for any of the following reasons:
1. Any illegal or unlawful possession, use, or purchase of controlled substances (except marijuana) within five (5) years before application or admitted use during any portion of the selection process.
 2. Any possession, use, or purchase of marijuana within three (3) years before application except as expressly permitted pursuant to a medical recommendation under Ohio law or prescription as lawfully written by a medical professional pursuant to state law.
 3. Any possession, use, or purchase of marijuana during any portion of the selection process.
 4. Any pattern of use of controlled substances, including marijuana, within the past seven (7) years.
 5. Any pattern of illegal sale of controlled substances, including marijuana or prescriptive drugs.
 6. Any pattern of abuse of alcohol, chemical agents/solvent-based substances, or prescriptive drugs within the past seven (7) years.



City of Grove City Division of Police



Background Removal Standards Sworn Law Enforcement Officers

For the purpose of this standard the “use” of drugs includes, but not limited to, when an applicant smokes, puffs, ingests, tastes, injects, inhales, or otherwise tries, any illegal drug, including but not limited to, marijuana, cocaine, anabolic steroids, or chemical inhalants.

I. **Applicant Non-Responsiveness** – An applicant may be removed from the selection process for any of the following reasons:

1. Failure to appear for pre-interview/interview.
2. Failure to appear for physical fitness testing.
3. Failure to appear for truth verification examination.
4. Failure to appear for medical/stress test.
5. Failure to appear for psychological exam.
6. Failure to respond to phone calls or correspondence from agency personnel.
7. Unable to locate at address/phone number on file.
8. Applicant is no longer interested in employment with the Grove City Division of Police.

J. **Physical Standards**

1. Applicants may not have tattoos or body art which are considered offensive, regardless of where they appear on the body. Examples of offensive tattoos or body art include, but are not limited to:
 - **Extremist tattoos** that feature philosophies, groups, or activities that promote racial or gender intolerance; encourage discrimination based on numerous factors, including race, gender and religion; advocate violence or other unlawful means of depriving individual rights under the U.S. Constitution, and Federal or State law.
 - **Indecent tattoos** that are grossly offensive to modesty, decency, propriety, or professionalism.
 - **Sexist tattoos** that advocate a philosophy that degrades or demeans a person based on gender or demeans or degrades an entire gender.



City of Grove City Division of Police



Background Removal Standards Sworn Law Enforcement Officers

- **Racist tattoos that** advocate a philosophy that degrades or demeans a person based on race, ethnicity, or national origin or degrades or demeans an entire race, ethnicity, or national origin.

Additionally, the City forbids tattoos that are visible while in a City issued or approved uniform. Individuals may utilize approved tattoo cover up devices, such as TatJacket or Tattoo Cover Sleeves, to cover non-prohibited tattoos on their arms and legs.

2. Each successful candidate will be required to complete a physical fitness assessment, prior to the making of a conditional offer of employment, to determine his/her readiness to enter the Police Academy of the City's choosing or, upon hire, to move into a City field training program. The purpose of the physical fitness assessment is to ensure that a candidate possesses the general physical fitness necessary to perform the essential job functions of Police Officer at the City of Grove City. Candidates who are eligible to complete the Physical Fitness Assessment will be invited to participate in the assessment at a date and time determined by the City. All standards set forth are determined to be starting benchmarks for a State of Ohio Peace Officer Basic Training Academy.

Note: Unless otherwise noted, standards which reference a time frame are calculated from the date an individual applies to take the City civil service examination.



City of Grove City Division of Police Background Checklist



APPLICANT'S NAME: [Redacted] _____ [Redacted] _____ [Redacted] _____
(Last) (First) (Middle)

DATE INVESTIGATION INITIATED: 8 [Redacted] _____

RELEASE OF INFORMATION: 7-16- [Redacted] _____

RELEASE OF CREDIT REPORT: 7-1 [Redacted] _____

APPLICATION COMPLETED: 7-16-1 [Redacted] _____

- APPLICATION DOCUMENTS**
- ✓ BIRTH CERTIFICATE
 - ✓ OL
 - ✓ SSN
 - ✓ HS DIPLOMA
 - ✓ COLLEGE DIPLOMA
 - ✓ MARRIAGE CERTIFICATE
 - DIVORCE PAPERS
 - BANKRUPTCY PAPERS
 - BANKRUPTCY DISCHARGE
 - DD-214
 - OPOTC CERTIFICATES
 - OTHER: _____
 - OTHER: _____
 - OTHER: _____



City of Grove City Division of Police Background Checklist



FINGERPRINTS

- ✓ NCIC RECORDS CHECK
- ✓ LEADS RECORDS CHECK
- ✓ LOCAL PD RECORDS CHECK
- ✓ CLERK OF COURTS RECORDS CHECK
CREDIT BUREAU CHECK
- ✓ MILITARY RECORDS CHECK
- PREVIOUS EMPLOYER CHECK
- ✓ JUVENILE RECORDS CHECK
- OTHER POLICE AGENCIES EXAM RESULTS
- ✓ REFERENCES
- NEIGHBORHOOD INTERVIEW
- ✓ FAMILY INTERVIEW
- ✓ INTERVIEW OF SIGNIFICANT OTHER
- ✓ SOCIAL MEDIA
- ✓ EDUCATION TRANSCRIPTS

OTHER: _____

OTHER: _____

OTHER: _____



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief R. Butsko

From: [REDACTED]

CC:

Date: 01/21/2022

Re: Police Badge

Sir,

On 01/21/2022 my badge fell off of my coat during non-duty hours. This resulted in the safety complex breaking off of the badge.

Respectfully,

[REDACTED]
Patrol Officer

A handwritten signature in cursive, appearing to read "Chief Butsko".



NOTICE OF PEACE OFFICER APPOINTMENT

Check Box if: Correction to Record Name Change OSHP Trooper to Peace Officer
(OSHP certificate must be attached)

1. Within ten days of the appointment or status change, or promotion to Chief, submit one copy of this form either by email SF400@OhioAGO.gov, fax, or mail.
2. Type or print legibly and complete all blanks. Officer and Agency email addresses need to be entered to receive training determinations. ***NOTE:** The officer's email address will be used for all OPOTC correspondence, including advanced training course registration.
3. Submit pages 1 and 2 when an officer is newly-appointed to your agency, or has previously left the agency and returns.
4. Submit only page 1 when an officer continues to be appointed by your agency, but has a change from one status, as listed in Box 15, to a different status, or is promoted to Chief.
5. Enter any necessary information for a Correction to Record, submitting all affected pages, and attach a letter explaining the requested change.

OFFICER INFORMATION		1. Name (Last) [REDACTED]	(First) [REDACTED]	(Middle) [REDACTED]	2. Social Security Number (last 5 only) [REDACTED]
3. Previous Name(s) or Alias (Last)		(First)	(Middle)		
4. Birth date (mm/dd/yyyy)	5. Officer's Individual Email Address*			6. Phone Number	
[REDACTED]	[REDACTED]			[REDACTED]	
7. Home Mailing Address (#/Street/PO Box)		(City)	(State)	(Zip Code)	(County Name)
[REDACTED]		[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
8. Basic Training Academy (Only complete if this is the officer's first appointment or OSP)		(Academy Name)	(Academy Number)	(Dates of Training)	
Columbus Police Academy		[REDACTED]	[REDACTED]	[REDACTED]	

AGENCY INFORMATION		9. Agency Name			
		Grove City Division of Police			
10. Reporting Authority's Email Address			11. Agency Phone Number		
kteaford@grovecityohio.gov			(614)277-1710		
12. Agency Mailing Address (#/Street/PO Box)		(City)	(Zip Code)	(County Name)	
3360 Park St.		Grove City	43123	Franklin	

APPOINTMENT INFORMATION (Complete Date, Status and ORC)		13. New Appointment Date	14. Status Change Date
		[REDACTED]	[REDACTED]
15. Select New Status <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal			
For the purpose of this form, full-time means those in active pay status (including those on vacation, sick, bereavement, personal or administrative leave; on compensatory time or holidays) receiving compensation and benefits for 40 hours in a work week or 80 hours in a 14-day period.			
16. Select New ORC			
<input checked="" type="checkbox"/> City Full-Time/Part-Time (737.02)	<input type="checkbox"/> City Auxiliary/Reserve/Special (737.051)	<input type="checkbox"/> City Chief (737.02)	
<input type="checkbox"/> Village Full-Time/Part-Time/Special (737.16)	<input type="checkbox"/> Village Auxiliary/Reserve (737.161)	<input type="checkbox"/> Village Chief (737.15)	
<input type="checkbox"/> Township Police Officer (505.49)	<input type="checkbox"/> Township Constable (509.01)	<input type="checkbox"/> Other Chief - List ORC/Charter _____	
<input type="checkbox"/> Other - List ORC/Charter _____	<input type="checkbox"/> Deputy Sheriff (311.04)	<input type="checkbox"/> Sheriff (311.01)	

ATTESTATION OF REPORTING AUTHORITY		I have carefully read this document and fully understand its contents and I sign it of my own free will and volition. I attest that the information provided on this document is true and correct and is based on my personal knowledge or inquiry. I further understand and acknowledge that submission of falsified records is a criminal violation.	
17. Signature of Reporting Authority	18. Printed Name and Title	19. Date	
[Signature]	Kevin Teaford Interim Chief of Police	06 / 20 / 2022	
20. Signature of Witness	21. Printed Name (First, Middle, Last)	22. Date	
[Signature]	Kevin M. Holmstrom	06 / 20 / 2022	

Submit to OPOTC

Officer Name (Last)

(First)

(Middle)

SSN (last 5 only)

23. OATH OF OFFICE

I do solemnly swear or affirm that I will support the Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio, and Laws and Ordinances of the political subdivision to which I am appointed and to the best of my ability will discharge the duties of this office.

Signature of appointee

Kevin Teaford

Name of Appointing Authority (Typed or Printed Legibly)

Signature of Appointing Authority

Safety Director

Title of Appointing Authority (Typed or Printed Legibly)

OHIO PEACE OFFICER APPOINTMENT HISTORY

Please list all prior appointments. Use additional copies of page 2, as needed, to list the entire appointment history.

24. Appointed By (Agency Name and County): Grove City Division of Police Franklin County	25. From(mm/dd/yyyy): [Redacted]	To(mm/dd/yyyy): [Redacted]
26. Appointment Status (Check Appropriate Box) <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

27. Appointed By (Agency Name and County): Grove City Division of Police Franklin County	28. From(mm/dd/yyyy): [Redacted]	To(mm/dd/yyyy): [Redacted]
29. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input checked="" type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

30. Appointed By (Agency Name and County):	31. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
32. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

33. Appointed By (Agency Name and County):	34. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
35. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

36. Appointed By (Agency Name and County):	37. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
38. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

39. Appointed By (Agency Name and County):	40. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
41. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief R. Butsko
From: [REDACTED]
CC:
Date: [REDACTED]
Re: Request for reinstatement

Sir,

On [REDACTED] I formally resigned as a full-time patrol officer and entered a reserve role. This action was due to receiving a somewhat unexpected job opportunity outside of the career field. After [REDACTED] and heavy reflection, I have determined my place is with the Grove City Division of Police as a patrol officer. I am formally requesting to be re-hired as a full-time patrol officer. Stepping outside the career field has allowed me to reflect and grow to be able to come to realization where I want to be in terms of my career. I understand the sacrifices and work this career demands and am fully invested to be successful with the department. Both the residents of Grove City and my fellow patrol officers are a family I hope to be able to once again both serve for and with. Please take into consideration my request for re-hire. Thank you for taking the time to review this request and feel free to contact me for any needs.

Respectfully,

[REDACTED]
Reserve Patrol Officer



City of Grove City Division of Police INTER-OFFICE CORRESPONDENCE



To: Chief R. Butsko
From: [REDACTED]
CC: [REDACTED]
Date: [REDACTED]
Re: Request to join Reserve Police Officer program

Sir,

I am requesting to join the Reserve Police Officer program. I am available to be transitioned to this position as soon as accepted and as feasible by the Grove City Division of Police.

Respectfully,

[REDACTED]

Patrol Officer

5/13/25

97 E2

[Signature]



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Kevin Teaford, Safety Director
From: Chief Richard A. Butsko, Jr.
CC:
Date: [REDACTED]
Re: Reserve Police Officer Program

Sir,

I have spoken with [REDACTED] related to his interest in joining the Reserve Police Officer program. [REDACTED] resigned from his full-time position as a public official in good standing. It is my recommendation that he be commissioned as a reserve officer for the division.

Respectfully,

A handwritten signature in blue ink, appearing to read "Chief Butsko".

Richard A. Butsko, Jr.
Chief of Police



**City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE**



To: Kevin Teaford, Safety Director
From: Chief Richard A. Butsko, Jr.
CC:
Date: [REDACTED]
Re: Reserve Police Officer Program

Sir,

I have spoken with [REDACTED] related to his interest in joining the Reserve Police Officer program. [REDACTED] resigned from his full-time position as a public official in good standing. It is my recommendation that he be commissioned as a reserve officer for the division.

Respectfully,

Richard A. Butsko, Jr.
Chief of Police



Approved w/ gratitude for his
willingness to continue his
service



NOTICE OF PEACE OFFICER APPOINTMENT

Check Box if: Correction to Record Name Change

1. Within ten days of the appointment or status change, or promotion to Chief, submit one copy of this form either by email ((SF400@ohioattorneygeneral.gov), fax or mail.
2. Type or print legibly and complete all blanks. Officer and Agency email addresses need to be entered to receive training determinations.
3. Submit pages 1 and 2 when an officer is newly-appointed to your agency, or has previously left the agency and returns.
4. Submit only page 1 when an officer continues to be appointed by your agency, but has a change from one status, as listed in Box 15, to a different status, or is promoted to Chief.
5. Enter any necessary information for a Correction to Record, submitting all affected pages, and attach a letter explaining the requested change.

OFFICER INFORMATION		1. Name (Last) (First) (Middle)	2. Social Security Number
3. Previous Name(s) or Alias (Last) (First) (Middle)			
4. Birth date (mm/dd/yyyy)	5. Officer's Individual Email Address		6. Phone Number
7. Home Mailing Address (#/Street/PO Box) (City) (State) (Zip Code) (County Name)			
8. Basic Training Academy (Academy Name) (Academy Number) (Dates of Training) (Only complete if this is the officer's first appointment or OSP) CPD			

AGENCY INFORMATION		9. Agency Name The Grove City Division of Police	
10. Reporting Authority's Email Address rbutsko@grovecityohio.gov		11. Agency Phone Number (614)277-1710	
12. Agency Mailing Address (#/Street/PO Box) 3360 Park St.		(City) Grove City	(Zip Code) (County Name) 43123 Franklin

APPOINTMENT INFORMATION (Complete Date, Status and ORC)		13. New Appointment Date	14. Status Change Date
15. Select New Status <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input checked="" type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal For the purpose of this form, full-time means those in active pay status (including those on vacation, sick, bereavement, personal or administrative leave; on compensatory time or holidays) receiving compensation and benefits for 40 hours in a work week or 80 hours in a 14-day period.			
16. Select New ORC			
<input type="checkbox"/> City Full-Time/Part-Time (737.02)	<input checked="" type="checkbox"/> City Auxiliary/Reserve/Special (737.051)	<input type="checkbox"/> City Chief (737.02)	
<input type="checkbox"/> Village Full-Time/Part-Time/Special (737.16)	<input type="checkbox"/> Village Auxiliary/Reserve (737.161)	<input type="checkbox"/> Village Chief (737.15)	
<input type="checkbox"/> Township Police Officer (505.49)	<input type="checkbox"/> Township Constable (509.01)	<input type="checkbox"/> Other Chief - List ORC/Charter _____	
<input type="checkbox"/> Other - List ORC/Charter _____	<input type="checkbox"/> Deputy Sheriff (311.04)	<input type="checkbox"/> Sheriff (311.01)	

ATTESTATION OF REPORTING AUTHORITY		I have carefully read this document and fully understand its contents and I sign it of my own free will and volition. I attest that the information provided on this document is true and correct and is based on my personal knowledge or inquiry. I further understand and acknowledge that submission of falsified records is a criminal violation.	
17. Signature of Reporting Authority	18. Printed Name and Title	19. Date	
	Chief Richard A. Butsko Jr.	10/21/2021	
20. Signature of Witness	21. Printed Name (First, Middle, Last)	22. Date	
	Sgt. Kevin M. Holmstrom	10/21/2021	

Officer Name (Last)

(First)

(Middle)

Social Security Number

23. OATH OF OFFICE

I do solemnly swear or affirm that I will support the Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio, and Laws and Ordinances of the political subdivision to which I am appointed and to the best of my ability will discharge the duties of this office.

[Redacted Signature]

Signature of Appointing Authority

Kevin Teaford

Name of Appointing Authority (Typed or Printed Legibly)

Safety Director

Title of Appointing Authority (Typed or Printed Legibly)

OHIO PEACE OFFICER APPOINTMENT HISTORY

Please list all prior appointments. Use additional copies of page 2, as needed, to list the entire appointment history.

24. Appointed By (Agency Name and County):	25. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
26. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

27. Appointed By (Agency Name and County):	28. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
29. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

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32. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		

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39. Appointed By (Agency Name and County):	40. From(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
41. Appointment Status (Check Appropriate Box) <input type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief R. Butsko

From: [REDACTED]

CC:

Date: [REDACTED]

Re: Letter of Resignation

Sir,

I will be resigning from my position of patrol officer with the Grove City Division of Police effective [REDACTED]

Respectfully,

[REDACTED]
Patrol Officer

RF 5/23

Page 1 of 1

82.121 Rev. 2020

7/5/62

Chief (123)



City of Grove City Division of Police Official Reprimand



Oral Reprimand

Written Reprimand

TO: [REDACTED] ASSIGNMENT: Patrol Officer

PREPARED BY: Sergeant Brittany Hennessy DATE: 09/12/2025

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 08/07/25, in violation of General Order 41.2.2BF Pursuit of Motor Vehicles
Core Value of Excellence

To Wit: [REDACTED] engaged in an unauthorized motor vehicle pursuit with a motorcycle for not having a license plate.

Approved by:

Sgt B Hennessy SUC 9/12/25
Supervisor Recommending Reprimand Date
L. H. [Signature] 9/15/2025
Sub-Division Lieutenant/Manager Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

[Signature] 9-15-25
Chief of Police or Designee Date

On the 17th day of September, 2025, I issued this reprimand to the above-named officer/employee.

Sgt. B Hennessy SUC 09/17/25
Signature of Supervisor Date

[REDACTED] 09/17/25
Signature of Officer/Employee Date



City of Grove City Division of Police Incident Interview



[REDACTED]	Patrol Officer	[REDACTED]	09/11/2025
NAME/UNIT NUMBER	JOB DESCRIPTION	DAYS OFF	DATE

DATE AND INCIDENT

08/7/25 1652

REASON FOR INTERVIEW

Possible pursuit of a motor vehicle for no registration, and failure to comply; Speed concerns

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

OCCUPANT	UNIT #	NAME: LAST, FIRST, MIDDLE	DATE OF BIRTH		AGE	GENDER	
	ADDRESS: STREET, CITY, STATE, ZIP					CONTACT PHONE: INCLUDE AREA CODE	
	INJURED	INJURED TAKEN BY	EMS AGENCY (NAME)	INJURY TAKEN TO: MEDICAL FACILITY (I/M/O/T)	SAFETY EQUIPMENT USED	<input type="checkbox"/> DOT-COMPLIANT MC HELMET	SEATING POSITION AIR BAG USAGE EJECTION TRAPPED

OCCUPANT	UNIT #	NAME: LAST, FIRST, MIDDLE	DATE OF BIRTH		AGE	GENDER	
	ADDRESS: STREET, CITY, STATE, ZIP					CONTACT PHONE: INCLUDE AREA CODE	
	INJURED	INJURED TAKEN BY	EMS AGENCY (NAME)	INJURY TAKEN TO: MEDICAL FACILITY (I/M/O/T)	SAFETY EQUIPMENT USED	<input type="checkbox"/> DOT-COMPLIANT MC HELMET	SEATING POSITION AIR BAG USAGE EJECTION TRAPPED

OCCUPANT	UNIT #	NAME: LAST, FIRST, MIDDLE	DATE OF BIRTH		AGE	GENDER	
	ADDRESS: STREET, CITY, STATE, ZIP					CONTACT PHONE: INCLUDE AREA CODE	
	INJURED	INJURED TAKEN BY	EMS AGENCY (NAME)	INJURY TAKEN TO: MEDICAL FACILITY (I/M/O/T)	SAFETY EQUIPMENT USED	<input type="checkbox"/> DOT-COMPLIANT MC HELMET	SEATING POSITION AIR BAG USAGE EJECTION TRAPPED

OCCUPANT	UNIT #	NAME: LAST, FIRST, MIDDLE	DATE OF BIRTH		AGE	GENDER	
	ADDRESS: STREET, CITY, STATE, ZIP					CONTACT PHONE: INCLUDE AREA CODE	
	INJURED	INJURED TAKEN BY	EMS AGENCY (NAME)	INJURY TAKEN TO: MEDICAL FACILITY (I/M/O/T)	SAFETY EQUIPMENT USED	<input type="checkbox"/> DOT-COMPLIANT MC HELMET	SEATING POSITION AIR BAG USAGE EJECTION TRAPPED

INJURIES	SAFETY EQUIPMENT	SEATING POSITION	AIR BAG USAGE
1-FATAL	1-NONE USED-VEHICLE OCCUPANT	1-FRONT-LEFT SIDE (MOTORCYCLE DRIVER)	1-NOT DEPLOYED
2-SUSPECTED SERIOUS INJURY	2-SHOULDER BELT ONLY USED	2-FRONT-MIDDLE	2-DEPLOYED FRONT
3-SUSPECTED MINOR INJURY	3-LAP BELT ONLY USED	3-FRONT-RIGHT SIDE	3-DEPLOYED SIDE
4-POSSIBLE INJURY	4-SHOULDER & LAP BELT USED	4-SECOND-LEFT SIDE (MOTORCYCLE PASSENGER)	4-DEPLOYED BOTH FRONT/SIDE
5-NO APPARENT INJURY	5-CHILD RESTRAINT SYSTEM-FORWARD FACING	5-SECOND-MIDDLE	5-NOT APPLICABLE
INJURED TAKEN BY		6-SECOND-RIGHT SIDE	9-DEPLOYMENT UNKNOWN
1-NOT TRANSPORTED / TREATED AT SCENE	6-CHILD RESTRAINT SYSTEM-REAR FACING	7-THIRD-LEFT SIDE (MOTORCYCLE SIDE CAR)	EJECTION
2-EMS	7-BOOSTER SEAT	8-THIRD-MIDDLE	1-NOT EJECTED
3-POLICE	8-HELMET USED	9-THIRD-RIGHT SIDE	2-PARTIALLY EJECTED
4-OTHER/UNKNOWN	9-PROTECTIVE PADS USED (ELBOWS, KNEES, ETC.)	10-SLEEPER SECTION OF TRUCK CAB	3-TOTALLY EJECTED
GENDER		10-REFLECTIVE CLOTHING	4-NOT APPLICABLE
F-FEMALE	11-LIGHTING-PEDESTRIAN / BICYCLE ONLY	11-PASSENGER IN OTHER ENCLOSED CARGO AREA (NON-TRAILING UNIT, BUS, PICK-UP WITH CAP)	TRAPPED
M-MALE	99-OTHER/UNKNOWN	12-PASSENGER IN UNENCLOSED CARGO AREA	1-NOT TRAPPED
U-OTHER/UNKNOWN		13-TRAILING UNIT	2-EXTRICATED BY MECHANICAL MEANS
		14-RIDING ON VEHICLE EXTERIOR (NON-TRAILING UNIT)	3-FREED BY NON-MECHANICAL MEANS
		15-NON-MOTORIST	
		99-OTHER/UNKNOWN	

WITNESS	NAME: LAST, FIRST, MIDDLE	DATE OF BIRTH		AGE	GENDER	
	ADDRESS: STREET, CITY, STATE, ZIP					CONTACT PHONE: INCLUDE AREA CODE

WITNESS	NAME: LAST, FIRST, MIDDLE	DATE OF BIRTH		AGE	GENDER	
	ADDRESS: STREET, CITY, STATE, ZIP					CONTACT PHONE: INCLUDE AREA CODE

WITNESS	NAME: LAST, FIRST, MIDDLE	DATE OF BIRTH		AGE	GENDER	
	ADDRESS: STREET, CITY, STATE, ZIP					CONTACT PHONE: INCLUDE AREA CODE



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 01/01/2025-06/30/2025

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

Continue to work on increasing special watches and directed patrols. Putting yourself in high crime areas can deter crime.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ was third in criminal apprehensions with 121 and 6 self-initiated arrests.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ made 146 traffic stops and wrote 46 citations despite coaching for 1.5 months.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ is consistently viewed as a shift leader in narrative and report writing quality. His reports are consistently error free. ██████ took 39 reports and 7 crash reports during this reporting period.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ uniform always looks professional and he conducts himself in a professional manner on calls.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to jump calls and assist other officers on calls.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ assists others in making good decisions through an OIC role. ██████████ was an informal leader and addressed concerns with multiple units responding a 10-60 response to a call, when only 3-4 cars are necessary. ██████████ saw the risk and tried to mitigate it.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

█████ speaks clearly on the radio and responds to radio traffic. Continue to work on improving your radio responses and curbing your attitude when frustrated with a dispatcher or the incident. █████ keeps his supervisor updated on issues.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

█████ demonstrates a good understanding of case law and criminal law.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

█████ has continued to show improvement on being respectful to his coworkers. He remains professional with difficult individuals even after being involved in a UOF.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ worked 127 hours of overtime and used 8 hours of unscheduled sick time and 1 hours of scheduled sick time.

EMPLOYEE COMMENTS:

Supervisor Signature: *Sgt. [Signature]* Date: 7/16/25
 Employee Signature: ██████████ Date: 07/16/2025
 Subdivision Lieutenant Signature: *Cr. [Signature]* Date: 07/28/2025

CHIEF COMMENTS:

Chief Signature: *[Signature]* Date: 8-12-25



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 07/01/2024-12/31/2024

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] increased his PPRs and SWs while decreasing other areas. Continue to use the division's crime prevention methods to prevent crime.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ was third on the shift for criminal apprehensions with 49 despite coaching for a good amount of the reporting period. He had 10 self-initiated arrests.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ had 63 traffic stops and 19 citations during this reporting period. He also had 5 OVIs. ██████ exercises good discretion when writing tickets and his OH-1s are typically error free.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ establishes clear fact patterns when writing reports. He is one of the leaders of the shift with report writing. While OIC, he sent out an email to the shift with frequent errors on OH-1s and how to correct them.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ maintains his equipment and reports for duty with his uniform looking professional. He is polite with citizens.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to jump calls and assist other officers on calls.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ assists others in making good decisions through an OIC role. After OIC training, ██████████ looks at situations differently.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ speaks clearly on the radio and responds to radio traffic. Work on improving your radio responses when frustrated with a dispatcher or the incident. He keeps his supervisor updated on issues without reminders.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ demonstrates a good understanding of case law and criminal law.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ has shown improvement on being respectful to his coworkers. He has become an OIC and completed his training.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ worked 143.5 hours of overtime and used 30.5 hours of unscheduled sick time and 21 hours of scheduled sick time.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. Blumy Sleb

Date: 1/15/25

Employee Signature: ██████████

Date: 01/15/2025

Subdivision Lieutenant Signature: Asst #955

Date: 1-30-25

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 2-1-25



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: 01/01/2024-06/30/2024

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] increased his crime prevention efforts. More directed patrols in high crime areas could lead to more 48/48As.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ was third on the shift for criminal apprehensions with 81 despite coaching for a good amount of the reporting period.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ had 82 traffic stops and 14 citations during this reporting period. He also had 2 OVIs.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ writes clear and concise reports. He is a shift leader in narrative and report writing quality.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ maintains his equipment and reports for duty with his uniform looking professional. He is polite with citizens.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ is quick to jump calls and assist other officers on calls.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ makes decisions appropriate for the job and seeks direction when needed and operates his vehicle safely.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ speaks clearly on the radio and responds to radio traffic. He keeps his supervisor updated on issues without reminders.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ received an oral reprimand for losing property and not conducting a thorough pat down during a call.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ remains professional and calm in stressful situations outside of the building and has been added to the CNT team.
██████ needs to work on being more professional with his coworkers.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ worked 87 hours of overtime and used 24 hours of unscheduled sick time for bereavement. ██████████ has perfect attendance and is never late to roll call.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. B. H. [Signature] Date: 07/24/24
 Employee Signature: ██████████ Date: 07/24/2024
 Subdivision Lieutenant Signature: Lt. [Signature] #4/59 Date: 8.8.24

CHIEF COMMENTS:

Chief Signature: [Signature] Date: 8-13-24



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 07/01/2023-12/31/2023

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] uses special watches to patrol and prevent crime. He lead the shift in self-initiated arrests and he was second in arrests (41), traffic stops (104) and citations (26). Work on conducting more house checks and locating PPRs.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ reports and investigations are thorough and complete. He is second on the shift in criminal apprehensions and is always looking for suspicious persons/vehicles.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Second in traffic stops (104) and citations (26). Had 3 OVIs while being assigned to second shift.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to write clear and concise reports. He is able to stack reports and still complete them without errors. He had the most reports for the shift (61).



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ is polite and professional in his actions while on calls. He maintains his equipment and reports for duty with his uniform looking professional.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ is quick to jump calls and assist other officers on calls.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ continues to show improvement in his decision making ability. He remains an informal leader on the shift and will be placed in the OIC class in January allowing him to be in charge of the shift when his supervisor is off duty.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ speaks clearly on the radio and responds to radio traffic. While he is respectful to his peers and supervisors, he sometimes displays an attitude during radio traffic. Work on being cognizant of your tone.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ has a good understanding of the General Orders and the state/city statutes.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ remains professional and calm in stressful situations. He is respectful of chain of command and to his co-workers.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ worked 77.5 hours of overtime and used 8 hours of unscheduled sicktime.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. [Signature] Date: 12/29/23
 Employee Signature: ██████████ Date: 12/29/2023
 Subdivision Lieutenant Signature: Lt [Signature] Date: 1.17.24

CHIEF COMMENTS:

Chief Signature: [Signature] Date: 1-18-24



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 01/01/23 - 06/30/23

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

Remains active in his patrolling that has lead to several self initiated activity apprehensions. Second in traffic stops (141) and arrests (57) and lead in citations (70).



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ has improved his criminal investigation skills as he becomes a more experienced, well rounded officer. He continues to look for criminal activity outside of the minor infraction on traffic stops.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Second in overall traffic stops (141) and lead shift in citations (70).

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ reports are always clear, concise, and establishes a fact pattern in his report. He is able to stack reports and get them done in a timely manner. Most reports taken on shift (98).



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ is respectful and professional in his actions. He maintains his equipment and reports for duty looking professional.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Participated in CIOT and lead the shift in citations issued and traffic stops.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ has shown improvement in his decision making ability. He has become an informal leader on the shift and eventually working his way to being an FTO and OIC.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

Responded promptly to communications. Radio traffic is always clear and concise. Respectful to his peers and supervisors.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

Maintains professional/respectful approach in all contacts. Is respectful to the chain of command and to his co-workers.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

61.30 hours of OT worked.
9 hours of sick time used.

EMPLOYEE COMMENTS:

Supervisor Signature: *Sept. B. [Signature]*

Date: 07/22/23

Employee Signature: [REDACTED]

Date: 07/22/2023

Subdivision Lieutenant Signature: *[Signature] #4/59*

Date: 8.22.23

CHIEF COMMENTS:

Chief Signature: *[Signature]*

Date: 8-28-23



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 07/01/2022 - 12/31/2022

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] Officer takes preventative action when necessary.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ does an excellent job at criminal apprehensions. He was assigned day-watch hours and is in the top 3 of the agency in criminal apprehensions. Core value earned for apprehending attempted murder suspect

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ leads the agency in the number of traffic stops this half with 198 (not counting traffic cars). ██████████ is in the top 5 of the agency (excluding traffic cars) in citations this half with 43

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ reports and paperwork are on time with few errors.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ has a good attitude and returned back to a full time GCPD officer this half. He comes to work prepared and with a good attitude

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ traffic enforcement and criminal apprehension efforts have positive impact on achieving the Division's Goals and Objectives

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to gain knowledge and understanding in decision making and is taking Master level coursework towards an MBA degree.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is familiar with city and state laws and takes appropriate action with violators ██████████
 ██████████ returned back to his full time position this half with standard patrol re-acclimatization with no issues or concerns

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ remains calm in stressful situations and is confident in his ability to handle most incidents. As ██████████ tenure and experience continues to grow he has expressed interest as an FTO and with some additional experience he could be a good addition to the program.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ has worked 95.5 hours of overtime this half. ██████████ has volunteered to come in early and stay late on several occasions to help cover shift minimums and agency needs.

EMPLOYEE COMMENTS:

██████████ THANK YOU FOR COMING BACK TO US!
YOUR CRIMINAL APPREHENSION AND TRAFFIC
ENFORCEMENT DIRECTLY CONTRIBUTE TO SAFETY
AND SECURITY, WHICH A PREROGATIVE TO CITIZENS.
CONTINUE TO GROW TOWARD YOUR FIDUCIARY GOAL
AS YOU WILL MAKE A GREAT TEACHER!

Supervisor Signature: SGT. ROSTER 5/23
 Employee Signature: ██████████
 Subdivision Lieutenant Signature: LT. [Signature] 4/23
 Chief Signature: Cliff [Signature]

Date: 1/24/23
 Date: 01/24/2023
 Date: 2.6.2023
 Date: 4.5.2023



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED] (Reserve Officer)
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: 01/01/2022 - 06/30/2022

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] Officer takes preventative action when necessary.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ has been back to full time status for a few weeks this half and is already taking vigorous action pursuing and apprehending violators.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ reports and paperwork are on time with few errors.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ has a good attitude and has just returned back to a full time GCPD officer.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to gain knowledge and understanding in decision making and is taking Master level coursework towards an MBA.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

is familiar with city and state laws and takes appropriate action with violators.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

remains calm in stressful situations and is confident in his ability to handle most incidents.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

Since [redacted] has worked 32 hours of reserve time.

EMPLOYEE COMMENTS:

[redacted] WAS A RESERVE OFFICER FOR ALL BUT TWO WEEK DURING REPORTING PERIOD. - A/Lt. 7 62

Supervisor Signature: SGT. ROTARY S/33

Employee Signature: [redacted]

Subdivision Lieutenant Signature: A/Lt. 7 62

Chief Signature: [redacted]

Date: 7/25/22

Date: 07/26/22

Date: 08/01/22

Date: 8/15/22

Great to have you back [redacted]

[Signature]



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 7/1/2021- 12/31/21

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] Officer takes preventative action when necessary.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

reports and responses are on time with few errors.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ has a good work perspective and always maintains his and the agencies equipment.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ volunteered to participate in Kram the Cruiser and received a Core Value award for it.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to gain knowledge and understanding in decision making and is taking Master level coursework towards an MBA.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is familiar with city and state laws and takes appropriate action with violations.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ remains calm in stressful situations and is confident in his ability to handle most incidents.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

Since [REDACTED] has transitioned from full time officer to reserve officer he has worked 8 hours of reserve time

EMPLOYEE COMMENTS:

Supervisor Signature: SGT. [Signature] 5/37

Date: 1/12/2022

Employee Signature: [REDACTED]

Date: 01/12/2022

Subdivision Lieutenant Signature: Alvin [Signature]

Date: 01/12/2022

Chief Signature: [Signature]

Date: 1/31/22



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: January 1st - June 30th, 2021

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] remains active in areas where criminal activity is known and takes preventative action when necessary.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ completes monthly weapons cleaning, presents a professional image, and works well with his sergeant.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Actively participated in the Click it or Ticket Campaign

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to gain knowledge and understanding in decision making and judgment due to his increased activity levels.



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ remains calm in stressful situations and is confident in his ability to handle most incidents.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

48 hours of sick leave used required by [REDACTED]
[REDACTED] contributed 48 hours of patrol shift coverage overtime. [REDACTED] also works special duty and assists with Mayor's Court overtime.

EMPLOYEE COMMENTS:

Supervisor Signature: SGT.T. [Signature] 5/44

Employee Signature: [REDACTED]

Subdivision Lieutenant Signature: LT [Signature] 4/2

Chief Signature: [Signature]

Date: 7/29/21

Date: 07/29/2021

Date: 7-30-21

Date: 8/2/21



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: July 1st - December 31st, 2020

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. **Prevention of crime:** remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

Consistently patrols in high crime areas.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

Has the most self-initiated suspicious vehicles and criminal apprehensions on the shift. Takes appropriate action when criminal activity is present.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Actively pursues traffic violations during his shift. Averages one stop every 5 hours of work.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Remains very accountable to patrol sergeant. Asks appropriate questions and keeps his sergeant informed when needed.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Successfully participated in the Click it or Ticket Campaign.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

Due to increased patrol activity, [REDACTED] has created the ability to push himself in making difficult decisions and has continued to improve in this area.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

Communicates often with his sergeant.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

64 hours used for [redacted] related. 4 weeks off on [redacted]

EMPLOYEE COMMENTS:

Supervisor Signature: SGT.T. J. S/44

Date: 1/11/21

Employee Signature: [redacted]

Date: 01/11/21

Subdivision Lieutenant Signature: [Signature]

Date: 1-25-2021

Chief Signature: [Signature]

Date: 2/11/21



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: January 1st - June 30th, 2020

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

Patrols known criminal areas, which leads to locating suspicious persons/vehicles.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Very active in seeking out traffic violations.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

Continue to proofread and ensure all boxes are checked.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Comes to work ready and willing to work.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

Is always seeking information to make informed decisions and become better.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

Responds to emails in a timely manner.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

12 hours of sick leave used this period.

EMPLOYEE COMMENTS:

Supervisor Signature: SGT.T. [Signature] 5/44
 Employee Signature: [Redacted]
 Subdivision Lieutenant Signature: [Signature]
 Chief Signature: [Signature]

Date: 7/12/2020
 Date: 07/12/2020
 Date: 7-22-2020
 Date: 8/7/20



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: 07/01/2019-12/31/2019

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. **Prevention of crime:** remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

Has the 5th most self initiated arrests in the agency since he has been released on his own. Towards the bottom of PPR's and 23H's for both second and third shift officers. On par with 48/48a



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ shows he is self motivated. He is not afraid to ask questions when he gets stuck on something where he doesn't know how to proceed. Progressing at a good pace.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ has stopped 108 cars and 8 OVI arrests since October. Could improve on utilizing directed patrols at hazardous crash locations into his traffic control routine.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

Still seeks direction and has reports that need corrected. Progressing at a good pace.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Very respectful and accountable to his immediate supervisors. Comes to work early, looks professional, and is prepared for duty.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

8 OVI arrests in three months helps towards Strategic Goal #2: Provide for safe travel on our streets and highways

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgment: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ is developing as an officers at a good pace. His decision making and judgment are where they should be for being a solo patrol officer for almost three months.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

Reviews email, meets deadlines, and carries out assignments that are issued. His demeanor can come off as if he doesn't care at times even though he does. [REDACTED] is aware and working on it.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] obeys the rules as expected. He is still learning all the intricacies of the polices, procedures, and laws.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

79.91% for the fall PT test.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

0 sick hours used. 25.5 hours shift coverage overtime since being released on his own (October 12, 2019). Does not have to be ordered to help cover overtime.

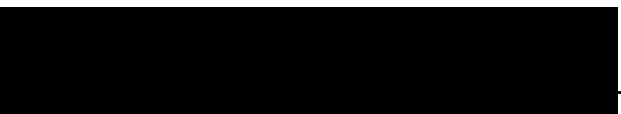
EMPLOYEE COMMENTS:

Supervisor Signature: Sgt J. Hoke sk2
 Employee Signature: [Redacted]
 Subdivision Lieutenant Signature: [Signature]
 Chief Signature: [Signature]

Date: 12/31/19
 Date: 12/31/19
 Date: 01-24-2020
 Date: 2/9/20


CITY OF GROVE CITY
DIVISION OF POLICE

REPLACEMENT IDENTIFICATION

Name: 

Rank: Patrol Officer

Badge #:  Classification: _____

Date of Hire:  I.D. Control # _____

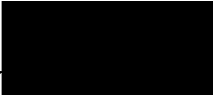
Current HID Badge # 

~~~~~  
Lost or Stolen \_\_\_\_\_ Reported to IS: \_\_\_\_\_

By: \_\_\_\_\_

Damaged \_\_\_\_\_ Stop Working \_\_\_\_\_

Other faded picture

I received 1 Replacement HID ID badge #   
on 23<sup>RD</sup> OF JULY, 2025



Sgt Blumy SU4  
Supervisor Signature

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook?  Yes  No Initial [redacted]

2] Do you understand this policy?  Yes  No Initial [redacted]

3] Do you have any questions about this policy? Yes  No  Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work?  Yes  No Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes  No  Initial [redacted]

Associate Name [redacted]

Evaluator Name Sgt. Hennessy

Associate Signature [redacted]

Evaluator Signature Sgt. B. [redacted]

Date 1/15/25 Time 2017

Date 1/15/25 Time 2017

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

## Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook?  Yes No Initial [REDACTED]

2] Do you understand this policy?  Yes No Initial [REDACTED]

3] Do you have any questions about this policy? Yes  No Initial [REDACTED]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work?  Yes No Initial [REDACTED]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes  No Initial [REDACTED]

Associate Name [REDACTED]

Evaluator Name Sgt. Hennessy Sub

Associate Signature [REDACTED]

Evaluator Signature Sgt. B. [Signature] Sub

Date 12/28/23 Time 1841

Date 12/28/23 Time 1841

### Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

**Annual Discrimination and Harassment Audit**

*Please read the following questions, circle your answer and initial.*

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook?  Yes No Initial [redacted]

2] Do you understand this policy?  Yes No Initial [redacted]

3] Do you have any questions about this policy? Yes  No Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work?  Yes No Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes  No Initial [redacted]

Associate Name [redacted]

Evaluator Name SGT. R. D. FORNEY

Associate Signature [redacted]

Evaluator Signature SGT. R. D. FORNEY 5/23

Date 1/27/23 Time 1500

Date 1/27/23 Time 1507

**Instructions to the evaluator**

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.



# GROVE CITY DIVISION OF POLICE



## Employee Identification

Employee Name: [Redacted]

I have received one new HID card # [Redacted]

I have received one new wallet card

Signature [Redacted]

Current HID card returned  Yes  No Card # [Redacted]

Current wallet card returned  Yes  No

(If No, reason why card was not returned)

Supervisor Signature Sgt. B. [Signature]

~~~~~

Verified by: Laurie Rutan

Signature: Laurie M Rutan



**City of Grove City
Division of Police
CLOTHING & EQUIPMENT RELEASE AND WAIVER**



Please Print

Name: [REDACTED] Unit No.: [REDACTED]

Pursuant to Section 41.3.4, Uniform and Personal Equipment, of the Grove City Police General Orders, and Article 15.6, Damage or Lost Uniform Parts or Equipment, of the current Collective Bargaining Agreement, with the Fraternal Order of Police Capital City Lodge #9, I hereby hold the city harmless for replacement of and/or reimbursement for the following personal equipment and items.

	Description – Make and Number
Personal Electronic Device	GA shoulder light

In making this election, I hereby acknowledge that the following terms and conditions apply:


“I hereby agree that I will not carry personal equipment or items unless specifically approved in advance by the Division. I agree to waive any claim that I may have against the City of Grove City, its employees and agents, pursuant to the Collective Bargaining Agreement, or otherwise, for damage to or loss of the personal items and equipment listed above, as worn or used by me in the line of duty. This release shall be binding upon me, as well as my heirs, successors and assigns.”

[REDACTED]

Signature

08/17/2022
Date

- Approved
- Denied



Chief of Police

8/30/22
Date

GROVE CITY POLICE

KEYS ISSUED




OFFICER'S NAME

UNIT NUMBER

DATE OF HIRE

10.21.2019

FOLLOWING IS A LIST OF KEYS ISSUED TO THE ABOVE NAMED OFFICER:

Keys Issued	Date Issued	Officer's Initials	Date Returned
<u>A1</u>	<u>10/21/2019</u>		_____
<u>A2</u>	<u>10/21/2019</u>		_____
<u>TRAFFIC BOX KEY</u>	<u>10/21/2019</u>		_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

ANY AND ALL KEYS WILL BE RETURNED UPON REQUEST OR UPON TERMINATION OF EMPLOYMENT.

Signature of Member/Employee

10/21/2019

Date of Signature

**Grove City Division of Police
Annual Discrimination and Harassment Audit**

Please read the following questions, circle your answer and initial.

- 1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [REDACTED] (Must answer yes to continue audit)
- 2] Do you understand this policy? Yes No Initial [REDACTED] (Must answer yes to continue audit)
- 3] Do you have any questions about this policy? Yes No Initial [REDACTED] (Must answer no to continue audit)
- 4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [REDACTED] (Must answer yes to continue audit)
- 5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [REDACTED]
- 6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [REDACTED] (Must answer no to finish audit)

Associate Name [REDACTED]

Supervisor Name JOSHUA SMITH

Associate Signature [REDACTED]

Supervisor Signature [Signature] 5/15

Date 1/2/22 Time 2223

Date 1/2/2022 Time 2225

Instructions to the interviewing supervisor

If there are any questions answered that prohibit the completion of the audit, the interviewing supervisor will direct the employee to immediately report the concerns to a supervisor in their chain of command or to human resources.

Annual Discrimination and Harassment Audit

Please read the following questions, circle your answer and initial.

1] Did you read the Discrimination and Harassment Policy published in the City of Grove City Employee Handbook? Yes No Initial [redacted]

2] Do you understand this policy? Yes No Initial [redacted]

3] Do you have any questions about this policy? Yes No Initial [redacted]

4] Do you know how to file a complaint should you experience harassment or witness inappropriate behavior at work? Yes No Initial [redacted]

5] If you are aware of, or have been subjected to harassment in the workplace, you must report this to your supervisor. If the supervisor is the object of the complaint, you must report this the supervisor at the next highest level. Acknowledge by Initial [redacted]

6] Outside of the workplace, are you aware of any conduct by City associates inconsistent with this policy? Yes No Initial [redacted]

Associate Name [redacted]

Evaluator Name Sgt. EMETH

Associate Signature [redacted]

Evaluator Signature [Signature] S/BS

Date 2/12/2021 Time 1619

Date 2/12/2021 Time 1619

Instructions to the evaluator

If the answer to question 6 is "Yes," then gather the facts of their concern, notify the Human Resource Coordinator pursuant to the City of Grove City harassment policy and procedure.

RECEIPT OF EMPLOYEE HANDBOOK

I have received a copy of this employee handbook. I understand that I should read and familiarize myself with the information that has been provided. I understand that this employee handbook can be changed at any time by the City of Grove City with or without notice. I also understand that this employee handbook is not a contract, express or implied, between myself and the City of Grove City, nor shall it be construed to create such a contract. I understand that I am not employed for any definite period of time, and, as an employee-at-will, either myself or the City of Grove City can terminate the employment relationship at any time for any reason not contrary to law. I understand that no representative of the City of Grove City has authority to make representations to me or enter into an agreement with me that is contrary to the foregoing except the City Administrator of the City of Grove City, or his designated representative, in an express, written agreement.

This employee handbook applies to all non-union personnel, unless noted otherwise, and also applies to all union personnel to the extent the handbook does not conflict with, or a subject is mutually addressed by, the express terms of the applicable collective bargaining agreement.

 _____
Print Employee Name


Employee Signature

2/26/21 _____
Date

11.4.2019
JMK

**CITY OF GROVE CITY
DIVISION OF POLICE
EMPLOYEE IDENTIFICATION**

Name: [REDACTED]

Rank: Patrol Officer

Badge #: [REDACTED] Classification: Field Services

Date of Hire: [REDACTED] I.D. Control #: [REDACTED]

DOB: [REDACTED] Blood Type: [REDACTED]

Height: [REDACTED] Weight: [REDACTED]

Hair: [REDACTED] Eyes: [REDACTED]

[REDACTED]

I received ~~1 wallet ID badge~~ and 1 HID ID badge on Nov 4th, 2019.

[REDACTED]
Signature [REDACTED]



OATH OF OFFICE



"I, [REDACTED] solemnly swear that I will support the constitution of the United States and the State of Ohio and will obey the laws thereof and that I will, in all respects, observe the provisions of the Charter and Ordinances of this City and will faithfully discharge the duties of Police Officer, upon which I am about to enter."

Date: [REDACTED]

Effective: [REDACTED]

Witness: Jennifer Uhren

[Signature]

Richard L. "Ike" Stage, Mayor



The City of Grove City, Ohio

4035 Broadway • Grove City, Ohio 43123

(614) 277-3000

Richard L. "Ike" Stage, Mayor

William F. Vedra, Jr., Deputy City Administrator/Public Safety Director

[REDACTED]

Mr. [REDACTED]

Dear Mr. [REDACTED]

It is with great pleasure that I certify your appointment as a Police Officer with the Division of Police effective [REDACTED]

On behalf of Mayor Ike Stage, Chief Butsko, and all the city officials, I extend warmest congratulations and our wish for continued success in your work.

Sincerely,

A handwritten signature in cursive script, appearing to read "W. F. Vedra, Jr.", written in black ink.

William F. Vedra, Jr.
Deputy City Administrator
Director of Public Safety



DAVE YOST
OHIO ATTORNEY GENERAL



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

NOTICE OF PEACE OFFICER APPOINTMENT

Check Box If: Correction to Record Name Change

1. Within ten days of the appointment or status change, or promotion to Chief, submit one copy of this form either by email ((SF400@ohioattorneygeneral.gov), fax or mail.
2. Type or print legibly and complete all blanks. Officer and Agency email addresses need to be entered to receive training determinations.
3. Submit pages 1 and 2 when an officer is newly-appointed to your agency, or has previously left the agency and returns.
4. Submit only page 1 when an officer continues to be appointed by your agency, but has a change from one status, as listed in Box 15, to a different status, or is promoted to Chief.
5. Enter any necessary information for a Correction to Record, submitting all affected pages, and attach a letter explaining the requested change.

OFFICER INFORMATION		1. Name (Last) (First) (Middle)	2. Social Security Number
3. Previous Name(s) or Alias (Last) (First) (Middle)			
4. Birth date (mm/dd/yyyy)	5. Officer's Individual Email Address		6. Phone Number
	@grovecityohio.gov		(614)277-1710
7. Home Mailing Address (#/Street/PO Box) (City) (State) (Zip Code) (County Name)			
8. Basic Training Academy (Academy Name) (Academy Number) (Dates of Training)			
Columbus Police Academy			

AGENCY INFORMATION		9. Agency Name	
		Grove City Division of Police	
10. Reporting Authority's Email Address		11. Agency Phone Number	
escott@grovecityohio.gov		(614)277-1702	
12. Agency Mailing Address (#/Street/PO Box) (City) (Zip Code) (County Name)			
3360 Park St		Grove City 43123 Franklin	

APPOINTMENT INFORMATION (Complete Date, Status and ORC)		13. New Appointment Date	14. Status Change Date
15. Select New Status <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Auxiliary <input type="checkbox"/> Reserve <input type="checkbox"/> Special <input type="checkbox"/> Seasonal		For the purpose of this form, full-time means those in active pay status (including those on vacation, sick, bereavement, personal or administrative leave; on compensatory time or holidays) receiving compensation and benefits for 40 hours in a work week or 80 hours in a 14-day period.	
16. Select New ORC			
<input checked="" type="checkbox"/> City Full-Time/Part-Time (737.02)	<input type="checkbox"/> City Auxiliary/Reserve/Special (737.051)	<input type="checkbox"/> City Chief (737.02)	
<input type="checkbox"/> Village Full-Time/Part-Time/Special (737.16)	<input type="checkbox"/> Village Auxiliary/Reserve (737.161)	<input type="checkbox"/> Village Chief (737.15)	
<input type="checkbox"/> Township Police Officer (505.49)	<input type="checkbox"/> Township Constable (509.01)	<input type="checkbox"/> Other Chief - List ORC/Charter	
<input type="checkbox"/> Other - List ORC/Charter	<input type="checkbox"/> Deputy Sheriff (311.04)	<input type="checkbox"/> Sheriff (311.01)	

ATTESTATION OF REPORTING AUTHORITY		I have carefully read this document and fully understand its contents and I sign it of my own free will and volition. I attest that the information provided on this document is true and correct and is based on my personal knowledge or inquiry. I further understand and acknowledge that submission of falsified records is a criminal violation.	
17. Signature of Reporting Authority	18. Printed Name and Title	19. Date	
	Eric Scott Acting Chief of Police	11, 01, 2019	
20. Signature of Witness	21. Printed Name (First, Middle, Last)	22. Date	
	Kevin M. Holmstrom	11, 01, 2019	

Officer Name (Last)

(First)

(Middle)

Social Security Number

23. OATH OF OFFICE

I do solemnly swear or affirm that I will support the Constitution and Laws of the United States of America, the Constitution and Laws of the State of Ohio, and Laws and Ordinances of the political subdivision to which I am appointed and to the best of my ability will discharge the duties of this office.

Signature of Appointee

Signature of Appointing Authority

William Vedra

Name of Appointing Authority (Typed or Printed Legibly)

Deputy City Administrator

Title of Appointing Authority (Typed or Printed Legibly)

OHIO PEACE OFFICER APPOINTMENT HISTORY

Please list all prior appointments. Use additional copies of page 2, as needed, to list the entire appointment history.

24. Appointed By (Agency Name and County): 25. From(mm/dd/yyyy): To(mm/dd/yyyy):

26. Appointment Status (Check Appropriate Box) Full-Time Part-Time Auxiliary Reserve Special Seasonal

27. Appointed By (Agency Name and County): 28. From(mm/dd/yyyy): To(mm/dd/yyyy):

29. Appointment Status (Check Appropriate Box) Full-Time Part-Time Auxiliary Reserve Special Seasonal

30. Appointed By (Agency Name and County): 31. From(mm/dd/yyyy): To(mm/dd/yyyy):

32. Appointment Status (Check Appropriate Box) Full-Time Part-Time Auxiliary Reserve Special Seasonal

33. Appointed By (Agency Name and County): 34. From(mm/dd/yyyy): To(mm/dd/yyyy):

35. Appointment Status (Check Appropriate Box) Full-Time Part-Time Auxiliary Reserve Special Seasonal

36. Appointed By (Agency Name and County): 37. From(mm/dd/yyyy): To(mm/dd/yyyy):

38. Appointment Status (Check Appropriate Box) Full-Time Part-Time Auxiliary Reserve Special Seasonal

39. Appointed By (Agency Name and County): 40. From(mm/dd/yyyy): To(mm/dd/yyyy):

41. Appointment Status (Check Appropriate Box) Full-Time Part-Time Auxiliary Reserve Special Seasonal



City of Grove City
Division of Police
 Applicant's Significant Other Inquiry
 (Current or Ex)



TO: [REDACTED]	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
Applicant's Name: [REDACTED]	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
<p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p>	

What is your relationship to the applicant? Spouse

How long have you personally known the applicant? _____

When was the last time you saw or spoke with the applicant? everyday

Do you consider the applicant to be honest and reliable? Yes No

How would you describe the applicant's temper? Well mannered, even tempered

How would you describe the applicants overall personality? Extrovert Introvert Combination of both

Does the applicant drink? Yes No Light Moderate Heavy Alone With friends
 At social events

Does the applicant gamble? Yes No

To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No

Has the applicant ever been violent towards you or have you seen them be violent towards another?
 Yes No

If yes, explain: _____



City of Grove City
Division of Police
 Applicant's Significant Other Inquiry
 (Current or Ex)



Has the applicant ever been physically, mentally, or sexually abusive to you or another? Yes No

If yes, explain: _____

Does the applicant exhibit any unusual or irritating traits? Yes No

If yes, explain: _____

Have you ever observed the applicant overreact to a minor problem? Yes No

Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?

If an ex-spouse, does the applicant have any court ordered obligations to you and/or any children? Yes No

If yes, explain: _____

If an ex-spouse is no longer in a relationship with applicant, what were the reasons for the separation?

Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? _____

Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

Name	Address	City/State/Zip Code	Telephone #



**City of Grove City
Division of Police**
Applicant's Significant Other Inquiry
(Current or Ex)



Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

█ spoke very highly of her husband. She stated she understands the hours of work and the commitment it takes to be a police officer. She is a very independent woman and does not need to have someone do things for her. She is used to █ being gone for long hours at work, holidays, and even the weekends. It seems their marriage is in good condition and very stable. They support each other and know there will be struggles and hard times, but both are willing to pick up the slack to help each other.

Det. Douglas Stonerock #19

ASSIGNED INVESTIGATOR

August 20, 2019

DATE



City of Grove City Division of Police

Applicant Personal Reference Inquiry



TO: Matthew J. Landis 5113 Paris Ave. El Paso, TX 79924 614-905-1697	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
Applicant's Name: [REDACTED]	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
<p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p>	

1. How long have you personally known the applicant? 9 years In what capacity? Friend/Co-worker
2. When was the last time you saw or spoke with the applicant?
Last week
3. Do you consider the applicant to be honest and reliable? Yes No
4. How would you describe the applicant's temper? Doesn't have one, level headed
5. How would you describe the applicants overall personality? Extrovert Introvert Combination of both
6. Does the applicant drink? Yes No, if yes how much? Light Moderate Heavy Alone with friends
 At social events
7. Does the applicant gamble? Yes No
8. Is the applicant argumentative? Yes No
9. Has the applicant ever had contact with Police to your knowledge? Yes No
10. Does the applicant exhibit close family relationships? Yes No



**City of Grove City
Division of Police**
Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? Good Fair Poor
12. Has the applicant ever been in a physical confrontation? Yes No. If yes, explain:

13. Has the applicant ever been involved in any illegal activity? Yes No. If yes, explain:

14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No
15. Does the applicant exhibit any unusual or irritating traits? Yes No. If yes, explain:
Perfectionist
16. Have you ever observed the applicant overreact to a minor problem? Yes No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? Yes No. If yes, explain:

18. Do you think the applicant would make a good police employee? Yes No. If no, explain:
Expresses good leadership and is aware, level headed
19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?

20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? Yes No



**City of Grove City
Division of Police**
Applicant Personal Reference Inquiry



Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

Name	Address	City/State/Zip Code	Telephone #

Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

██████████ is a great person and very level headed. He can sometimes be too much of a perfectionist that it could be considered a weakness, but he always tries to do the right thing.

ASSIGNED INVESTIGATOR

DATE



City of Grove City Division of Police

Applicant Personal Reference Inquiry



TO: Brent W. Powell 215 Sycamore Lane Commercial Point, Ohio 43116 614-496-1720	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
Applicant's Name: [REDACTED]	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
<p>The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.</p>	

1. How long have you personally known the applicant? 7 years In what capacity? Pastor
2. When was the last time you saw or spoke with the applicant?
1 week ago
3. Do you consider the applicant to be honest and reliable? Yes No
4. How would you describe the applicant's temper? Very even-keel
5. How would you describe the applicants overall personality? Extrovert Introvert Combination of both
6. Does the applicant drink? Yes No, if yes how much? Light Moderate Heavy Alone with friends
 At social events
7. Does the applicant gamble? Yes No
8. Is the applicant argumentative? Yes No
9. Has the applicant ever had contact with Police to your knowledge? Yes No
10. Does the applicant exhibit close family relationships? Yes No



**City of Grove City
Division of Police**
Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? Good Fair Poor
12. Has the applicant ever been in a physical confrontation? Yes No. If yes, explain:

13. Has the applicant ever been involved in any illegal activity? Yes No. If yes, explain:

14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No
15. Does the applicant exhibit any unusual or irritating traits? Yes No. If yes, explain:

16. Have you ever observed the applicant overreact to a minor problem? Yes No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? Yes No. If yes, explain:

18. Do you think the applicant would make a good police employee? Yes No. If no, explain:
Military background, motivated, thorough
19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?

20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? Yes No



**City of Grove City
Division of Police**
Applicant Personal Reference Inquiry



Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

Name	Address	City/State/Zip Code	Telephone #
------	---------	---------------------	-------------

Name	Address	City/State/Zip Code	Telephone #
------	---------	---------------------	-------------

Name	Address	City/State/Zip Code	Telephone #
------	---------	---------------------	-------------

Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.

██████████ is a protector/defender and likes to help people. ██████████ is organized and can work alone or work well with others to accomplish tasks.

08/01/2019

ASSIGNED INVESTIGATOR

DATE



City of Grove City Division of Police

Applicant Personal Reference Inquiry



TO: Kevin J. Smith 4864 Shallowford Loop Grove City, Ohio 43123 614-832-3015	FROM: Grove City Division of Police Detective Bureau 3360 Park St. Grove City, OH 43123 ORI: OH0250600
--	---

Applicant's Name: [REDACTED]	Position Applied For: <input checked="" type="checkbox"/> Police Officer <input type="checkbox"/> Communication Technician <input type="checkbox"/> Other _____
---	--

The individual whose name appears above has applied for a position with the Grove City Division of Police and has supplied your name and address as a personal reference. Please complete the questionnaire keeping in mind that the individual may be entering a public service position. Your comments will be used primarily as a character indicator in the overall evaluation of the individual. For your convenience we have included a stamped, self-addressed, envelope to facilitate your reply. Your cooperation in this matter is greatly appreciated as it is only through efforts such as requested within this questionnaire that we are able to appoint the best qualified individuals to positions within the Grove City Division of Police.

1. How long have you personally known the applicant? 8 years In what capacity? Youth Leader
2. When was the last time you saw or spoke with the applicant?
Two weeks ago
3. Do you consider the applicant to be honest and reliable? Yes No
4. How would you describe the applicant's temper? Even-Keel
5. How would you describe the applicants overall personality? Extrovert Introvert Combination of both
6. Does the applicant drink? Yes No, if yes how much? Light Moderate Heavy Alone with friends
 At social events
7. Does the applicant gamble? Yes No
8. Is the applicant argumentative? Yes No
9. Has the applicant ever had contact with Police to your knowledge? Yes No
10. Does the applicant exhibit close family relationships? Yes No



**City of Grove City
Division of Police**
Applicant Personal Reference Inquiry



11. How would you rate the applicant's ability to handle stress? Good Fair Poor
12. Has the applicant ever been in a physical confrontation? Yes No. If yes, explain:

13. Has the applicant ever been involved in any illegal activity? Yes No. If yes, explain:

14. To your knowledge has the applicant ever used any type of addictive or hallucinogenic drugs? Yes No
15. Does the applicant exhibit any unusual or irritating traits? Yes No. If yes, explain:

16. Have you ever observed the applicant overreact to a minor problem? Yes No
17. Do you know of anything in the applicant's background which could prevent the applicant from functioning in a fair or impartial manner? Yes No. If yes, explain:

18. Do you think the applicant would make a good police employee? Yes No. If no, explain:
Friendly, helpful, always trying to do the right thing
19. Is there anything you may want to add concerning the applicant's overall character, friendships, suitability or unsuitability for the position?

20. Would you prefer that an investigator contact you in person concerning any further information you may want to discuss? Yes No



City of Grove City Division of Police

Applicant Personal Reference Inquiry



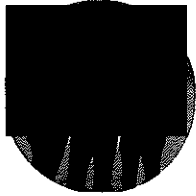
Please list three (3) friends that you know the applicant has associated with, either past or present who may be able to provide reference information.

Name	Address	City/State/Zip Code	Telephone #

Please utilize the below space for any additional comments you may wish to make in regards to this applicant's suitability.
 [REDACTED] is a great guy. He is a strong family man and has wanted to be in the military/law enforcement since growing up. He is honest and always willing to help.

 ASSIGNED INVESTIGATOR

 DATE



Add Friend

Message

Timeline About Friends Photos More

DO YOU KNOW

To see what he shares with friends, send him a friend request.

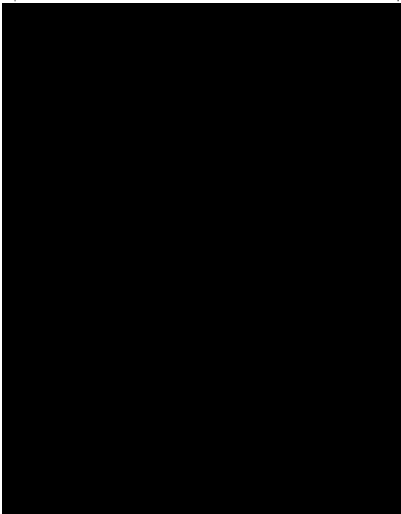
Add Friend

Intro

Worked at
Went to Grove City High School
Lives in Grove City, Ohio
From Grove City, Ohio

Photos

Friends · 151



See what you have in common with friends.

View



May

Left Job at

Washington, District of Columbia

Like

Comment

Share



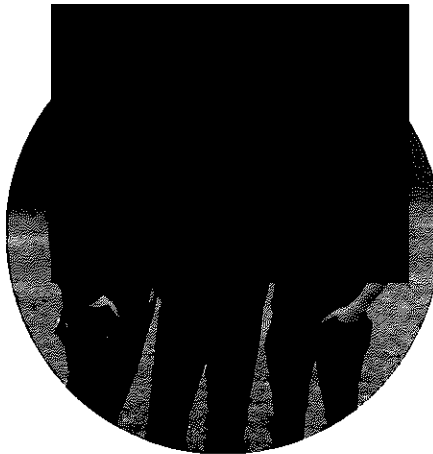
Write a comment...

Press Enter to post



April 20

updated his profile picture.



0

1 Comment

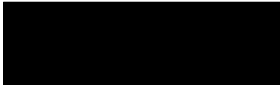
Share



Love it 😊

14w

Posts from 2015



June 15, 2015

Started New



Washington, District of Columbia



Write a comment...

Press Enter to post





FRANKLIN COUNTY SHERIFF'S OFFICE

Sheriff Dallas Baldwin

Human Resources/Payroll

"AUTHORIZATION WAIVER FOR RELEASE OF CRIMINAL AND TRAFFIC RECORD"

Date: 06/10/2019

I, hereby, give my permission for authorized agents of the Franklin County Sheriff's Office to conduct 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 investigations, 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 persons, 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.

[Redacted Signature]

Signature of Applicant

[Redacted Name]

Print/type name of applicant

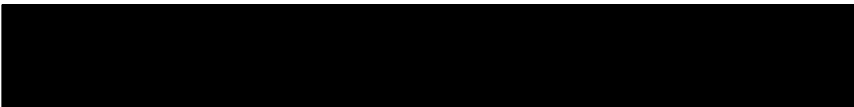
[Redacted Date]

Date of Birth

[Redacted SSN]

Social Security Number

Investigating Officer



FRANKLIN COUNTY SHERIFF'S OFFICE

PERSONAL HISTORY STATEMENT

FOR

Computer Voice Stress Analysis

Member: National Institute for Truth Verification

Examiner Use: *Video recorded:* Yes ___ No ___

Date: _____ *Time: Arrived:* _____ *Departed:* _____

PERSONAL HISTORY STATEMENT

AND

PRE-EMPLOYMENT Voice Stress Questionnaire

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 CVSA 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 CVSA examiner. The examiner will explain the CVSA process to you in detail. If you do not understand any part of the CVSA 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 CVSA. The CVSA 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.

Our objective is to get you through your CVSA 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.

THIS QUESTIONNAIRE IS ONE PART OF THE PRE-EMPLOYMENT PROCESS FOR THE FRANKLIN COUNTY SHERIFF'S OFFICE AND IF AT ANY TIME IN THE FUTURE IT IS DETERMINED THAT YOU HAVE FALSIFIED INFORMATION ON THIS QUESTIONNAIRE YOUR EMPLOYMENT MAY BE TERMINATED.

PERSONAL HISTORY STATEMENT

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

Your name: [Redacted] [Redacted] [Redacted]
Last First Middle

Have you ever used any other name? NO

Social Security Number [Redacted] Date of Birth [Redacted]
Month Day Year

Present Address: Street [Redacted]
City: [Redacted] State: [Redacted]

Phone Number: Home: [Redacted] Work: ()
Area code

Cell Number: [Redacted] Email: [Redacted]
Area code

Yes Do you have the legal right to work in the United States?

NO Have you ever used a Social Security Number (SSN) or date of birth (DOB) other than your own? If yes explain.

NO Have you ever been employed under someone else's Social Security Number (SSN) or date of birth (DOB)? If yes explain.

NO Have you ever been employed outside the United States? If yes explain.

PERSONAL REFERENCES

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

1. Name: Matthew Landis Phone: [Redacted]

Address: 5113 PARIS AVE Apt. _____

City: El Paso State: Texas Zip: 79924

Email: Matthew [Redacted]

2. Name: Brent POWELL Phone: [Redacted]

Address: 215 SYCAMORE LANE Apt. _____

City: Commercial Point State: OHIO Zip: 43116

Email: [Redacted]

3. Name: Kevin Smith Phone: [Redacted]

Address: 4804 SHALLOWFORD LOOP Apt. _____

City: Grove City State: OHIO Zip: 43123

Email: [Redacted]

FRIENDS
my friend
6.19.19

EMPLOYMENT HISTORY
FILL OUT COMPLETELY AND ACCURATELY

Starting with your present or last employer, list at least the last fifteen (15) years of work history, either full-time or part-time. Do not omit any employer. Account for all periods of time. If unemployed for any period *, so indicate.

1. Present or last employer: _____ Phone _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip: _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? NO
If not presently employed, give a detailed reason for leaving: _____
Are you eligible for re-hire? Yes Unemployed * From: _____ To: _____

2. Present or last employer: Texas Roadhouse Phone (414) 539-7427
HR Contact/ Supervisor Name & Title: KELLY ANN Email: _____
Employer Address: 4155 PARKWAY CENTRE DRIVE Fax (____) _____
City: Grove City State: OH Zip 43123
Position held: BUS BOY From: DEC 2014 To: APR 2015
Are you presently employed by this company? NO
If not presently employed, give a detailed reason for leaving: _____
Are you eligible for re-hire? Yes Unemployed * From: _____ To: _____

3. Present or last employer: _____ Phone (____) _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? _____
If not presently employed, give a detailed reason for leaving: _____
Are you eligible for re-hire? _____ Unemployed * From: _____ To: _____

EMPLOYMENT HISTORY CONTINUED
FILL OUT COMPLETELY AND ACCURATELY

4. Present or last employer: _____ Phone (____) _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? _____
If not presently employed, give a detailed reason for leaving: _____

Are you eligible for re-hire? _____ Unemployed * From: _____ To: _____

5. Present or last employer: _____ Phone (____) _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? _____
If not presently employed, give a detailed reason for leaving: _____

Are you eligible for re-hire? _____ Unemployed * From: _____ To: _____

6. Present or last employer: _____ Phone (____) _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? _____
If not presently employed, give a detailed reason for leaving: _____

Are you eligible for re-hire? _____ Unemployed * From: _____ To: _____

EMPLOYMENT HISTORY CONTINUED
FILL OUT COMPLETELY AND ACCURATELY

7. Present or last employer: _____ Phone (____) _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? _____
If not presently employed, give a detailed reason for leaving: _____

Are you eligible for re-hire? _____ Unemployed * From: _____ To: _____

8. Present or last employer: _____ Phone (____) _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? _____
If not presently employed, give a detailed reason for leaving: _____

Are you eligible for re-hire? _____ Unemployed * From: _____ To: _____

9. Present or last employer: _____ Phone (____) _____
HR Contact/ Supervisor Name & Title: _____ Email: _____
Employer Address: _____ Fax (____) _____
City: _____ State: _____ Zip _____
Position held: _____ From: _____ To: _____
Are you presently employed by this company? _____
If not presently employed, give a detailed reason for leaving: _____

Are you eligible for re-hire? _____ Unemployed * From: _____ To: _____

LAW ENFORCEMENT HISTORY

Have you ever completed any law enforcement training academy or academies? No If "yes", which?

Academy	Location	When?

Have you ever been terminated, resigned from or failed to complete any law enforcement academy? _____ If "yes", which?

Academy	Location	When?

Have you ever been employed as an auxiliary, part-time or full-time paid peace officer or reserve peace officer in Ohio, any other state or territory of the United States or by any agency of the federal government? If "yes":

What Agency/Department	Where (City, State)	When?

Has your employment or appointment as a peace officer ever been terminated by any law enforcement agency or have you ever been asked to resign instead of termination. If "Yes":

What Agency/Department	Reason(s) for leaving	When?

Have you ever applied to any law enforcement agency? If so, list agency and date of application. If "yes":

What Agency/ Department	Reason(s) for leaving/not being accepted	When?
Grove City Police Department	JUST APPLIED	June 1st [REDACTED]

PERSONAL HISTORY STATEMENT CONTINUED

Many employees have taken something from an employer that they did not have permission to take. This includes the actual taking, illegally giving away merchandise to friends, relatives or co-workers, borrowing without permission, or failing to return merchandise company property or equipment. Please estimate the total dollar value of all such merchandise, company property or equipment you may have taken, if any, and write that amount here: \$ 0.

Explain: All my equipment was issued to me by the Government.

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 cash you may have taken from all employers and write that amount here: \$ 0. Explain _____

Occasionally peer group pressure will force an employee to help another employee take things from an employer. Please estimate the total dollar amount of cash and merchandise you may have received from such acts and write that amount below:

\$ 0.

Explain: _____

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.

- 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? _____
- N Have you ever been formally disciplined by any employer? If so, for what reason(s)? _____
- N Within the past year, have you called in sick when in fact you were not sick? _____
- N Have you ever consumed alcohol in violation of company policy? _____
- N Other than for medical reasons, have you been absent from work more than 3 times in the past year? _____
- N Other than for medical reasons, have you ever been disciplined for violation of any employer's attendance policy? _____
- N Will any employer or supervisor say you have lied to get out of trouble? _____
- N Will any of your references tell us you frequently lie to get out of trouble? _____
- N Will any employer give you a poor recommendation? _____
- N Would any employer not hire you back? If so, which employer(s)? _____
- N Will your current employer give you a poor recommendation? _____
- N Have you ever received a review with noted deficiencies? _____

EDUCATIONAL BACKGROUND

N Do you have a GED?

Y Have you graduated from any high school with a high school diploma?

If "yes": What was the name of the high school? Grove City High School

Where was the high school located? City: Grove City State: Ohio County: Franklin

N Have you graduated from any college or university and received a college degree?

If "yes": What was the name of the college or university and what degree was obtained?

Where was college or university located? City: _____ State: _____ County: _____

N Have you ever been expelled from any high school, community college, college or university for violation of law or school rules?

DOMESTIC CONDUCT HISTORY

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

N Have the police ever come to your home to settle a domestic problem between you and any member of your family?

What police agency? _____ When? _____

What police agency? _____ When? _____

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

N Have you ever caused or threatened to cause physical injury to a child family member which required or would have required medical attention for the child?

N Have you ever caused or threatened to cause physical injury to an adult family member which required or would have required medical attention for the adult?

N Has any court ever issued a protection or restraining order against you for any reason?

N Are you now required to make child support payments? If "yes", are you current on those payments? _____
Have you ever been out of compliance? If yes, why? _____

MILITARY HISTORY

Have you ever applied for military service and had your application rejected? NO

If so, why? _____

Have you ever served in any branch of the armed forces or national guard in either active duty or reserve status? Yes

If "yes":

Branch: [redacted] From Year/Month [redacted] To Year/Month: [redacted]

ID# [redacted]

What was the highest rate/rank you attained? [redacted] E/O [redacted]

Were you ever reduced in rate/rank? [redacted] If so, why? _____

Were you ever AWOL or did you ever miss movement? [redacted] If so, how many times? _____

Have you been the subject of any non-judicial disciplinary action(s)? [redacted] If so, why? _____

Have you been the subject of any court martial? If so, for what reason(s) [redacted]

What was your rate/rank upon discharge? [redacted] E/O [redacted]

What was your status upon discharge? (i.e....honorable, disability retired, etc.) [redacted]

Have you ever served in any other branch(s) of the armed forces or national guard in either active duty or reserve status? [redacted]

If "yes": What branch? _____ When? _____

What branch? _____ When? _____

CRIMINAL HISTORY

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 you answer all of the following questions truthfully. You will be given the opportunity to explain any answer you may feel is a problem.

Have you committed any of the following incidents by yourself or with another?
Answer each item "YES" or "NO"

If "YES", your age at the time

- NO Arson (burning the property of another for money, sexual gratification, spite or malice)
- YES 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 Taken, bought, sold, traded, downloaded, possessed pictures, videos or images 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
- YES 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)
- NO Exposed yourself or masturbated in any public place
- NO 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
- NO Intentionally filed or falsified any tax return, state or federal
- NO Intentionally filed or falsified any insurance claim
- NO Intentionally issued checks knowing there were not sufficient funds in the bank
- NO Kidnapping (taking any person from one place to another without his or her consent)
- NO Knowingly received or sold stolen property
- NO Made obscene, harassing or threatening phone calls
- NO Murder (taking a human life by premeditation, lying in wait or torture)
- NO Paid for the services of a prostitute (male or female)
- NO Possessed or detonated any illegal explosive device (bomb)
- NO Rape (having sexual intercourse with one who expressly did not wish to do so or unable to give consent either by age or physical or mental abilities)
- NO Received payment for any physical sex act
- NO Robbery (taking money or property from another by force or fear)
- NO Shoplifting (intentionally taking merchandise from a merchant without paying for it)
- NO Turned in a false fire alarm
- NO Vandalism (destroying the property of another)
- NO Watched others undress or commit physical sex acts without their knowledge or consent
- NO Participated in Human Trafficking (including sale of sexual services of another)
- NO Participated in a hate crime
- NO Elder Abuse (Physical, Financial, Sexual, Emotional)
- NO Extorted money
- YES Downloaded music/video without paying for it
- NO Participated in bullying a peer or co-worker
- NO Will any of your references tell us you have ever planned to commit a serious crime?
- NO Since your 18th birthday, have you been arrested for any of the above incidents?
- NO Since your 18th 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 misdemeanor crime(s) which resulted in imprisonment?

↓
10 playing fighting w/ brothers

↓
16 in car high school

11

SUBSTANCE EXPERIMENTATION HISTORY

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:

<u>No</u> Acid	<u>No</u> Crystals	<u>No</u> Krokodil	<u>No</u> Reds
<u>No</u> Amphetamines	<u>No</u> Designer Drugs	<u>No</u> LSD	<u>No</u> Ritalin
<u>No</u> Angel Dust	<u>No</u> Downers	<u>No</u> Marijuana	<u>No</u> Rock
<u>No</u> Barbiturates	<u>No</u> Ecstasy	<u>No</u> Mescaline	<u>No</u> Rohypnol
<u>No</u> Bath Salts	<u>No</u> Fentanyl	<u>No</u> Methamphetamine	<u>No</u> Rush
<u>No</u> Bennies	<u>No</u> GHB	<u>No</u> Mopers	<u>No</u> Sherm
<u>No</u> Black Beauties	<u>No</u> Glass Cleaner	<u>No</u> Mushrooms	<u>No</u> Special K
<u>No</u> Bombers	<u>No</u> Glue	<u>No</u> Opium	<u>No</u> Speed
<u>No</u> Cannabis/Hemp	<u>No</u> Hashish	<u>No</u> Pain Killers w/o prescription	<u>No</u> Spice
<u>No</u> Cocaine	<u>No</u> Hashish Oil	<u>No</u> PCP	<u>No</u> Steroids w/ prescription
<u>No</u> Crack	<u>No</u> Heroin	<u>No</u> Peyote	<u>No</u> Thai Stick
<u>No</u> Crank	<u>No</u> Ice	<u>No</u> Psilocybin	<u>No</u> Uppers
<u>No</u> Crosstops	<u>No</u> Inhalants	<u>No</u> Quaaludes	<u>No</u> Whites
			<u>No</u> Xenos

Never

No 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) and when (month and year)? _____

No Have you ever cultivated or manufactured any illegal drug or controlled substance?

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

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

- No the cultivation of marijuana for any purpose? If so, who? _____
- No 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? _____

No Have you ever personally held or stored marijuana, an illegal hard drug or controlled substance for yourself, 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), dates (month and year) and to who were they prescribed to? _____

No Have you ever bought, sold or traded any prescription drug which was not prescribed for you? If so, what drug(s), dates? _____

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

No 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)?

No Have you ever been adjudged by any court to be in danger of or being addicted to dangerous drugs?

FINANCIAL 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. If any question requires a "Y" (yes) answer, make your explanation on the lines to the right of the question including month and year.

Have you ever:

- No Been more than thirty (30) days late in making any mortgage or rent payment? _____
- No Been more than thirty (30) days late in making any installment payment? _____
- No Been more than thirty (30) days late in making any income tax payment? _____
- No Had debt(s) turned over to a collection agency? If "yes", what agency and when. _____
- No Filed for protection under the bankruptcy laws? _____
- No Had your wages attached by a judgment? _____
- No Had anything purchased on credit repossessed? _____
- No Failed to make child support payments on time? _____
- No Failed to make alimony payments on time? _____
- No Used another person's credit card to pay a debt? _____
- No Used another person's social security number to pay a debt? _____
- No Lied to a credit agency for the purpose of obtaining credit? _____
- No Failed to return a credit card after it was recalled? _____
- No Has anybody ever sued you in Small Claims court? _____
- No Are there any judgments pending against you now? _____
- No During your background investigation, is anyone likely to report you have financial problems? If so, who? _____
- No 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 any license or licenses from the federal government or any state agency or any political subdivision thereof? If so, what license(s)?

Ohio license to carry a concealed handgun _____
 _____

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 license number? [REDACTED]

State or jurisdiction which issued the license: OHIO

Date of expiration: [REDACTED]

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 "Yes" answer, make your explanation on the lines to the right of the question.

Have you ever:

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? _____

N 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) _____

N Had your driver license suspended? _____

N Had your driver license revoked? _____

N Driven a motor vehicle while under the influence of alcohol, controlled substances or illegal drugs? _____

N Been the driver of a vehicle that caused personal injury to another person? _____

N Will any of your references tell us you have driven a motor vehicle while under the influence of marijuana, alcohol or any illegal drug? If so, who? _____

How many traffic citations for moving violations have you received within the past three (3) years? 0

Issuing Agency:	For what violation?	What year?

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

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

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.

- N Have you ever belonged to any group or gang which engages in unlawful activities?
- N Have you ever belonged to a street gang or taken part in street gang activities?
- N Do you have any gang related tattoos or piercings on your body?
- N 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?
- N 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?
- N During the course of your background investigation, will anybody say you belong or have belonged to any such group(s)? If so, who? _____
- N 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? _____
- N Within the past three (3) years, have you carried a concealed weapon without a permit?
- N During your background investigation, is anyone likely to report you have carried a concealed weapon without a permit? If so, who? _____
- N 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 each of the following two questions by placing a "Y" (yes) or a "N" (no) on the line to the left of each question.

- N 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? _____

- N 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 examiner? If so, what? _____

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

IF YOU ARE OFFERED EMPLOYMENT AND AT ANY TIME IN THE FUTURE IT IS DETERMINED THAT YOU HAVE FALSIFIED INFORMATION ON THIS QUESTIONNAIRE YOUR EMPLOYMENT MAY BE TERMINATED

This is page 13 of 13 pages. Place your initials here: [REDACTED]

END OF PERSONAL HISTORY

SH2019-Fall - Deputy in Corrections

Contact Information -- Person ID: [REDACTED]

Name: [REDACTED]

Address: [REDACTED]

Home Phone: [REDACTED]

Alternate Phone: [REDACTED]

Email: [REDACTED]

Former Last Name: [REDACTED]

Month and Day of Birth: [REDACTED]

Personal Information

Driver's License:

Yes, Ohio [REDACTED], Class D

Can you, after employment, submit proof of your legal right to work in the United States?

Yes

What is your highest level of education?

High School

Preferences

Minimum Compensation:

\$24.04 per hour; \$50,000.00 per year

Are you willing to relocate?

No

I want to stay in the local area. I've moved a lot in [REDACTED] and want to stay in the local area to be with my family. I am also planning on going to college in Columbus so I need to stay local.

Types of positions you will accept:

Regular

Types of shifts you will accept:

Day , Evening , On Call (as needed)

Objective

I want to serve my community and give back to the state of Ohio.

Education

High School

Grove City High School

Grove City, Ohio

Did you graduate: Yes

Highest Level Completed: 12

Did you receive a GED? No

Degree Received: High School Diploma

Work Experience

[REDACTED]

Hours worked per week: 40

Monthly Salary: \$0.00

of Employees Supervised: 9

Name of Supervisor: [REDACTED]

May we contact this employer? Yes

Duties

[REDACTED]

Reason for Leaving

I want to start a new carrier in law enforcement.

Certificates and Licenses

Skills

Office Skills

Typing:

Data Entry:

Additional Information

Honors & Awards

[Redacted]

Honors & Awards

[Redacted]

Honors & Awards

[Redacted]

Honors & Awards

[Redacted]

Honors & Awards

[Redacted]

Honors & Awards

[Redacted]

Honors & Awards

Letter of Appreciation

References

Professional

[Redacted]

Professional

[Redacted]

Professional

[Redacted]

Resume

Text Resume

Attachments

Attachment	File Name	File Type	Created By
Letter of recommendation.docx	Letter of recommendation.docx	Other	Job Seeker

Agency-Wide Questions

- Q: Are you currently or have you been employed by the Franklin County Sheriff's Office in the past?

A: No

2. Q: Have you ever been employed in the state or county service in Ohio?

A: No

3. Q: Are you related to any current employees of the Sheriff's Office?

A: No

4. Q: How did you hear about this job opportunity?

A: Current or Former employee of FCSSO

5. Q: Have you ever been separated (e.g. fired, resigned in lieu of termination, resigned in bad standing, not eligible for rehire) from a law enforcement agency or public sector employer?

A: No

6. Q: Explain how your knowledge, skills and abilities relate to the requirements of the position.

A: My training in [REDACTED] has prepared me for this position. I have the ability to think and execute under pressure. I have a black belt in the [REDACTED] program and am an expert Rifleman. During my time in the [REDACTED] I learned people skills. Learning how to de-escalate situations that could have resulted badly.

7. Q: Do you have any specialized training or certifications?

A:

[REDACTED]
2 Expert Rifle Qualifications
1 Expert Pistol Qualification

8. Q: Are you willing and able to submit to a background investigation, including drug testing and criminal record checks?

A: Yes

9. Q: What is the highest level of education you completed?

A: High School or GED

Supplemental Questions

1. Q: Do you have a High School Diploma or GED?

A: Yes

2. Q: Are you willing to submit to a lie-detector examination?

A: Yes

3. Q: Did you already take the Corrections Pre-Employment Exam with the National Testing Network and submit your scores to the Franklin County Sheriff's Office between September 1, 2018 through February 28, 2019?

A: Yes

4. Q: Have you ever been fired from a job(s) or asked to resign or left employment voluntarily in lieu of being fired from any job (s)?

A: No

5. Q: Have you been disciplined in the past five years? If so, explain.

A: No

6. Q:

Within three (3) years have you used or purchased any illegal drugs (including marijuana) or controlled substances? (The term "used" includes, but is not limited to smoked, ingested, tasted, injected, inhaled, or otherwise tried, of any illegal drug.) If Yes please explain including the month and year.

A: No

7. Q: Within three (3) years have you used or purchased any illegal prescription drugs (not prescribed by a doctor to yourself)? (The term "used" includes, but is not limited to smoked, ingested, tasted, injected, inhaled, or otherwise tried.) If Yes please explain including the month and year.

A: No

8. Q: PRISON RAPE ELIMINATION ACT (PREA) OF 2003 This question consists of 4 parts, (A) through (D) inclusive, as shown in the boxes below. All four parts must be answered. In accordance with Federal law, the Franklin County Sheriff Office shall not hire nor promote anyone who may have contact with inmates who: (A) Has engaged in sexual abuse in a prison, jail, lockup, community confinement facility, juvenile facility or other institution. Have you engaged in sexual abuse as described in (A) above?

A: No

9. Q: PRISON RAPE ELIMINATION ACT (PREA) OF 2003 (Continued) (B) Has been convicted of engaging or attempting to engage in sexual activity in the community facilitated by force, overt or implied threats of force, or coercion, or if the victim did not consent or was unable to consent or refuse. Have you been convicted of engaging or attempting to engage in sexual activity as described in (B) above?

A: No

10. Q: PRISON RAPE ELIMINATION ACT (PREA) OF 2003 (Continued) (C) Have you been civilly or administratively adjudicated to have engaged in the activity described in (B) above?

A: No

11. Q: PRISON RAPE ELIMINATION ACT (PREA) OF 2003 (Continued) (D) Has been the subject of substantiated allegations of sexual abuse or sexual harassment or resigned during a pending investigation of alleged sexual abuse or sexual harassment. Have you been the subject of a substantiated allegation of sexual abuse or sexual harassment or resigned during a pending investigation of alleged sexual abuse or sexual harassment?

A: No

12. Q: The information provided in your application must support your selected answers in the supplemental questions. The information you provide will be verified and documentation may be required. Please be as honest and accurate as possible. You may be asked to demonstrate your knowledge and skills in a work sample or during an interview. Please note that as part of the screening process, your responses will be reviewed in conjunction with your general application materials. By completing this supplemental questionnaire you are attesting that the information you have provided is accurate. Any misstatements, omissions, or falsification of information may eliminate you from consideration or result in dismissal. "See resume" is not an acceptable answer to the questions.

A: Yes, I understand and agree

13. Q: Ensure the "Work Experience" section of your application is complete and contains all information needed to determine if you meet the minimum qualifications and contains at least 10 years of work experience, if applicable. An Incomplete Work Experience sections or Resumes and "see resume" statements cannot be accepted in lieu of the "Work Experience" section of the application being completed.

A: Yes, I understand and agree

14. Q: I understand I am responsible for maintaining the accuracy of my contact information, including my street address, my email address, and my contact telephone numbers. My

failure to maintain accurate contact information may result in my not receiving information regarding this job announcement and/or may result in my not being further considered for this employment opportunity. To update this information, visit www.governmentjobs.com, click on the "career seekers" link, and then follow the prompts.

A: Yes, I understand and agree

Applicant Name: [REDACTED]

Interviewer: Cindy Flynn

INTERVIEW QUESTIONS (DEPUTY)

1. Tell me about your current work/position and why you want to leave that work:
out of [REDACTED] 4 days ago - always wanted to do law enforcement
2. Why do you want to be a Deputy in Corrections?
want to serve - want to serve community
want to help people
3. What have you done to prepare yourself for this position?
[REDACTED] training - go to start college
waiting on schedule
4. Have you ever been involuntarily removed from a job? "Fired", received discipline or resigned in lieu of termination. If yes, why? NO - NO formal discipline - NO
5. Describe your greatest accomplishments and why they are important to you:
love leading [REDACTED] - was [REDACTED] had young
checked in and watch him grow going on to [REDACTED]
command school - love being [REDACTED]
6. Tell me about a time you were in a position of leadership.
my supervisor got promoted - had to take over
for him as a [REDACTED] learned a lot in his position
taking control
7. Describe a situation when you were required to work under pressure. What was the situation and what were your actions?
[REDACTED]
8. What other law enforcement agencies have you applied to?
grove city PD - doing PT and oral interview in July
9. How are you going to make FCSO a better Office through your employment here?
very passionate person - will give all I got [REDACTED]
and personality will fit real - advance and do what I
need to do
10. What do you expect from the Sheriff's Office as an employer? What are your goals if you're hired?
mutual respect - opportunity - want to help people
work towards patrol - work on special teams - long
term, drug investigations -
11. Are you ok with working weekends, holidays, 2nd or 3rd shift?
yes

Recommendation to next step:

Yes CF

No _____

QUESTIONNAIRE TO EMPLOYERS and SUPERVISORS
Deputy Position - Franklin County Sheriff

Name of Company/Address: [REDACTED]

Dates of Employment: [REDACTED]

Concerning the application of [REDACTED]

1. How was the applicant's employment terminated? (ie ... still employed; resigned with proper notice; left without proper notice; fired (please note reason); laid off; retired; contract ended; temporary position; etc.)
[REDACTED]

2. Was the applicant punctual and dependable?

HE HAD A GREAT REPUTATION FOR ALWAYS BE A PERSON THAT COULD BE RELIED ON. HIS PROFESSIONAL DEMEANOR WAS ABOVE REPROACH.

3. Did the applicant have any performance issues? If yes, please explain.

NONE

4. How did the applicant get along with supervisors and co-workers?

HE WAS ALWAYS RESPECTFUL AND HIS CHARACTER IS UNMATCHED. THE MOST ETHICAL INDIVIDUAL I HAVE EVER HAD THE PRIVILEGE TO WORK WITH. HE UNDERSTANDS HOW TO COMMUNICATE IN ALL SITUATIONS.

5. How did the applicant respond to correction/suggestions?

I NEVER HAD A SINGLE PROBLEM WITH HIM. IF A CORRECTION WAS MADE HE WOULD IMMEDIATELY CORRECT HIS DEFICIENCY AND NEVER LET IT HAPPEN AGAIN. VERY HUMBLE.

6. How did the applicant respond to stress or work under pressure?

I WILL SAY I WAS [REDACTED] AND WAS VERY HARD ON MY [REDACTED] HE NEVER BROKE UNDER PRESSURE AND ALWAYS ROSE TO THE OCCASION.

7. Was the applicant truthful and trustworthy?

ABSOLUTELY WITHOUT QUESTION HE IS VERY RELIGIOUS AND HIS FAITH IS INSPIRATIONAL. HE IS THE MOST TRUST WORTHY PERSON I KNOW.

8. Do you have any record of salary garnishment or other financial problems of the applicant?

NONE

9. Did the applicant have any extended work absences?

HIS BROTHER PASSED AWAY IN 2007 AND WE AUTHORIZED HIM 30 DAYS TO TAKE CARE OF HIS FAMILY. NOTHING TO DO WITH HIS NEGLIGENCE. WE WERE TAKING CARE OF HIM. HE TOOK IT HARD BUT HIS FAITH KEPT HIM STRONG.

10. Would you re-employ the applicant?

YES, I TRIED TO GET HIM TO [REDACTED] HE WOULD HAVE BEEN A GREAT ASSET TO US. HIS PASSION IS TO GO INTO LAW ENFORCEMENT AND I CAN RESPECT THAT.

11. Can you think of any reason why the applicant might not be qualified to become a Deputy Sheriff?

NONE

12. What is the type of business or function of your agency?
[REDACTED]

Name of the person giving information: [REDACTED]

Signature: [Handwritten Signature]

Business Telephone Number: [REDACTED]

Thank you for your cooperation in completing this form.
Please return via fax to 614-525-3560.
via email to dxharris@franklincountyohio.gov
via mail to Franklin County Sheriff - HR Department 410 S. High Street - 2nd floor, Columbus, OH 43215

Harris, Donna

From: [REDACTED]
Sent: Thursday, July 18, 2019 4:03 AM
To: Harris, Donna
Subject: [REDACTED]
Attachments: image003.png; 20190718_165811.jpg

Good Morning,

Please see the attached document containing [REDACTED] Questionnaire to Employers and Supervisors
Deputy Position for Franklin County Sheriff.

V/R

[REDACTED]

On Wed, Jul 3, 2019, 2:12 AM Harris, Donna <dxharris@franklincountyohio.gov> wrote:

[REDACTED]

Attn: [REDACTED]

Dear Employer/Supervisor,

[REDACTED] has applied for employment as a Deputy Sheriff with the Franklin County Sheriff's Office. We are in the process of conducting a background investigation and you have been listed as an employer/supervisor or past employer of the applicant.

I am sure you would agree that it is important that we appoint only qualified and responsible persons to this position.

Enclosed please find a brief questionnaire and a signed "Authorization waiver for release of information" form which gives you the applicants consent to provide information to us.

Your assistance is requested in completing the questionnaire. Your cooperation in filling out the form and your honest feedback are sincerely appreciated.

Upon completion, please return questionnaire as soon as possible via:

Email: dxharris@franklincountyohio.gov

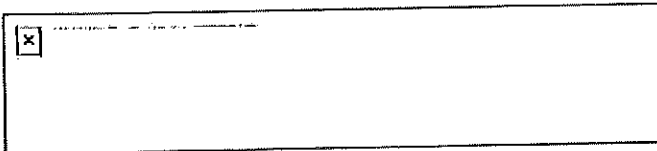
Fax: 614 525-3560

Your timely response is greatly appreciated. Should you have questions or require additional information please feel free to contact me.

Thank you,

Donna Harris

Personnel Officer / Human Resources



Administrative Services

410 S. High St. 2nd Floor
Columbus, OH 43215

Direct: 614-525-3397

Fax: 614-525-3560

<https://sheriff.franklincountyohio.gov>



QUESTIONNAIRE TO PERSONAL REFERENCES
Deputy Position – Franklin County Sheriff

Reference Name/Contact Info: Kevin Smith – 4864 Shallowford Loop, Grove City, Ohio 43123

[REDACTED] has submitted an employment application to the Franklin County Sheriff and is requesting you serve as a reference. Your cooperation in providing the requested information is sincerely appreciated.

1. What is your relationship to the applicant? Friend / Mentoree
2. How many years have you known the applicant? 10 years
3. Please rate the applicant in each of the attributes below:

Attribute	Always	Usually	Not Usually	No Knowledge
Dependability Follows through on commitments and can be counted on	✓			
Performance under Stress Can function and accomplish goals in stressful situations	✓			
Cultural Competency Ability to interact effectively with people of different cultures & socio-economic backgrounds in an unbiased way	✓			
Integrity Is honest and consistently abides by accepted ethical standards	✓			
Flexibility Is able to easily change or modify behavior appropriately due to changing conditions	✓			
Accountability Accepts responsibility for one's own actions	✓			
Leadership Potential Able to motivate and direct others	✓			
Seeks Help Appropriately Can recognize when a situation exceeds capabilities/authority	✓			
Communication with Others Listens to others and is clear both verbally and in writing	✓			
Fiscal Responsibility Lives within means and handles personal financial obligations in a timely manner	✓			
COMMENTS – Please explain any "Not Usually" ratings or add any additional information you wish to share.				

4. Are you aware of any substance abuse (alcohol, drugs) or excessive behavior by the applicant? ___ Yes No
If yes, please explain.
5. Please list any issues that should be taken into considered when evaluating this applicant for hire.
6. Would you recommend the applicant for hire? Yes ___ No


 Signature

6-22-19
 Date

Please returned completed/signed questionnaire via email to dxharris@franklincountyohio.gov or fax to 614 525-3560. Thank you!

QUESTIONNAIRE TO PERSONAL REFERENCES
Deputy Position – Franklin County Sheriff


Reference Name/Contact Info: Matthew Landis – 5113 Paris Ave., El Paso, Texas 79924

[REDACTED] has submitted an employment application to the Franklin County Sheriff and is requesting you serve as a reference. Your cooperation in providing the requested information is sincerely appreciated.

1. What is your relationship to the applicant? Friend
2. How many years have you known the applicant? 9 years
3. Please rate the applicant in each of the attributes below:

Attribute	Always	Usually	Not Usually	No Knowledge
Dependability Follows through on commitments and can be counted on	X			
Performance under Stress Can function and accomplish goals in stressful situations	X			
Cultural Competency Ability to interact effectively with people of different cultures & socio-economic backgrounds in an unbiased way	X			
Integrity Is honest and consistently abides by accepted ethical standards	X			
Flexibility Is able to easily change or modify behavior appropriately due to changing conditions	X			
Accountability Accepts responsibility for one's own actions	X			
Leadership Potential Able to motivate and direct others	X			
Seeks Help Appropriately Can recognize when a situation exceeds capabilities/authority	X			
Communication with Others Listens to others and is clear both verbally and in writing	X			
Fiscal Responsibility Lives within means and handles personal financial obligations in a timely manner	X			
COMMENTS – Please explain any "Not Usually" ratings or add any additional information you wish to share.	<i>Always willing to go the extra mile to get things done right.</i>			

4. Are you aware of any substance abuse (alcohol, drugs) or excessive behavior by the applicant? Yes No
If yes, please explain.
5. Please list any issues that should be taken into considered when evaluating this applicant for hire.
N/A
6. Would you recommend the applicant for hire? Yes No

.....


 Signature

.....
18 July 2019

 Date

Please returned completed/signed questionnaire via email to dxharris@franklincountyohio.gov or fax to 614 525-3560. Thank you!

QUESTIONNAIRE TO PERSONAL REFERENCES

Deputy Position – Franklin County Sheriff

Reference Name/Contact Info: Brent Powell - 215 Sycamore Lane, Commercial Point, OH 43116

[REDACTED] has submitted an employment application to the Franklin County Sheriff and is requesting you serve as a reference. Your cooperation in providing the requested information is sincerely appreciated.

1. What is your relationship to the applicant? Pastor
2. How many years have you known the applicant? 7-8 yrs
3. Please rate the applicant in each of the attributes below:

Attribute	Always	Usually	Not Usually	No Knowledge
Dependability Follows through on commitments and can be counted on.	✓			
Performance under Stress Can function and accomplish goals in stressful situations	✓			
Cultural Competency Ability to interact effectively with people of different cultures & socio-economic backgrounds in an unbiased way	✓			
Integrity Is honest and consistently abides by accepted ethical standards	✓			
Flexibility Is able to easily change or modify behavior appropriately due to changing conditions	✓			
Accountability Accepts responsibility for one's own actions	✓			
Leadership Potential Able to motivate and direct others	✓			
Seeks Help Appropriately Can recognize when a situation exceeds capabilities/authority.	✓			
Communication with Others Listens to others and is clear both verbally and in writing	✓			
Fiscal Responsibility Lives within means and handles personal financial obligations in a timely manner	✓			
COMMENTS – Please explain any "Not Usually" ratings or add any additional information you wish to share.				

4. Are you aware of any substance abuse (alcohol, drugs) or excessive behavior by the applicant? Yes No
If yes, please explain.

5. Please list any issues that should be taken into considered when evaluating this applicant for hire. [REDACTED] is an upstanding man who has a great moral compass and work ethic. His desire to give back thru serving his fellow man is unmatched.

6. Would you recommend the applicant for hire? Yes No

Brent Powell
Signature

July 10, 2019
Date

Please return completed/signed questionnaire via email to dxharris@franklincountyohio.gov or fax to 614 525-3560. Thank you!

Harris, Donna

GROVE CITY PD

From: Stoneking, Vikki <vstoneking@grovecityohio.gov>
Sent: Friday, July 19, 2019 8:32 AM
To: Harris, Donna
Subject: RE: BACKGROUND - GROVE CITY POLICE DEPARTMENT - [REDACTED]

Good morning, Donna.

[REDACTED] did apply with Grove City on April 28 [REDACTED]

He has completed the NTN test, physical fitness test and submitted his assessment.

He is still in our hiring process.

Thanks,

Vikki Stoneking
Human Resource Coordinator
City of Grove City
4035 Broadway
Grove City, OH 43123
614-277-3013
www.grovecityohio.gov

From: Harris, Donna <dxharris@franklincountyoohio.gov>
Sent: Friday, July 19, 2019 7:43 AM
To: Stoneking, Vikki <vstoneking@grovecityohio.gov>
Subject: BACKGROUND - GROVE CITY POLICE DEPARTMENT - [REDACTED]

Grove City Police Department
Attn.: Vikki Stoneking

I am conducting a background for the Franklin County Sheriff's Office reference to an applicant [REDACTED]
He is applying for a position as a Deputy Sheriff.

He states that he has applied with the Grove City Police Department on June 1st, [REDACTED]

If he has taken a polygraph or CVSA Exam I would like to request a copy.

It would be helpful if you could verify his statement, the reason if he was rejected or still in your process.

In addition to this request I have included a "Release of Information" signed by the applicant.

Please return the requested information at your earliest possible convenience per email or by fax.

Thank you for your assistance in this matter.

Donna Harris

Personnel Officer / Human Resources



FRANKLIN COUNTY SHERIFF'S OFFICE
Sheriff Dallas Baldwin

Administrative Services

410 S. High St. 2nd Floor
Columbus, OH 43215

Direct: 614-525-3397

Fax: 614-525-3560

<https://sheriff.franklincountyohio.gov>



Caution

This email originated from an email address that is outside of the county network. Do not click links or open attachments unless you recognize the sender and know the content is safe.



FRANKLIN COUNTY SHERIFF'S OFFICE

Sheriff Dallas Baldwin

Human Resources/Payroll

"AUTHORIZATION WAIVER FOR RELEASE OF CRIMINAL AND TRAFFIC RECORD"

Date: 06/10/2019

I, hereby, give my permission for authorized agents of the Franklin County Sheriff's Office to conduct 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 investigations, 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 persons, 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.

[Redacted Signature]

Signature of Applicant

[Redacted Name]

Print/type name of applicant

[Redacted Date]

Date of Birth

[Redacted SSN]

Social Security Number

Investigating Officer

PEOPLEFACTS, LLC

Employment Screening Services

APPLICANT AUTHORIZATION AND CONSENT FOR RELEASE OF INFORMATION

Franklin County Sheriff's Office requires, as a condition of employment, and/or continued employment, that all applicants consent to and authorize a verification of the information submitted on their application or resume. Please read this statement carefully.

I, the undersigned applicant, do hereby certify that the information provided by me for the purpose of employment is true and complete to the best of my knowledge. I understand that if I am employed, any false statements will be considered as cause for possible dismissal.

This release and authorization acknowledges that the Franklin County Sheriff's Office may now, or at any time while I am employed, conduct a verification of my education, employment history, credit history, and motor vehicle records. In addition the Franklin County Sheriff's Office may contact personal references and receive any criminal history record information pertaining to me which may be in the files of any Federal, State or Local criminal justice agency in any state, and/or other information as deemed necessary to fulfill the job requirements

I authorize PeopleFacts, LLC and any of its agents and/or employees to disclose verbally and in writing the results of this verification process to the designated authorized representatives of the Franklin County Sheriff's Office. The results will be used to determine employment eligibility under the Franklin County Sheriff's Office employment policies.

I have read and understand this release and consent, and I authorize the background verification. I authorize persons, schools, current and former employers, and other organizations and Agencies to provide Employment Screening Services with all information that may be requested, and I hereby release all of the persons and agencies providing such information from any and all claims and damages connected with their release of any requested information. I agree that any copy of this document is as valid as the original.

I do hereby agree to forever release and discharge the Franklin County Sheriff's Office, its agent, PeopleFacts, LLC, and their associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint filed with any agency arising from the retrieving and reporting of information. According to the Federal Fair Credit Reporting Act, I am entitled to know if employment was denied based on information obtained by my prospective employer, and to receive, upon written request, a disclosure of the public record information and of the nature and scope of the investigative report. If I am a resident of Minnesota, California or Oklahoma only and would like a copy of the investigative report, I will check here .

Please provide all requested information and provide addresses for the last seven- (7) years

[Redacted]

(Applicant's Name, Printed - Last, First Initial)

(Maiden Or Other Name(s) Used)

[Redacted]

(Previous Address - City, State, Zip)

1 Month

(How Long)

1 Year 6 months

(How Long)

2 Years

(How Long)

[Redacted]

(Social Security Number)

[Redacted]

(Date of Birth - for confirmation of ID only)

[Redacted]

(Name - exactly as it appears on Driver's License)

[Redacted]

(Driver's License Number)

OH

(State)

[Redacted]

(Signature)

20190610

(Date)

STATE OF OHIO
CITY OF COLUMBUS HEALTH DEPARTMENT

Certification Of Live Birth

Reg/Cert Number [REDACTED]
Registration District Number 25

Date Filed [REDACTED]
Date Issued [REDACTED]
Date Filmed 28-feb-1997

[REDACTED]
Child's Name

[REDACTED]
Date and Time of Birth

M
Sex

DOCTORS WEST
Place of Birth

Born to

Parent:

Place of Birth:

[REDACTED]
OH

OH

This document is a legal certification
of the birth record on file in the
Vital Statistics Bureau
of the
Columbus Health Department

Kimberly S. Mills, R.R.A.

Kimberly S. Mills, Local Registrar
Bureau of Vital Statistics
181 Washington Boulevard
Columbus, Ohio 43215

Do not accept if raised seal and watermark of Registration District Number 25 is missing.
The Reproduction Of This Document Is Prohibited By Law. Any Alteration Or Erasure Voids This Certification.


Grove City High School



This certifies that


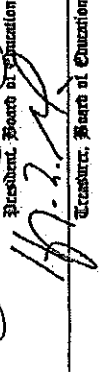


has completed the requirements prescribed by the Board of Education for graduation
from the High Schools of the South-Western City School District
and is therefore awarded this

Diploma

Given in Grove City, Ohio this thirtieth day of May, 


Superintendent

Principal


President, Board of Education

Treasurer, Board of Education



City of Grove City Division of Police Background In Home Interview



Applicant: _____

Date/Time: 08/20/2019 **Position Applied For:** Police Officer

GENERAL INFORMATION

1. Has applicant ever legally changed name? No From what? _____
2. Where was applicant raised? Grove City By whom? Parents
3. How many brothers and sisters? two brothers, 1 sister
4. Are parents still living? Yes Where, address? Mother _____, Father _____

[Note, inform applicant for the next four questions he or she may exclude any organization, the name or character of which indicates race, color, religion, sex, national origin, handicap or age.]

5. Is the applicant active in community or school activities? _____ What are they? _____

6. What are the applicant's hobbies or recreational activities? _____ likes to work out and plays the guitar.

7. Is the applicant active in civic, fraternal, or other organizations? No

8. What are applicant's hobbies or recreational activities? _____

9. Why is applicant pursuing a career in law enforcement? Just got out of _____ and always wanted to be a police officer. He wants to help people out and better the community.

10. Does applicant have any specific goals in relation to his/her law enforcement career (traffic enforcement, investigation, etc.)? He would eventually like to be a member of the SRT or to get promoted someday.

11. Is applicant acquainted with any members of the GROVE CITY DIVISION OF POLICE? Yes
Who? Sgt. Gallo was the SRO at Grove City High when _____ went to school there. He also know Chief Bulsko, who is his adult Sunday School teacher.



City of Grove City Division of Police

Background In Home Interview



GENERAL INFORMATION (continued)

12. Is applicant holding, or has applicant held, a commission with any law enforcement agency? No
If yes, where at? _____
13. How does applicant describe his/her family relationships? He has a great relationship with his mother, father, and siblings.

14. Names, ages, addresses, and phone numbers, other than already provided, of three closest friends:

MARITAL HISTORY

1. Obtain copies of marriage certificate/divorce papers. Yes No
2. If divorced, former spouse's name, current address, etc. _____

3. Any children with former spouse? _____ If yes, how many? _____
4. What were grounds for divorce? _____

5. Does applicant have court-ordered child support? _____ If so, what? _____
6. Does applicant have court-ordered obligations to ex-spouse? _____ If so, what? _____

7. Is applicant married/remarried? Yes Spouse's name? [REDACTED]
8. Does applicant have children/step-children with current spouse? No How many? _____
9. Is spouse employed? Yes Where, how long, type of work? [REDACTED]
10. List the spouse's prior employment for the last 5 years? [REDACTED] has worked as a Nanny for [REDACTED] and as a cleaner at [REDACTED]

11. How stable is current marriage? Marriage appears to be stable and supportive.



City of Grove City Division of Police Background In Home Interview



MARITAL HISTORY (continued)

12. In private, advise the spouse or intended spouse of advantages or disadvantages of certain aspects of Police work:
- a. Strange hours (i.e., sleeping alone, etc.)
 - b. Poor days off
 - c. Court time
 - d. Work holidays
 - e. Dangers of job
 - f. Changes in attitude/friends
 - g. Civil suits
 - h. Working with members of opposite sex
 - i. Discouragement, frustration.
13. Has applicant already talked about these things with spouse? _____

RESIDENCE INFORMATION

1. Verify present and past residences per application. Any additional? I could find no additional residence other than what was listed on the PHQ. All residences have been verified.
2. Is applicant renting, buying, or other? The applicant is currently residing with his in-laws. He just recently got _____
3. If **RENTING**:
- a. Name of Management Company or landlord? _____
 - b. How much is monthly payment? _____
 - c. Is **LEASE** required? _____ Security deposit/amount? _____
 - d. Are rent payments current? _____ Has applicant ever been behind? _____
 - e. Is applicant solely responsible for rent? _____ Who else? _____
4. If **BUYING**:
- a. Name of mortgagee? _____
 - b. Has applicant ever fallen behind in payments? _____
 - c. Are payments current at this time? _____ Why not? _____



City of Grove City Division of Police

Background In Home Interview



INVESTIGATOR INTERVIEWS

1. Interview landlord.

- a. Is rent paid on time? _____ If no, how far behind is it? _____
- b. Any complaints? _____
- c. Has applicant complained about neighbors? _____
If yes, what about? _____

** Get copy of rental application for leads on references, other employers, etc.

FINANCIAL

1. Credit cards currently held:	Balances:	Monthly payment:
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

2. List ALL OTHER debts, including utilities, for which applicant is currently responsible:

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

3. Has applicant ever filed for bankruptcy? No _____ When? _____

4. Is applicant current on all financial obligations? Yes _____ If not, list any/all delinquencies and balances owed.



City of Grove City Division of Police

Background In Home Interview



FINANCIAL (continued)

5. Does applicant owe any money to parents or other friends or relatives? No Explain: _____
6. Is there a repayment agreement for this debt? _____
7. What is applicant's total monthly financial obligation (includes all rent/mortgage payments, credit cards, car payments, insurance bills, utilities)? _____
8. Does applicant have second income? Yes Source? [REDACTED]
9. What is applicant's net monthly income, including spouse? \$2,500
10. Is applicant's monthly pay able to support his or her lifestyle? Yes
11. Where does the applicant bank? [REDACTED]
 Checking account balance? _____
 Savings account balance? _____
12. Has applicant ever "bounced" a check? No Explain: _____
13. Has applicant ever been refused credit? No Explain: _____
14. Who insures applicant's car? [REDACTED] Home _____ Life _____
15. Has applicant ever been refused insurance due to a fraud conviction? No Explain: _____
16. Is there any other debt, income, credit problem (current or past) or any other financial obligation which has not been previously covered in this questionnaire? No
17. Are there any pending lawsuits filed by you against another or filed against you by another? _____
 Explain: No



City of Grove City Division of Police Background In Home Interview



MILITARY

1. Did applicant register for the draft? Yes Where? Grove City

2. Has applicant ever tried to enter any branch of the United States Armed Forces and been denied? No
If yes, why? _____

3. Was applicant a member of the Armed Forces?
Service Number?
Branch of service?
Dates of service?
Active duty or reserves?
Involved in ACTIVE reserves? When are the drill weekends and summer service? _____

Last Unit designation?
Commander's name?
List any medals or awards the applicant received in the service?

4. What is applicant's current military standing?

5. Where all did the applicant serve?

6. What was applicant's job in the service?

7. What was applicant's rank at time of discharge?

8. Why did applicant leave the service?

9. Type of discharge received from the service?

10. **ADDITIONAL INFORMATION:**



City of Grove City Division of Police Background In Home Interview



MISCELLANEOUS

1. Is there anything of a **MORAL** nature in your past which, if discovered, could bring discredit to yourself or the **DIVISION**? No

2. Can you perform the essential functions of the job with or without reasonable accommodation? Yes.

3. Is there anything in the upcoming background investigation which might disqualify you from being considered for employment when found out? No

4. What is **ONE THING** which may hinder you being hired by the **DIVISION**? When he was in high school he was caught "messing around" with his girlfriend in the car.

COMMENTS

Any additional comments/observations (i.e., applicant's body language, how dressed, concerns, etc.):

██████████ was dressed in a suit and was very professional in his demeanor and communication. The house was well kept and he introduced me to his wife, ██████████. He is very young, but has already experienced things others may never see and has coped and handled the stress of that well. I was contacted by the Chief of the ROTC program at Grove City and he gave him a glowing recommendation. I have heard nothing but good comments about ██████████ as a worker and as a person.

EMPLOYEE PERFORMANCE

NOTE: Please complete below. If your firm utilizes a formal employee rating system, please attach all copies.

Quality of work Below Average Average Above Average Excellent

Dependability Below Average Average Above Average Excellent

Initiative Below Average Average Above Average Excellent

Ability to follow orders Below Average Average Above Average Excellent

Judgment/ Decision Making/Planning Below Average Average Above Average Excellent

Sociability/Employee Relations Below Average Average Above Average Excellent

Problems with Attendance? Yes No Tardiness? Yes No

Any Disciplinary Actions in file? Yes No If yes, why? _____

Polygraph Administered? Yes No **If yes, please attach a copy of results.**

Additional Comments _____

Texas Roadhouse	Restaurant	614-539-7427
_____ Name of Firm or Agency	_____ Business Type	_____ Telephone Number
Kelly Anne Beall		/ /
_____ Your Name (print)	_____ Signature	_____ Title
		_____ Date



GROVE CITY DIVISION OF POLICE

Request for Release of Employment Information



TO: L.A. Fitness
 4178 Buckeye Parkway
 Grove City, Ohio 43123
 614-317-9961
 Immediate Supervisor (Tyler Schaeffer)

FROM: Grove City Division of Police
 Detective Bureau
 3360 Park St.
 Grove City, OH 43123
 ORI: OH0250600

Employed by you as:	From:	To:
Front Desk Staff	07/25/2019	Current

The individual, whose Release and personal data are attached, has applied for a position with the Grove City Division of Police and states that they were employed by your business, firm or institution during the time frame(s) indicated. To this end, we are officially requesting, and the applicant specifically directing, that all information regarding this applicant's tenure of employment be provided this office so a proper pre-hire evaluation can be accomplished. To indemnify your business, firm, institution and any of your employees, the applicant has personally completed a "Authorization Waiver for Release of Employment Information". The "Release" and the requested information therein, specifically grants your business, firm, institution and employees therein exemptions under the Privacy Act for providing such information. Your cooperation and prompt reply will serve to assist the Grove City Division of Police in appointing competent personnel of good character for the public good. To this end, we appreciate your assistance.

SHOULD YOU HAVE FURTHER NEED FOR CONTACT OR HAVE ANY QUESTIONS REGARDING THIS REQUEST, PLEASE CONTACT THE DETECTIVE BUREAU AT (614) 277-1750.

EMPLOYER/ PERSONNEL RETURN

Employee Name: [REDACTED]

Position/Title Front Desk Staff From 07/25/2019 To Current

Salary _____ Weekly Bi-weekly Full Time Part Time Seasonal

Still Employed Resigned – Good Standing

Asked to Resign Why? _____

Discharged Why? _____

Laid Off/Other _____

Eligible for Rehire Yes No If no, please explain _____

Residence address while in your employment: _____

Name and Address of previous employers:

1. _____
 Firm or Agency Address (City/State/Zip Code) Listed employment date

1. _____
 Firm or Agency Address (City/State/Zip Code) Listed employment date

EMPLOYEE PERFORMANCE

NOTE: Please complete below. If your firm utilizes a formal employee rating system, please attach all copies.

Quality of work Below Average Average Above Average Excellent

Dependability Below Average Average Above Average Excellent

Initiative Below Average Average Above Average Excellent

Ability to follow orders Below Average Average Above Average Excellent

Judgment/ Decision Making/Planning Below Average Average Above Average Excellent

Sociability/Employee Relations Below Average Average Above Average Excellent

Problems with Attendance? Yes No Tardiness? Yes No

Any Disciplinary Actions in file? Yes No If yes, why? _____

Polygraph Administered? Yes No If yes, please attach a copy of results.

Additional Comments expresses a want to succeed and displays good morals. He showed a distaste for people that are late to work or do not show up and has not had a problem with attendance.

LA Fitness	Gym	614-317-9961
_____ Name of Firm or Agency	_____ Business Type	_____ Telephone Number
Tyler Schaeffer		/ /
_____ Your Name (print)	_____ Signature	_____ Title
		_____ Date



City of Grove City
Division of Police
 Fair Credit Reporting Act
 Disclosure Statement and Authorization



DISCLOSURE STATEMENT

A consumer report may be obtained on you for employment purposes. It may be an "investigative consumer report" that includes information as to your character, general reputation, personal characteristics, and mode of living. For investigative consumer reports, you have a right to request disclosure of the nature and scope of the report, which involves personal interviews with sources such as your neighbors, friends, or associates.

AUTHORIZATION

I voluntarily and knowing authorize Grove City Division of Police or its authorized agents, for employment purposes only, to obtain or prepare consumer reports or investigative consumer assignments as part of the process of my applying for employment, including independent contractor assignments as applicable. I understand that if Grove City Division of Police hires me or contracts for my services, my consent will apply, and Grove City Division of Police or its agents may prepare and obtain consumer reports or investigative consumer reports throughout my employment or contract period.

Please provide all requested information below:

[Redacted] _____
 First Name Middle Name Last Name Suffix

[Redacted] _____
 Other Names Used

[Redacted Address Block]

05/23/2014
Since

01/2018 - 05/2019
From - To

06/2015 - 12/2017
From - To

Previous Address

[Redacted] _____
Social Security Number

[Redacted] _____
Date of Birth*

[Redacted] _____
Driver's License Number

Ohio
State Issued

[Redacted] _____
Signature

07/09/2019
Date

* Date of birth is being requested for identification purposes only in obtaining accurate retrieval of records and will not be used for discriminatory purposes.

CAD Operations Report

GROVE CITY POLICE DEPARTMENT

Call Number [REDACTED]

Printed: 08/01/2019 11:13 AM

Call Detail Information

Jurisdiction:

GCPD

Call Number	Taker	Pos	Call Owner	Status	Date - Time Received	Inj
[REDACTED]	dstrominger	3		C	Thu 07/25/2019 22:21:02	0
Complaint	Ten Code	Priority	Fire Grade	Class	Alarm	How Received
[REDACTED]	23	1		G		WIRE
Incident Location	Apartment/Suite	Floor/Bldg	Incident City	State	ZIP	
3640 STERLING PARK CR-D			GROVE CITY	OH		
Caller Name	Telephone	Alt Telephone	Tower ID			
SPRINT	[REDACTED]					
Caller Location	Apartment/Suite	Floor/Bldg	Caller City	State	ZIP	
3730 HOOVER			GROVE CITY	OH	43123	
Landmark	Weapons					

IRA	Grid	Disp Zone	Fire Run Zn	EMS Run Zn	ESN	Tract			
203		D2	203			D2			
<input type="checkbox"/> Contacts	<input type="checkbox"/> Fire Plan	<input type="checkbox"/> Hazard	<input type="checkbox"/> Images	<input type="checkbox"/> Medical	<input type="checkbox"/> Traffic	<input checked="" type="checkbox"/> Previous			
<input type="checkbox"/> BOLO	<input type="checkbox"/> Warrant	<input type="checkbox"/> RMS OH	<input type="checkbox"/> RMS Alerts	<input type="checkbox"/> In Progress	<input type="checkbox"/> Report Req	<input type="checkbox"/> Subject Req			
ALI Time	Call Rec'd	Xmit	Dispatch	Enroute	OnScene	Departed	Arrived	Comp	Unit
22:18:23	22:21:02	22:21:02	22:21:37	22:21:37	22:27:04	22:49:15	22:56:31	06:05:13	B60
X: -83.0650	Y: 39.8891	Z:	Lwr: BROWN RUN RD	Upr:					

Narrative...

[07/25/2019 22:33:34 : pos4 : mwaddle]
 (Cloned from [REDACTED])
 CAN CANCEL PER PD

[07/25/2019 22:33:01 : pos2 : JASBURY]
 Unit : B149
 CODE 3

[07/25/2019 22:23:05 : pos4 : mwaddle]
 (Cloned from [REDACTED])
 M202 STAGING AT BROWN RUN

[07/25/2019 22:21:03 : pos3 : JRIEGEL]
 [Calls [REDACTED] are related.]

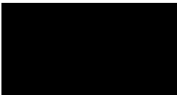
[07/25/2019 22:20:28 : pos3 : dstrominger]
 ** EMD Recommended Dispatch **
 Response Text: CHARLIE
 Dispatch Level: 23C01 Suffix: I Intentional
 CAD Incident Code: ALS
 Determinant: Not alert
 Key Questions:
 1. Intentional.

[REDACTED]

was the caller

GROVE CITY POLICE DEPARTMENT

Call Number



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- 2. Unk if violent.
- 3. Unk if wpn.
- 4. Unk if changing color.
- 5. Not completely alert.
- 6. Unk if breathing nly.
- 7. Taken something unlisted in ProQA: ALCOHOL
- 8. No Fentanyl, Carfentanil, or U4 mentioned.
- 9. Unk when taken.

[07/25/2019 22:19:17 : pos3 : dstrominger]

** EMD Case Entry Finished **

Chief Complaint Number: 23

4 Commandments: 54-year-old, Male, Conscious, Breathing.

Chief Complaint: Overdose / Poisoning (Ingestion)

Problem Statement: MALE POSS OVER INTOX

[07/25/2019 22:18:54 : pos3 : dstrominger]

Cross streets: BROWN RUN RD//

Geo Comment: GC2 JT202

NBH: STERLING PARK APTS

ALI X Coordinate: -083.065031

ALI Y Coordinate: 039.88914

Location Comment

Geo Comment: GC2 JT202

Department Numbers

Department	Dept Number	Unit ID
GCPD		B60

Department/RMS OCA Numbers

Department	OCA Number	RMS Jurisdiction
GCPD		OH0250600

Call Dispositions

Date - Time	Disposition	Unit Id
2019/07/26 06:05:11.	ARREST CODE 3	

GROVE CITY POLICE DEPARTMENT

Call Number [REDACTED]

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Call Log

Unit	Status	Date - Time	Dept	Type	Comments	Officers	Odo
B60	ENR	7/25/2019 22:21:37	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	OB.PGROSSE	0.0
B69	ENR	7/25/2019 22:22:42	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	MOB.MCONN	0.0
B149	ENR	7/25/2019 22:22:53	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	KMEYER	0.0
B149	ONS	7/25/2019 22:27:04	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	KMEYER	0.0
[REDACTED]	DIS	7/25/2019 22:40:49	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	[REDACTED]	0.0
[REDACTED]	ONS	7/25/2019 22:40:57	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	[REDACTED]	0.0
B149	LEF	7/25/2019 22:49:15	GCPD	POL	Left Scene, JAIL, GROVE CITY	KMEYER	0.0
B69	ARR	7/25/2019 22:56:31	GCPD	POL	Remove Call "19056198", 58, GROVE CITY	MOB.MCONN	0.0
B69	REM	7/25/2019 22:57:50	GCPD	POL	REM	MOB.MCONN	1.0
[REDACTED]	LEF	7/25/2019 23:05:34	GCPD	POL	Left Scene, 58, GROVE CITY	[REDACTED]	0.0
[REDACTED]	REM	7/25/2019 23:11:12	GCPD	POL	REM	[REDACTED]	1.0
B135	ENR	7/25/2019 23:11:53	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	JSMITH	0.0
B60	ARR	7/25/2019 23:31:52	GCPD	POL	Assigned to 19056201, 58, GROVE CITY	OB.PGROSSE	0.0
B135	REM	7/25/2019 23:32:24	GCPD	POL	REM	JSMITH	0.0
B149	LEF	7/26/2019 01:11:18	GCPD	POL	Left Scene, JAIL, GROVE CITY	KMEYER	0.0
B149	ARR	7/26/2019 01:15:46	GCPD	POL	Left Scene, JAIL, GROVE CITY	KMEYER	20.0
B60	REM	7/26/2019 01:38:20	GCPD	POL	REM	OB.PGROSSE	1.0
B149	ARR	7/26/2019 02:02:47	GCPD	POL	Reset Timeout, 58, GROVE CITY	KMEYER	0.0
B149	QUE	7/26/2019 04:07:42	GCPD	POL	58, GROVE CITY	KMEYER	0.0
B149	ENR	7/26/2019 04:23:03	GCPD	POL	3640 STERLING PARK CR-D, GROVE CITY	KMEYER	0.0
B149	LEF	7/26/2019 04:23:06	GCPD	POL	Left Scene, 58, GROVE CITY	KMEYER	0.0
B149	ARR	7/26/2019 04:32:11	GCPD	POL	Left Scene, 58, GROVE CITY	KMEYER	0.0
B149	REM	7/26/2019 06:05:06	GCPD	POL	REM	KMEYER	1.0

Unit	Dept	DIS	ENR	ONS	LEF	ARR	BUS	REM	COM
B135	GCPD		23:11:53					23:32:24	
B149	GCPD		22:22:53	22:27:04	22:49:15	01:15:46		06:05:06	
B60	GCPD		22:21:37			23:31:52		01:38:20	
[REDACTED]	GCPD	22:40:49		22:40:57	23:05:34			23:11:12	
B69	GCPD		22:22:42			22:56:31		22:57:50	

GROVE CITY POLICE DEPARTMENT

Call Number 19056201

Printed: 08/01/2019 11:13 AM

Unit Log

Date-Time	Dept	Unit	Officer ID	Action	Comments
07/25/2019 22:33:01	GCPD	B149	KMEYER	Note	CODE 3, 3640 STERLING PARK CR-D, GROVE CITY
07/25/2019 22:37:30	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 3640 STERLING PARK CR-D, GROVE CITY
07/25/2019 22:51:52	GCPD			Reset Timeout	Reset Timeout, 3640 STERLING PARK CR-D, GROVE CITY
07/25/2019 23:01:48	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/25/2019 23:29:23	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/25/2019 23:32:03	GCPD	B135	JSMITH	Unit Detail Change	, 3640 STERLING PARK CR-D, GROVE CITY
07/25/2019 23:46:46	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/25/2019 23:46:46	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/25/2019 23:59:35	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/25/2019 23:59:35	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 00:14:05	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 00:14:05	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 00:29:02	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 00:29:02	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 00:44:02	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 00:44:02	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 00:54:11	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 00:54:11	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 01:09:04	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 01:09:04	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 01:19:22	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 01:29:09	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 01:35:42	GCPD	B60	OB.PGROSSE	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 01:35:57	GCPD	B60	OB.PGROSSE	Login	Login Mobile, 58, GROVE CITY
07/26/2019 01:44:31	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 01:59:05	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, JAIL, GROVE CITY
07/26/2019 02:14:21	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 02:24:59	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 02:44:08	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 03:01:30	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 03:13:59	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 03:25:14	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 03:39:05	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 03:54:01	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 04:44:03	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 04:59:46	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 05:15:37	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 05:30:07	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 05:44:15	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY
07/26/2019 05:59:37	GCPD	B149	KMEYER	Reset Timeout	Reset Timeout, 58, GROVE CITY

GROVE CITY POLICE DEPARTMENT

Call Number [REDACTED]

Printed: 08/01/2019 11:13 AM

WITNESS [REDACTED] [REDACTED] [REDACTED]

OH

[REDACTED] GROVE CITY OH 43123

Call Subject Statistics

Question

Answer

Call References

Reference Type	Reference	Related Calls
CLONE	Call Cloned	[REDACTED]



City of Grove City, Ohio
Division of Police
Personal History Questionnaire

Richard A. Butsko Jr.
Chief of Police

Richard L. Stage
Mayor of Grove City

The City of Grove City is an
Equal Opportunity Employer

3360 Park Street
Grove City, Ohio 43123

GROVE CITY DIVISION OF POLICE
PERSONAL HISTORY QUESTIONNAIRE

ATTENTION

CAREFULLY READ THE INSTRUCTIONS. *Inability to follow instructions may result in elimination from the selection process. Truthfulness and honesty regarding past behavior are conditions for employment. Consequently, facts revealed regarding past criminal behavior may be cause for removal from the civil service eligibility list. Participation in the selection process is under your own free will, and you are free to remove yourself from consideration and the application process at any time. Anything revealed and documented during the employment application or employment selection process may become a public record and subject to production upon proper request pursuant to applicable law.*

INSTRUCTIONS

This Personal History Questionnaire is intended for the use of the Grove City Division of Police. You must be truthful and complete all answers requested on this form. All information contained herein may be subject to verification (i.e., source documentation, truth verification examination, and screening procedures). Information contained herein will be considered confidential and will not be disclosed to any unauthorized person(s), subject to public record requirements. **Failure to include all required documentation or failure to completely answer all questions with this Personal History Questionnaire may disqualify you from the selection process.**

Your answers to questions contained in this questionnaire must be typed or printed in your own handwriting, legibly in black ink only. Each individual question must be answered, there can be no blanks. If a question does not apply to your particular circumstance, insert "DNA" in that blank. When answering questions that require dates, insert the full date; partial month/year responses are unacceptable without proper explanation. You must provide complete address information when requested; partial address responses are unacceptable without proper explanation. If you need more space, a "Continuation Sheet" has been provided at the end of this questionnaire. Sign and date your questionnaire and continuation sheets. If you have any questions, contact Vikki Stoneking, Human Resources Coordinator at (614) 277-3013.

WARNING

Applicants are cautioned to answer every question truthfully and without evasion. The Ohio Revised Code provides penalties for making a false statement of a material fact or for practicing any fraud or deception in obtaining or attempting to obtain municipal employment. Such penalties include rejection for appointment or discharge after appointment and/or prosecution under Ohio Revised Code Section 2921.13.

The City of Grove City is an Equal Opportunity Employer

Section I Personal and Marital Record

Applicant

Legal Name (First)	Full Middle Name	Last Name
[Redacted]	[Redacted]	[Redacted]

By what other names have you been known (maiden name, former married name(s), aliases, nicknames etc.).
 [Redacted]

Residence Address (Number, Street)	Apt. or Lot #	City	State	Zip Code
[Redacted]	[Redacted]	[Redacted]	[Redacted]	[Redacted]

Residence Phone Number	Cellular Phone Number	E-mail Address	Alternative Number
[Redacted]	[Redacted]	[Redacted]	[Redacted]

Social Security Number	Driver's License Number	State of Issue	Type	Expiration Date
[Redacted]	[Redacted]	Ohio	D	[Redacted]

Are you authorized to work in the United States?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Are you at least 18 years of age?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Are you Ohio Peace Officer Training Academy Certified?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

Spouse

Spouse's Name (First)	Full Middle Name	Last Name	Maiden Name (If different)
[Redacted]	[Redacted]	[Redacted]	[Redacted]

Parents

Natural Father First Name	Middle Name	Last Name	Address (Number, Street, City, State)
[Redacted]	[Redacted]	[Redacted]	[Redacted]

Step-Parents

Step-Father First Name	Middle Name	Last Name	Address (Number, Street, City, State and Zip Code)
[Redacted]	[Redacted]	[Redacted]	[Redacted]

Children			
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Check One)	Relationship to You (Check One)		Relationship to Spouse (Check One)
Son <input type="checkbox"/> Daughter <input type="checkbox"/>	Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>		Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Check One)	Relationship to You (Check One)		Relationship to Spouse (Check One)
Son <input type="checkbox"/> Daughter <input type="checkbox"/>	Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>		Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Check One)	Relationship to You (Check One)		Relationship to Spouse (Check One)
Son <input type="checkbox"/> Daughter <input type="checkbox"/>	Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>		Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Check One)	Relationship to You (Check One)		Relationship to Spouse (Check One)
Son <input type="checkbox"/> Daughter <input type="checkbox"/>	Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>		Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
(Check One)	Relationship to You (Check One)		Relationship to Spouse (Check One)
Son <input type="checkbox"/> Daughter <input type="checkbox"/>	Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>		Natural <input type="checkbox"/> Step <input type="checkbox"/> Foster <input type="checkbox"/>

Other Relatives			
List your relatives in the following order: 1-brothers, 2-sisters, 3-step brothers, 4-step sisters, 5-father in law, 6-mother in law, 7-sisters in law, 8-brother in law, 9-ex-spouses, 10-guardian(s).			
First Name	Middle Name	Last Name	Address (if different from yours)

Other Relatives (Continued)

First Name	Middle Name	Last Name	Address (if different from yours)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
First Name	Middle Name	Last Name	Address (if different from yours)
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA
First Name	Middle Name	Last Name	Address (if different from yours)
DNA	DNA	DNA	DNA
Relationship to you	DNA	Phone Number	() DNA

Section II

Previous Residences and References

Residences

Indicate all residential addresses chronologically for past 10 years. Account for all time spans with the most recent address first. Include all military addresses, listing the nearest city in proximity to the base if you resided on base. If renting or leasing include the agent or management company to whom you paid rent.

From (month/year)	To (month/year)	Address	With whom did you live?	Relationship	Rent Paid To?
01/2018	05/2019			Spouse	
06/2015	12/2017			DNA	DNA
02/2014	06/2015			Family	DNA
10/2005	02/2014			Family	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA
DNA	DNA	DNA	DNA	DNA	DNA

References

References: Indicate the names, addresses and phone numbers of three adults not related to you and not former employers who have known you for a period of preferably more than five years.

1 Name (First, Middle, Last)		Home Address: number, street, city, state, zip code	Home Phone Number
Brent Wayne Powell		215 Sylamore Lane Commercial Point OH 43116	
Years Known	Occupation	Email address	Business Phone Number
9	Paster		() DNA
2 Name (First, Middle, Last)		Home Address: number, street, city, state, zip code	Home Phone Number
Matthew James Landis		5113 Paris Ave El Paso TX 79924	
Years Known	Occupation	Email address	Business Phone Number
9	Army		() DNA
3 Name (First, Middle, Last)		Home Address: number, street, city, state, zip code	Home Phone Number
Kevin Joseph Smith		4864 Shallowford Loop Grove City OH 43123	
Years Known	Occupation	Email address	Business Phone Number
9	Mortgage Broker		() DNA

Section III

Financial Record

Financial Record

1. If you answer "Yes" on questions 4-6 below, explain fully on the continuation sheet, citing the section, question number and page number, be complete on all explanations requested.

2. Are you now supporting all dependents that you are required to support?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
3. Are you paying alimony or child support? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> 4. Amount per Month?	\$ DNA	
4. Are you now delinquent, past due, in receipt of late notice, or collections notification in any financial obligation?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
5. Do you, your spouse, or ex-spouses have any immediate civil action pending that has the potential to affect you, your finances, or your employment?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
6. If employed by the City, do you anticipate any income other than your City salary?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

Section IV

Work History

Law enforcement and Government Employment Applications

Have you ever applied for a position with any law enforcement or other government agency? Yes No

Name of Department or Agency	Date Applied
Franklin County Sheriff's Department	
Columbus Police Department	
Groveport Police Department	
Reynoldsburg Police Department	
DNA	
DNA	DNA
DNA	DNA

Employment

Begin with your most recent job and list your complete work history for the past 10 years in chronological order. Include in sequence all part time jobs, periods of unemployment and military service. When listing periods of unemployment, indicate dates in space provided. In the block designated "name of employer" write unemployed. In the block designated "reason for leaving" indicate from what source you received income during that period of unemployment. Address information must be complete - street, apt. or suite, city, state and zip code. If presently unemployed indicate so in the "first" block.

From Date	Name of Employer	Job Title	Reason for Leaving
	Unemployed	DNA	
To Date	Address of Employer	Description of Duties	
Present	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	DNA

Employment (Continued)

From Date	Name of Employer	Job Title	Reason for Leaving
To Date	Address of Employer	Description of Duties	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
From Date	Name of Employer	Job Title	Reason for Leaving
	Unemployed	DNA	Parents
To Date	Address of Employer	Description of Duties	
	DNA	DNA	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
	Texas road house	Bus Boy	
To Date	Address of Employer	Description of Duties	
	4155 Parkway Centre Dr Grove City OH 43123	Clear off tables	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
4 months	Kelly Anne	Unknown	
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
min wage	Unknown	Unknown	() Unknown
From Date	Name of Employer	Job Title	Reason for Leaving
	Subway	Sub maker	Change of management
To Date	Address of Employer	Description of Duties	
	3952 Hoover RD Grove City OH 43123	make subs	
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
1 month	Unknown	Unknown	() Unknown
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
min wage	Unknown	Unknown	() Unknown

Employment (Continued)			
From Date	Name of Employer	Job Title	Reason for Leaving
	unemployed	DNA	Parents
	Address of Employer		Description of Duties
	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
From Date	Name of Employer	Job Title	Reason for Leaving
DNA	DNA	DNA	DNA
	Address of Employer		Description of Duties
DNA	DNA		DNA
Total Time	Full Name of Immediate Supervisor	Address of Immediate Supervisor	Tele. of Business
DNA	DNA	DNA	() DNA
Salary	Full Name of Co-worker	Address of Co-worker	Tele. of Co-worker
DNA	DNA	DNA	() DNA
May we contact your present employer?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If no, please explain on continuation sheet.			

Section V		Military and Educational Record	
Military Record			
Are you registered with Selective Service?		Selective Service Board Number	
Yes		[REDACTED]	
Branch of Service (Army, Navy, etc.)	Occupational Specialty	Military Serial Number	
[REDACTED]	[REDACTED]	[REDACTED]	
Total Years of Service	Highest rank or rate held	Have you ever been dishonorably discharged?	
[REDACTED]	[REDACTED]	[REDACTED]	

Education				
Have you ever taken a General Educational Development (GED) Test?			Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Check highest grade completed 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input checked="" type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/> 16 <input type="checkbox"/> Other <input type="checkbox"/>				
List each elementary, grammar, junior high, intermediate, high school, business, trade school, college or university that you have attended, start with the most recent school attended.				
Name of School	School Address	Graduate		Degree type or credits earned
GROVE CITY High School	4665 Hoover Rd Grove City OH 43123	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	H.S. Diploma
JACKSON Middle School	2221 Holton Rd Grove City OH 43123	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DNA
Hayes Intermediate School	4436 Haughtn Rd Grove City OH 43123	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DNA
J. L. Sommer Elementary	3055 Kingston Ave Grove City OH 43123	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DNA
DNA	DNA	<input type="checkbox"/>	<input type="checkbox"/>	DNA
DNA	DNA	<input type="checkbox"/>	<input type="checkbox"/>	DNA
DNA	DNA	<input type="checkbox"/>	<input type="checkbox"/>	DNA

Miscellaneous		
You may list any memberships in organized groups or associations that you feel may have a relevant bearing on your ability to perform as a public safety employee. You may exclude memberships which would reveal gender, race, color, religion, sex, national origin, disability, age, ancestry, or other protected status of its members.		
Organization (Chapter, Lodge, etc.)	Address: number, street, city, state, zip code	Relevant activities
DNA	DNA	DNA
DNA	DNA	DNA
DNA	DNA	DNA
DNA	DNA	DNA
DNA	DNA	DNA

Section VI

Licenses and Certifications

1. Do you have a valid driver's license? Yes No

List any Certifications and License (EMT/Fire/Medical/HAZ-MAT, etc.).

DNA

2. Have you ever had a professional or medical license revoked or suspended? Yes No

DNA

Section VII

General Information Inquiry

Notice:

The following questions and answers will be verified through the use of a polygraph or voice stress analyzer. If the answer to any of the following is "yes," it will be necessary for you to explain, in detail, on the continuation sheet provided. Full and comprehensive explanations are required.

1. Do you have any hatreds or prejudices toward others that would be detrimental to your ability to function as a public safety employee?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
2. Do you have any problem controlling your temper?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
3. Do you have any problems because of gambling?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
4. Have you ever been placed on or served in a criminal diversion type program that led to the eventual dismissal of any criminal charge?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
5. Have you ever been convicted of a felony?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
6. Have you ever been convicted of a misdemeanor that had been reduced from an original felony charge(s)?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
7. Have you ever been convicted of any criminal offenses? I.e. theft, assault, wrongful influence of a minor, disorderly conduct, drug offense, sex offenses, fraud, trespassing or any other criminal offense?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
8. Have you ever been convicted of any traffic offense I.e. operating a motor vehicle while under the influence of alcohol or drugs, reckless operation, hit and run, vehicular homicide, speeding, drug racing, willfully fleeing or eluding police, driving without a license, or any other traffic offense? (other than parking or equipment violations)?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
9. As an adult have you ever stolen anything?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
10. Have you ever bought or sold any property that you knew was stolen?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
11. Has your driver's license ever been suspended or revoked?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
12. Have you ever been committed to any penal institution as a result of either a felony or misdemeanor conviction?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
13. Have you ever used any hallucinogens such as marijuana, hashish, mezzoline, M.D.P., T.H.C., Peyote, P.C.P., T.G.P., Angel Dust or any of their derivatives?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
14. Have you ever used any narcotic such as opium, morphine, cocaine, heroin, meperidine, methadone, or any of their derivatives such as Demerol, Lorazepam, etc. other than for prescribed medical purposes?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
15. Have you ever used cocaine, heroin, or L.S.D.?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
16. Have you ever used any prescription drugs such as barbiturates, amphetamines, valium, Librium, Xanax, speed, uppers/downers etc. without the benefit of a prescription?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
17. Have you ever used any prescribed medications for purposes other than that for which they were originally prescribed or intended?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
18. Have you ever used what are described as designer drugs I.e. ecstasy, substances that are chemically altered to make up but which give the effect as illicit drugs?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

GENERAL INFORMATION INQUIRY (CONTINUED)		
19. Have you ever sold, been party to the sale, or in any other way been financially rewarded due to the sale of any controlled substance?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
20. Have you ever been involved in the manufacturing, distilling, cultivation, or harvest of illegal or illicit drugs or alcohol?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
21. Have you ever been involved in glue, solvent, paint, refrigerant, or other vapor or chemical sniffing or inhaling for the purpose of obtaining a high or state of intoxication?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

ALL APPLICANTS MUST SIGN THE FOLLOWING CERTIFICATE

I certify that the statements, including without limitation all responses whether or not in narrative form, contained in this questionnaire are true to the best of my knowledge. I understand that any false statements made in this questionnaire may be cause for disapproval of my appointment or for discharge after my appointment. I further acknowledge that any falsehoods may result in prosecution under Ohio Revised Code Section 2921.13. I authorize the use of any information in this application to verify my statements, and I authorize past employers, all references, and any other persons to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished information. I acknowledge that successful applicants will be required to undergo and pass a criminal background check, polygraph and/or voice stress test, drug screen, and pre-employment physical examination. I further acknowledge that my application may be rejected if I decline to sign this acknowledgement, decline to be drug tested or complete a pre-employment physical, or if I do not pass the background check, polygraph or voice stress test, drug screen, or pre-employment physical.

Signature of Applicant:  Date: 07/08 



**City of Grove City
Division of Police
Release of Information**



To: _____

Please reply promptly. A postage-free envelope can be enclosed for your reply.

Applicant's Name: [REDACTED]
Applicant's Address: [REDACTED]

SSN: [REDACTED] DOB: [REDACTED]

CONSENT TO RELEASE INFORMATION

I, the undersigned, do hereby give my consent for release of information relative to my physical, mental, psychological, vocational, educational, social condition, and, any record by individuals, physicians, agencies, hospitals, police agencies, other institutions, and businesses to the Grove City Division of Police.

[REDACTED]

Applicant's Signature

07/09/ [REDACTED]

Date

***NOTE: THIS FORM MAY BE RETAINED FOR YOUR FILES.**

GROVE CITY DIVISION OF POLICE



Background Investigative Notes

Applicant		
[REDACTED]		
Investigator		
Officer B. Hennessy #66/ Detective D. Stonerock #19		
DAY / DATE	TIME	REMARKS
Thursday 08/01/2019		<ul style="list-style-type: none"> ➤ Spoke to [REDACTED] He stated he accepted a job with LA fitness last week in Grove City. [REDACTED] stated his immediate supervisor is Tyler and works 0900-1700. [REDACTED] also stated he is in Franklin County Sheriff's office process and is scheduled to take a polygraph on 08/14/2019
Thursday 08/01/2019		<ul style="list-style-type: none"> ➤ Checked Facebook, Instagram, and Twitter. Could not locate an Instagram or twitter. I located a Facebook account, but it was private (printout included) ➤ Checked: <ul style="list-style-type: none"> ▪ Franklin County Municipal Court- no records ▪ Franklin County Common Pleas Court-no records ▪ Grove City Mayor's Court-no records ▪ Grove City Police for calls for service and contact with [REDACTED] -Only contact was on 07/25/2019 [REDACTED] called in a disorderly intoxicated individual and was a witness ▪ Attempted Onslow County in North Carolina, but could not locate a public search website ➤ Printed OHLEG ➤ Printed CCH ➤ Contacted references: <ul style="list-style-type: none"> ▪ Brent Powell-questionnaire placed in packet ▪ Matthew Landis-attempted call at 12:47, no voicemail set up, sent email with questionnaire to [REDACTED] ▪ Kevin Smith-questionnaire placed in packet
Tuesday 08/06/2019		<ul style="list-style-type: none"> ➤ Spoke to Donna Harris (dxharris@franklincountyohio.gov) at FCSO and requested [REDACTED] application file ➤ Matthew Landis returned my call, wrong phone number was placed on the application. Was able to get a hold of Landis and his questionnaire was placed in packet

INVESTIGATIVE PROGRESS REPORT – CONTINUATION



INCIDENT # _____

PAGE _____

DAY/DATE	TIME	REMARKS
Wednesday 08/07/2019		<ul style="list-style-type: none"> ➤ Contacted Subway corporate for Grove City stores where [REDACTED] was employed from 10/29/2013-03/11/2014. In [REDACTED] PHQ, he stated he was only employed there one month and his reason for leaving was change in management. Subway human resources stated that he was employed as a part time position and had problems with attendance. They stated his availability kept changing and then he just quit coming to work ➤ Contacted Texas Roadhouse and they advised [REDACTED] supervisor still is employed there and will return on Friday after 1500 ➤ Contacted LA Fitness and spoke to Tyler Schaeffer. Tyler had good things to say and stated [REDACTED] is above average in all categories.
08/13/2019	1300	I called Texas Roadhouse and spoke to a manager there who worked with [REDACTED]. She said he was polite and a hard worker. He is eligible for rehire and she highly recommends him for a police officer position.
	1530	Called [REDACTED] and scheduled the in-home interview for 08/20/2019 @ 1600.
08/20/2019	1600	Completed in-home interview.
08/29/2019		Rec'd medical records from the [REDACTED]
09/01/2019		Sent request for [REDACTED]
		Packet completed and submitted



City of Grove City

General Background Removal Standards

The review of any disqualifying behavior described below begins from the date of application.

- A. **Honesty/Falsification** – Applicants may be removed from the selection process for any of the following reasons:
1. At any stage of the selection process, the applicant provides false, incorrect or substantially inconsistent information.
 2. At any stage of the selection process, the applicant fails to disclose or acknowledge any disqualifying behavior or activity on the part of the applicant, relative to, and governed by, any of the Background Removal Standards.
 3. The applicant's failure or refusal to answer or respond to oral and/or written questions during any phase of the selection process.
 4. If applicable, any attempt by the applicant to distort any truth verification examination.
 5. The applicant's use or attempted use of political influence to secure employment.
- B. **Personal History** – Applicants may be removed from the selection process for any of the following reasons:
1. A conviction of a misdemeanor crime of domestic violence involving use of force or threatened use of a deadly weapon within the prior ten (10) years.
 2. Verified or admitted physical or emotional abuse of one's spouse, ex-spouse, child, stepchild, parent or any other relative or person with whom one lives, has a relationship or has had a relationship.
 3. Non-compliance with a court order or legal contract to provide child support, alimony or other financial responsibility as determined by the appropriate support enforcement bureau or a court of law within the preceding three (3) years.
 4. Intentional violation of any protective or temporary restraining order as determined by a court of law within ten (10) years.
 5. Verified or admitted sexual abuse of another.



City of Grove City

General Background Removal Standards

- C. **Employment** - Applicants may be removed from the selection process for the following reason:
1. Three or more involuntary terminations and/or discharges from employment within the last five (5) years. This shall not include terminations resulting from a business ceasing operations, or resulting from being laid off from a position of employment.
- D. **Military History** – Applicants may be removed from the selection process for any of the following reasons:
1. Dishonorable or Bad Conduct Discharge from the Military.
 2. Conviction of any article of the Uniform Code of Military Justice that is equivalent to a felony or other listed disqualifying misdemeanor in this standard under the Ohio Revised Code (ORC).
- E. **Traffic** – Applicants may be removed from the selection process for any of the following reasons:
1. Any conviction of vehicular homicide or related offense(s).
 2. OVI:
 - a. Conviction within the past five (5) years, or
 - b. More than one (1) OVI conviction as an adult; or
 - c. More than two (2) OVI convictions, if one of the convictions was as a juvenile.
 3. One (1) or more revocation or suspension of a driver's license as an adult, in effect during the past five (5) years (unless applicant can show that the suspension was the result of an error by the BMV, random selection, or administrative overlap).
 4. Three (3) or more moving violations in the past five (5) years will be reviewed to determine whether the Applicant should be removed from the selection process.
- F. **Gambling** – The term “gambling offense” includes any activity defined as gambling by a federal, state, local statute or ordinance in the jurisdiction where the activity occurred. Applicants may be removed from the selection process for any of the following reasons:
1. Conviction of a gambling offense, within the last five (5) years.



City of Grove City

General Background Removal Standards

2. Conviction of or admission to engaging in the promotion of illegal gambling activity wherein the applicant gains, or attempts to gain, a financial benefit.
- G. **Criminal Activity** – A review will be made of an applicant's criminal record, including all arrests, prosecutions, deferred prosecutions, pleas, and non-conviction information and may be grounds for disqualification. The following may remove the Applicant from the selection process.
1. Any theft offense(s) as an adult, within the last five (5) years, which (a) singularly or cumulatively exceeds \$1,000.00; or (b) establishes a pattern of theft offenses from an employer during the course of employment.
 2. Any insurance claims or applications for welfare, workers' compensation, unemployment compensation or other public assistance benefit program determined to be fraudulent by the body overseeing the claim, compensation, or benefit program.
 3. Any admission or conviction of an offense, as an adult, defined as a felony by the federal, state, or local law of the jurisdiction where the offense occurred.
 4. Any admission or conviction of a M-1 or M-2 misdemeanor offense, as an adult, as defined by the Ohio Revised Code or similar federal, state, or local law of the jurisdiction where the offense occurred in the last five (5) years will be reviewed in determining suitability for appointment (unless otherwise addressed in these standards).
 5. Any admission of an offense for carrying a concealed weapon within the last five (5) years if it is defined as a felony by the federal, state, or local law where the offense occurred.
- H. **Controlled Substances** – An applicant may be removed from the selection process for any of the following reasons.
1. Any illegal or unlawful possession, use, or purchase of controlled substances (except marijuana) within three (3) years or admitted use during any portion of the selection process.
 2. Any possession, use, or purchase of marijuana within one (1) years except as expressly permitted pursuant to a medical recommendation under Ohio law or prescription as lawfully written by a medical professional pursuant to state law.



City of Grove City

General Background Removal Standards

3. Any possession, use, or purchase of marijuana during any portion of the selection process.
4. Any pattern of use of controlled substances, including marijuana, within the past five (5) years.
5. Any pattern of illegal sale of controlled substances, including marijuana or prescriptive drugs.
6. Any pattern of abuse of alcohol, chemical agents/solvent-based substances, or prescriptive drugs within the past five (5) years.

For the purpose of this standard the “use” of drugs includes, but not limited to, when an applicant smokes, puffs, ingests, tastes, injects, inhales, or otherwise tries, any illegal drug, including but not limited to, marijuana, cocaine, anabolic steroids, or chemical inhalants.

I. **Applicant Non-Responsiveness** – An applicant may be removed from the selection process for any of the following reasons:

1. Failure to appear for pre-interview/interview.
2. Failure to appear for pre-employment drug testing
3. Failure to respond to phone calls or correspondence from city personnel.
4. Unable to locate at address/phone number on file.
5. Applicant is no longer interested in employment with the City of Grove City.

J. **Physical Standards**

1. Applicants may not have tattoos or body art considered offensive, regardless of where they appear on the body. Examples of offensive tattoos or body art include, but are not limited to:
 - **Extremist tattoos** that feature philosophies, groups, or activities that promote racial or gender intolerance; encourage discrimination based on numerous factors, including race, gender and religion; advocate violence or "other unlawful means of depriving individual rights under the U.S. Constitution, and Federal or State law.
 - **Indecent tattoos** that are grossly offensive to modesty, decency, propriety, or professionalism.



City of Grove City

General Background Removal Standards

- **Sexist tattoos** that advocate a philosophy that degrades or demeans a person based on gender or demeans or degrades an entire gender.
- **Racist tattoos** that advocate a philosophy that degrades or demeans a person based on race, ethnicity, or national origin or degrades or demeans an entire race, ethnicity, or national origin.



GROVE CITY DIVISION OF POLICE

BACKGROUND INVESTIGATION SUMMARY



SECTION 3. PERSONAL REFERENCES

Matthew Landis said he has known [REDACTED] for 9 years as a friend and co-worker. He stated [REDACTED] is honest and reliable. He continued to say that he is even tempered and level headed. He described [REDACTED] as dependable, trustworthy, reliable, smart and very personable. He said [REDACTED] expresses good leadership, is a critical thinker, and a good problem solver. He would make a great police officer.

Brent Powell said he has known [REDACTED] for 7 years as his pastor. He stated [REDACTED] is honest and reliable. He said [REDACTED] has even-keel temper. Brent describes [REDACTED] as motivated, thorough, and a good family man. He is great with multi-tasking and works well alone, or as a team. Brent said [REDACTED] is a protector and defender; someone who just like to help people. He highly recommends [REDACTED] for the position of police officer.

Kevin Smith has known [REDACTED] for about 8 years as a friend. Kevin said [REDACTED] is reliable, honest, and trustworthy. He continued to say that [REDACTED] is even tempered and always willing to help. Kevin describes [REDACTED] as a great guy, who is a strong family man. He said [REDACTED] has always wanted to be in the military and become a police officer. He has lived his life to the standards with that goal in mind. He is fair-minded and compassionate. He would make a good police officer.

SECTION 4. RESIDENCES

[REDACTED] currently resides with his wife, [REDACTED] and his in-laws at [REDACTED]. He was just recently [REDACTED] service and employed at LA Fitness. No neighborhood canvass was conducted, due to him just recently moving in.

[REDACTED] until he was married in [REDACTED]. He then resided at [REDACTED] in the Liberty Pointe Apartments. He was current on all payments and was never late with his rent.

SECTION 5. FINANCIAL HISTORY

[REDACTED] was asked about his financial situation. [REDACTED] and [REDACTED] monthly income combined is approximately is \$2,500. Together they are able to support their lifestyle.



GROVE CITY DIVISION OF POLICE

BACKGROUND INVESTIGATION SUMMARY



[REDACTED] has a checking and savings account at the [REDACTED]. He reported that he has never been denied credit, has never committed insurance fraud and has never been denied insurance. His credit report is good and he has no bankruptcies. [REDACTED] in the amount of \$680 a month.

SECTION 6. EMPLOYMENT HISTORY

[REDACTED] worked at Subway and Texas Roadhouse, while in high school and before [REDACTED] and was [REDACTED]. He was and is a highly motivated individual according to his managers and supervisors. He works well as a team and an individual. He is a natural leader. [REDACTED] has just recently been employed at LA Fitness and is still currently on [REDACTED].

SECTION 7. MILITARY HISTORY

[REDACTED]

SECTION 8. EDUCATIONAL HISTORY

[REDACTED] graduated from Grove City High School in [REDACTED]. He has not yet started attending college, but did contribute to the [REDACTED].



GROVE CITY DIVISION OF POLICE

BACKGROUND INVESTIGATION SUMMARY



SECTION 9. CRIMINAL AND TRAFFIC CONVICTIONS

According to LEADS, [REDACTED]

SECTION 10. MISCELLANEOUS

[REDACTED] has always wanted to join the military and pursue a career in law enforcement. He likes the structure, training of the job and the chain of command. His skills include decision-making, handling stress, problem solving, multi-tasking communication skills. He is physically fit and proficient with firearms, due to his military training. He speaks well and was wearing a suit for his in home interview. He was polite and introduced me to [REDACTED] his wife.

[REDACTED] is used to working long hours, holidays, and the weekends because of the [REDACTED]. He has no issues with overtime and having bad days off. He has goals of being on the SRT team and to eventually get promoted.

[REDACTED] has never experimented with drugs and seldom drinks, normally only at social events. He said he has lived his life this way because he has always planned on being a police officer. Everyone I talked to spoke very highly of [REDACTED]. I received a call from the Chief of the ROTC program at Grove City High. He gave [REDACTED] a glowing recommendation.

[REDACTED] He is very young, but has already experienced things others may never see and has coped and handled the stress of that well.

Detective Douglas Stonerock #19
INVESTIGATOR AND BADGE NUMBER



City of Grove City Division of Police Background Checklist



APPLICANT'S NAME: [Redacted] (Last) [Redacted] (First) [Redacted] (Middle)

DATE INVESTIGATION INITIATED: 07/ [Redacted]

RELEASE OF INFORMATION: 07/09/2 [Redacted]

RELEASE OF CREDIT REPORT: 07/31 [Redacted]

APPLICATION COMPLETED: 09/01/20 [Redacted]

APPLICATION DOCUMENTS

- ✓ BIRTH CERTIFICATE
- ✓ OL
- ✓ SSN
- ✓ HS DIPLOMA
- COLLEGE DIPLOMA
- ✓ MARRIAGE CERTIFICATE
- DIVORCE PAPERS
- BANKRUPTCY PAPERS
- BANKRUPTCY DISCHARGE
- ✓ DD-214
- OPOTC CERTIFICATES
- OTHER: [Redacted] Records
- OTHER: _____
- OTHER: _____



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Lieutenant Jason Stern L59

JRust/59

From: [REDACTED]

CC: [REDACTED]

Date: 12/11/2024

Re: SRT

Sir,

I am stepping down from SRT to focus on patrol work.

Respectfully,

[REDACTED]

*APPROVED
E. Scott*



City of Grove City Division of Police Official Reprimand



Oral Reprimand

Written Reprimand

TO: [REDACTED] ASSIGNMENT: Patrol Officer
 PREPARED BY: Lt. K. M. Holmstrom DATE: 09/30/2025

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 08/07/2025, in violation of G.O. 26.1.10 Unsatisfactory Performance
 (Deliberate Indifference) and the Core Values of Excellence and Duty.

To Wit: On August 7, 2025 [REDACTED] and Officer Nelson were dispatched to the area of Petsmart on a female passed out in a vehicle. Upon arrival, they blocked the vehicle in with their cruisers. They noticed the female slumped over in the drivers seat. The proceeded to walk the K9 aorund the vehicle to check for the presence of narcotics instead of rendering aid. The priority of life is paramount to the collection of evidence.

IA 25.09

Approved by:

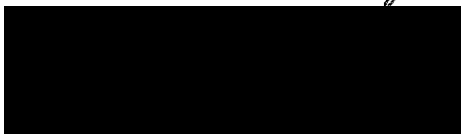
Lt. [Signature] 09/30/25
 Supervisor Recommending Reprimand Date
Lt. [Signature] 09/30/25
 Sub-Division Lieutenant/Manager Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

[Signature] 9-30-25
 Chief of Police or Designee Date

On the 15th day of October 20 25, I issued this reprimand to the above-named officer/employee.

Sgt [Signature] 10/1/25
 Signature of Supervisor Date



10/01/25
 Date



City of Grove City Division of Police Official Reprimand



Oral Reprimand

Written Reprimand

TO: [REDACTED] ASSIGNMENT: Patrol Officer

PREPARED BY: Sergeant Brittany Hennessy S66 DATE: 08/29/2025

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 08/06/2025, in violation of General Order 26.1.1A10 Unsatisfactory Performance
Core Value of Excellence

To Wit: [REDACTED] failed to turn in a traffic citation and the defendant's case ended up getting dismissed.

Sgt. B Hennessy SUB 8/29/25
Supervisor Recommending Reprimand Date

Approved by:

Lt. [Signature] 09/01/2025
Sub-Division Lieutenant/Manager Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

[Signature] 9-2-25
Chief of Police or Designee Date

On the 11th day of September, 2025, I issued this reprimand to the above-named officer/employee.

Sgt. B Hennessy SUB 9/11/25
Signature of Supervisor Date

[REDACTED] 9/11/25
Date



City of Grove City Division of Police Incident Interview



[REDACTED]	Patrol Officer	[REDACTED]	08/20/2025
NAME/UNIT NUMBER	JOB DESCRIPTION	DAYS OFF	DATE

DATE AND INCIDENT

08/06/25-Failure to turn in traffic cite resulting in dismissal of case

REASON FOR INTERVIEW

Failure to turn in traffic cite resulting in dismissal of case

OFFICER'S/EMPLOYEE'S SUMMARY

When asked about the missing paper citation, [REDACTED] stated he didn't know what happened to the ticket. I advised him to check his duty bag and he located the ticket. He stated it was beneath some paperwork and he forgot it was in there.

SUPERVISOR'S SUMMARY

Sgt. Smith was contacted by Mayor's Court about a citation issued on 8/6 that they had no record of. Mayor's Court advised they dismissed the case since they did not have the ticket. [REDACTED] and I discussed the importance of getting

ACTION TAKEN

Oral Reprimand

Cr. 76422154



**City of Grove City
Division of Police
Incident Interview**



DATE / NAME / UNIT #

08/20/2025 [REDACTED]

Disposition/Recommendation(s) _____

Counseling

Remedial Training

Discipline Recommended (specify)

Oral Reprimand

Sgt B Long Sub A/29/25
SIGNATURE OF SUPERVISOR DATE

DESCRIPTION OF REMEDIAL TRAINING GIVEN

Forwarded Chief's email to [REDACTED] from 3/17 about
turning in citations immediately due to HB29 and the
courts process for payment plans.

Remedial Training Documentation Attached

Sgt B Long Sub A/29/25
SUPERVISOR DATE

L. [unclear]



City of Grove City Division of Police Official Reprimand



Oral Reprimand

Written Reprimand

TO: [REDACTED] ASSIGNMENT: Patrol
 PREPARED BY: Sergeant Tom McCoy S/44 DATE: 2/5/2024

A recommendation for discipline is being made to the Chief of Police for violating acceptable standards for a member of the Division of Police. **NO DISCIPLINE IS FINAL UNTIL SIGNED BY THE CHIEF OF POLICE OR DESIGNEE.**

On 01/03/2024, in violation of 42.2.1A Preliminary Investigation Steps

To Wit: [REDACTED] located a firearm in a vehicle. He unloaded the firearm and placed the round on top of the suspect vehicle. [REDACTED] failed to secure or arrange for the round to be collected as evidence. The round was never seized and thus limiting the ability to prosecute the felony weapons charge.

Approved by: SGT. J. S/44 2/5/24
 Supervisor Recommending Reprimand Date
LT. J. L/59 2/13/24
 Sub-Division Lieutenant/Manager Date

It has been determined the above-stated facts are substantially true. This reprimand is adjudged to be a fair penalty for such conduct and will become a part of the Personnel File. Notice is hereby given that a reoccurrence of such conduct may result in a more severe penalty.

[Signature] 2-14-24
 Chief of Police or Designee Date

On the 16th day of FEBRUARY, 20 24, I issued this reprimand to the above-named officer/employee.

SGT. J. S/44 2/16/24
 Signature of Supervisor Date

[REDACTED] 2/16/24
 Signature of Officer/Employee Date



**City of Grove City
Division of Police
Incident Interview**



[REDACTED]	Patrol Officer	[REDACTED]	02/02/2024
<small>NAME/UNIT NUMBER</small>	<small>JOB DESCRIPTION</small>	<small>DAYS OFF</small>	<small>DATE</small>

DATE AND INCIDENT

01/03/2024, [REDACTED]

REASON FOR INTERVIEW

Ammunition from handgun that was recovered out of a theft case was not secured as evidence.

OFFICER'S/EMPLOYEE'S SUMMARY

[REDACTED] claimed ownership for not securing the round. He said he unloaded the gun, and placed the round on top of the vehicle. He then diverted his attention to the handgun because it did not have a serial number and forgot to go back

SUPERVISOR'S SUMMARY

I was informed that the round from the case was not entered into property. Upon a review of Cruiser video and BWC video, it was determined that the round was left on top of the suspect vehicle and placed back in the vehicle once it was...

ACTION TAKEN

Oral Reprimand



City of Grove City Division of Police Incident Interview



DATE / NAME / UNIT #



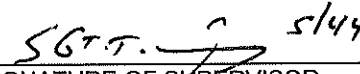
Disposition/Recommendation(s)

Counseling

Remedial Training

Discipline Recommended (specify)

Oral Reprimand


 SIGNATURE OF SUPERVISOR

2/5/24
 DATE

DESCRIPTION OF REMEDIAL TRAINING GIVEN

Remedial Training Documentation Attached

SUPERVISOR

DATE



City of Grove City
Division of Police
 Incident Interview Continuation



██████████

██████████

02/02/2024

NAME/UNIT NUMBER

INCIDENT

DATE

Officer's Summary Continued:

and recover the round. ██████████ said he never coordinated with any other officer to recover the round.

Supervisor's Summary Continued:

being impounded. The BWC video shows ██████████ locating the firearm, and removing it from the vehicle. He the unloads the firearm and places the single round on top of the vehicle. His attention is then diverted to the firearm since it didn't have a serial number. The round remains on top of the vehicle until another officer places it back in the vehicle during the impound process. At no time does ██████████ coordinate the collection of the round or pass on the responsibility to another officer.

When speaking with ██████████ he was quick to accept responsibility and took the full blame for not securing the round. He admits to getting distracted by the firearm and this caused him to never go back and secure the round. ██████████ understands his mistake and the consequences that it brings.

As a result of this piece of evidence not being collected, we will not be able to present a felony weapons charge for indictment.

567.T. 7 5/44
 SIGNATURE OF SUPERVISOR

2/5/24
 DATE:

Office: [REDACTED]

06/03/2025 20:40	3350744	UM - DUS FRA	GCPD
06/03/2025 20:40	335098	UM - PLATES FAIL TO REGISTER VEHICLE	GCPD
06/03/2025 21:25	335072A1	UM - Operating Motor Vehicle w/o valid license	GCPD
06/03/2025 21:25	335098	UM - PLATES FAIL TO REGISTER VEHICLE	GCPD
06/03/2025 18:45	33509A1	M - Expired License Plates	GCPD
06/03/2025 18:45	335098	UM - PLATES FAIL TO REGISTER VEHICLE	GCPD
06/06/2025 20:32	335071B1	UM-DUS CHILD SUPPORT	GCPD
06/05/2025 19:00	335074A	UM - DUS FRA	GCPD
06/05/2025 15:08	33512	M - STOPPING AFTER ACCIDENT PUBLIC STREET	GCPD
06/05/2025 15:08	31301	M - OBEDIENCE TO TRAFFIC CONTROL DEVICES	GCPD
06/18/2025 15:42	33726	M - CHILD RESTRAINT REQUIRED	GCPD
06/18/2025 15:42	33108	M - DRIVING IN MARKED LANES CONTINUOUS	GCPD
06/18/2025 19:11	31301	M - OBEDIENCE TO TRAFFIC CONTROL DEVICES	FRANKLIN COUNTY JUVENILE COURT
06/21/2025 18:02	33303C	M - SPEED	GCPD
06/25/2025 14:15	33108	M - DRIVING IN MARKED LANES CONTINUOUS	GCPD
06/25/2025 19:38	33303A	M - ACDA	GCPD
06/25/2025 19:09	33512	M - STOPPING AFTER ACCIDENT PUBLIC STREET	GCPD
06/28/2025 20:01	33134	M - FAILURE TO CONTROL WEAVING	GCPD
06/29/2025 22:47	31301	M - OBEDIENCE TO TRAFFIC CONTROL DEVICES	GCPD

2110

Thank you for the Prusickhale Traffic Safety! Great work!

D.P. Tucker



City of Grove City
Division of Police
CORE VALUES AWARD



To: Chief Eric Scott *ES 50*

From: Sgt. J. Roach S143

CC: Lt. K. Holmstrom *L.K.H. 2/154*

COPY

Date: 07/20/2025

Re: Core Values Award

Sir,

I wish to recognize [redacted] for demonstrating the
Grove City Division of Police Core Value of Excellence, Duty, and Teamwork.

Brief description of what took place:
See attached IOC.

This is an outstanding reflection of [redacted]
commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *[Handwritten Signature]* S143



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



To: Chief Eric Scott
From: Sgt. J. Roach S/143
CC: Lt. K. Holmstrom L54
Date: 07/20/2025
Re: Core value awards

Sir,

On 07/18/2025 at 1753 hours, [REDACTED] attempted to initiate a traffic stop on a vehicle for equipment violations and exhibiting behaviors consistent with theft-related offenses. The vehicle fled from [REDACTED] and crashed into several vehicles in the process, creating a significant public safety hazard. [REDACTED] radioed the information to surrounding units who then began to canvass the area for the vehicle.

Officers later located the vehicle traveling southbound on SR 104 and coordinated with each other to deploy a deflation device on the vehicle. Ofc. Perez-Jackson successfully deployed the device to all four tires of the vehicle which later crashed into a residential yard. The suspects fled from the vehicle and hid in the nearby creek bed and around the surrounding residences. Officers quickly established a perimeter and requested aerial assistance from Franklin County Sheriff's Office drone unit, and the Columbus Division of Police helicopter.

Officer Nelson and K9 Rakka located the female suspect attempting to submerge herself, and her one-year-old (1) child, under water to hide from the police. Officers waded through knee-deep water to apprehend the female and safely recover the child. Medical assistance was immediately requested for the child that was submerged under water, while the suspect was belligerent, combative, and used derogatory and racial slurs toward officers.

The female was later transported and charged with several felony and misdemeanor offenses, including felony child endangerment. Franklin County Children Services were notified and responded to Nationwide Children's Hospital, where they took custody of the child.



City of Grove City
Division of Police
INTER-OFFICE CORRESPONDENCE



During this fast evolving and complex call, officers coordinated with each other to apprehend the suspects, and their swift actions ensured the safety of the innocent child. Officers also remained composed during their interactions with the unruly, and combative suspect.

This incident is the epitome of quality police work, and shows what a team that works together, rather than for oneself, can accomplish. The officers' actions during this incident were not only excellent but should also make us all proud of the team that we have in the Grove City Division of Police. The actions by every officer on scene align with the agency's core values of excellence, duty, and teamwork.

Respectfully,

Sgt. J. Roach
S143

A handwritten signature in black ink, appearing to read "Sgt. J. Roach" followed by the number "S143".



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Chief Eric Scott *ES 80*

From: Sergeant Brittany Hennessy S66

CC:

Date: 06/20/2025

Re: Core Values Award

LI-7642-154

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Excellence.

Brief description of what took place:

On 06/13/2025 at 1949 hours, officers were dispatched to 2748 Independence Way on a non-breather. [REDACTED] arrived on scene and began administering CPR. [REDACTED] completed four rounds of CPR and the victim was able to regain a pulse prior to Jackson Township Medics transporting her. Unfortunately she did not survive at the hospital. Even though the victim did not live, [REDACTED] demonstrated excellence in striving to perform a high standard of professional competency while performing CPR.

This is an outstanding reflection of Excellence commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature *Sgt B W [Signature]*

1/29/2025 18:30 POSS OF DRUG PARAPHERNALIA
 2/12/2025 19:27 PETTY THEFT MPH in a MPH zone
 1/28/2025 16:15 PETTY THEFT
 1/17/2025 17:32 PETTY THEFT
 1/10/2025 17:37 PETTY THEFT
 2/4/2025 20:55 DRIVING UNDER SUSPENSION-LICENSE FORFEITURE
 2/4/2025 20:55 FAIL TO REGISTER
 2/13/2025 16:07 ASSURED CLEAR DISTANCE AHEAD MPH in a MPH zone
 2/14/2025 21:59 TRAFFIC CONTROL DEVICE SIGNS MPH in a MPH zone
 2/15/2025 18:53 OPERATING MOTOR VEHICLE WITHOUT VALID LICENSE MPH in a MPH zone
 2/15/2025 18:53 DISPLAY OF LIGHTED LIGHTS MPH in a MPH zone
 2/15/2025 19:35 TRAFFIC CONTROL DEVICE SIGNS MPH in a MPH zone
 2/15/2025 19:35 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC MPH in a MPH zone
 2/18/2025 19:23 SIGNALS BEFORE CHANGING COURSE, TURNING OR STOPPING MPH in a MPH zone
 2/18/2025 19:23 DISPLAY OF LICENSE PLATES; EXPIRED MPH in a MPH zone
 2/19/2025 17:06 DRIVING UNDER FINANCIAL RESPONSIBILITY LAW SUSPENSION OR CANCELLATION MPH in
 2/19/2025 20:48 DISPLAY OF LICENSE PLATES; EXPIRED MPH in a MPH zone
 2/19/2025 20:48 MOTOR VEHICLE STOP LIGHTS MPH in a MPH zone
 1/2/2025 19:19 OPERATION OF VEHICLE AT STOP SIGNS MPH in a MPH zone
 12/27/2024 17:48 OPERATING MOTOR VEHICLE WITHOUT VALID LICENSE MPH in a MPH zone
 12/27/2024 17:48 TRAFFIC CONTROL DEVICE SIGNS MPH in a MPH zone
 1/11/2025 18:20 OPERATING MOTOR VEHICLE WITHOUT VALID LICENSE MPH in a MPH zone
 1/11/2025 18:20 TRAFFIC CONTROL DEVICE SIGNS MPH in a MPH zone
 1/11/2025 21:10 OPERATING MOTOR VEHICLE WITHOUT VALID LICENSE MPH in a MPH zone
 1/11/2025 21:10 SIGNALS BEFORE CHANGING COURSE, TURNING OR STOPPING MPH in a MPH zone
 1/15/2025 17:44 OPERATION OF VEHICLE AT STOP SIGNS
 1/18/2025 15:29 DISPLAY OF LICENSE PLATES; EXPIRED
 1/22/2025 21:18 DRIVING UNDER FINANCIAL RESPONSIBILITY LAW SUSPENSION OR CANCELLATION
 1/22/2025 21:18 DISPLAY OF LICENSE PLATES; EXPIRED
 1/24/2025 16:37 DISPLAY OF LICENSE PLATES; EXPIRED
 1/24/2025 19:37 SIGNALS BEFORE CHANGING COURSE, TURNING OR STOPPING
 1/30/2025 15:26 STOPPING AFTER ACCIDENT
 1/30/2025 15:26 ASSURED CLEAR DISTANCE AHEAD
 1/31/2025 19:59 OPERATING MOTOR VEHICLE WITHOUT VALID LICENSE-EXPIRED OL
 1/31/2025 19:59 DRIVING IN MARKED LANES OR CONTINUOUS LINES OF TRAFFIC
 2/20/2025 17:08 DRIVING UNDER FINANCIAL RESPONSIBILITY LAW SUSPENSION OR CANCELLATION MPH in
 2/20/2025 17:08 SIGNALS BEFORE CHANGING COURSE, TURNING OR STOPPING MPH in a MPH zone
 2/21/2025 21:19 DRIVING UNDER SUSPENSION-LICENSE FORFEITURE MPH in a MPH zone
 2/21/2025 21:19 HEADLIGHTS ON MOTOR VEHICLES AND MOTORCYCLES MPH in a MPH zone
 2/22/2025 20:29 DISPLAY OF LICENSE PLATES; EXPIRED MPH in a MPH zone
 1/15/2025 17:44 SPEED

3/11/25

Thank you for all
 you are doing to
 keep our streets
 safe,

DR. FERRARO



The City of Grove City, Ohio
4035 Broadway
Grove City, Ohio 43123



MAYOR RICHARD L. (IKE) STAGE

Kevin Teaford, Safety Director

7/22/2024



Your commitment to traffic safety was witnessed during the 2nd QTR of 2024. Specifically, your OVI + Seat Belt enforcement is making our City safer. Your leadership does not go unnoticed.

D. Teaford



MAYOR RICHARD L. (IKE) STAGE

Kevin Teaford, Safety Director

[REDACTED]

I had the chance to Review Traffic Citation data this week & was very pleased to note your commitment to traffic safety & serious crash causing violations. Your leadership in this area has not gone unnoticed.

Dir. Teaford



City of Grove City Division of Police

Recommendation for Commendation



AWARD CITATION DEVICE

OFFICER/EMPLOYEE: Flaughn, Fletcher, Rose, Torrey ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: See attached

[Redacted]
Call for Service Number

[Signature] 8.30.23
Person Recommending Commendation Date

Supporting Documents Attached:
 Yes No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Mentorship Conduct
Award/Citation/Device

Award/Citation/Device Approved:
 Yes No

[Signature] 2-14-24
Chief of Police Date



City of Grove City
Division of Police
 Recommendation for Commendation



AWARD CITATION DEVICE

OFFICER/EMPLOYEE: Nelson ASSIGNMENT: Patrol

A recommendation is being made to the Chief of Police for recognizing agency personnel for heroic acts, outstanding service, and/or personal achievements.

To Wit: See attached

[Redacted]
 Call of Service Number

H. J. [Redacted] #4/59 8.30.23
 Person Recommending Commendation Date

Supporting Documents Attached:

Yes No

For Awards Committee Use Only

It has been determined by the Awards Committee the above stated facts are worthy of recognition, and meet the criteria for Meritorious Conduct.
Award/Citation/Device

Award/Citation/Device Approved:

Yes No

[Signature] 2-14-24
 Chief of Police Date

23-30254

UOF Golden Corral – Commendation

██████████ and Jared Nelson

Distinguished Service Citation

Officers were dispatched to Golden Corral on a report of a juvenile with a knife. ██████████ arrived first and ██████████ and Jared Nelson arrived a moment later. ██████████ immediately entered the occupied business to address the threat. ██████████ put himself in close proximity to the subject holding the knife, because of all the other patrons in the restaurant. While negotiating calmly with the juvenile, ██████████ ordered others to leave.

██████████ and Nelson finished evacuating those immediately in the area away from the juvenile with the knife, but many stood around and did not leave the business entirely.

Ultimately, ██████████ used his taser while Nelson sprayed OC to effect the seizure of this juvenile in crisis. As a direct result of ██████████ and Nelson's commitment to trained techniques, priorities of life, and a respect for a juvenile in crisis, all civilians were unharmed. The juvenile suspect was treated for the taser deployment and OC exposure.



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Chief Eric Scott

From: Sergeant Brittany Hennessy

CC: Lt. J. Stern

Date: 08/11/2023

Re: Core Values Award

J. Stern #4/5C

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of teamwork.

Brief description of what took place:

On 08/11/2023, K9 Officer Nelson was involved in a use of force and was injured. Officer Nelson was transported to the hospital, leaving his K9 cruiser at the scene with K9 Rakka still in the vehicle. Officer Nelson contacted [REDACTED] who has a relationship with Rakka and asked him to respond to transport Rakka and his cruiser to his home. [REDACTED] responded while off duty and without delay to assist Officer Nelson in a time of need. This displays Grove City's core value of teamwork

This is an outstanding reflection of [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature

Sgt. B Hennessy

**GROVE CITY DIVISION OF POLICE
FIELD SERVICES BUREAU
CORE VALUES AWARD**



To: Chief Richard S. Fambro

From: Sgt. C.W. Emmelhainz S/13

CC:

Date: October 17, 2022

Re: Core Values Award

COPY

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

[REDACTED] was made aware of a photo sent out of a suspect who had fled officers twice on his motorcycle. During his off time, [REDACTED] recognized the suspect at his gym and contacted officers to come speak to this individual. The individual located by [REDACTED] admitted to officers he had fled and was charged with two counts of failure to comply.

This is an outstanding reflection of [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

Sgt. C.W. Emmelhainz S/13

Sergeant C.W. Emmelhainz S/13

Y900



City of Grove City
Division of Police
CORE VALUES AWARD



COPY

To: Interim Chief Kevin Teaford ✓
From: Sergeant Michael Waters S/140

CC:

Date: 07/04/2022

Re: Core Values Award

Sir,

I wish to recognize [redacted] for demonstrating the
Grove City Division of Police Core Value of Teamwork.

Brief description of what took place:

[redacted] - A male threatened to kill his wife and was also threatening suicide upon seeing police officers if they arrived at his residence. [redacted] arrived and through communication and teamwork, he and other officers were able to take the male into custody without incident.

This is an outstanding reflection of Teamwork
commitment to the Grove City Division of Police Core Values.

GREAT WORK [redacted]

Respectfully,

K

Signature Sgt. M. Waters S/140

Y²O₃(CO₂)₂



**City of Grove City
Division of Police
CORE VALUES AWARD**



To: Chief Richard Butsko
From: Sergeant Josh Smith
CC: Lieutenant Doug Olmstead
Date: 5/8/2021
Re: Core Values Award

Sir,

I wish to recognize [REDACTED] for demonstrating the Grove City Division of Police Core Value of Excellence.

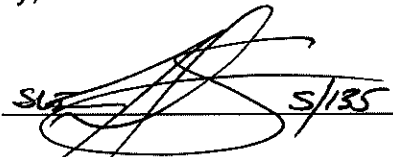
Brief description of what took place:

[REDACTED] was on routine patrol in the area of Travelodge when he observed a suspicious male at the motel. [REDACTED] watched the area and when the male left in a vehicle, [REDACTED] conducted a stop for a traffic violation. The male was found to have multiple drug and weapons related arrest warrants. After arresting the male, a search of his person led to the seizure of approximately 5 grams of suspect fentanyl. A search of the vehicle led to the discovery of a loaded handgun and almost \$5,500 in cash suspected to be obtained through the sale of narcotics.

This is an outstanding reflection of [REDACTED] commitment to the Grove City Division of Police Core Values.

Respectfully,

Signature


S/135



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 01/01/2025-06/30/2025

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] has increased his house watches and PPRs from last reporting period. Continue to work on conducting more special watches and directed patrols in high crime areas.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ was the leader of the shift for apprehensions with 150 and 14 of those being self-initiated. ██████████ has continued to look beyond the traffic violation.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is third on the shift for traffic stops with 180 and second for citations with 54.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ reports are thorough and well-written. He submits paperwork and reports in a timely manner.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is always willing to improve on areas of weakness. He is polite with citizens and conducts himself professionally. His uniform is always clean and neat. Work towards helping improve morale and the perception of our agency when you hear other officers talk negatively. ██████████ sent an email demonstrating accountability and taking ownership of his behavior on a call involving a younger officer, this shows a core value of excellence.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to jump calls and assist other officers.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ makes decisions appropriate for the job and responds positively to redirection.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ radio traffic is clear and he responds to radio calls. ██████████ received a counseling for unprofessional radio traffic.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ shows a willingness to learn and better his knowledge on case law and criminal law. He is always open to discuss different situations and even if he disagrees, he is respectful.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ conducts himself professionally and demonstrates respectful behavior to others. He received a core value award for performing CPR on an individual. He is respectful of chain of command during disagreements.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ used 16 hours of unscheduled sick leave and worked 40.5 hours of overtime during this reporting period.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. Blumsky

Date: 7/16/25

Employee Signature: ██████████

Date: 7/16/2025

Subdivision Lieutenant Signature: Cr. 44-2/54

Date: 07/28/2025

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 8-12-25



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 07/01/2024-12/31/2024

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] places himself in high crime areas but needs to work more on the division's crime prevention methods such as PPRs and House Checks.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ was second on the shift for apprehensions with 66 and 10 of those being self-initiated. ██████████ has continued to look beyond the traffic violation.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is second on the shift for traffic stops with 133 and citations with 38.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ leads the shift with incident reports taken. His reports are thorough and he continues to be one of the better report writers on the shift. He submits paperwork and reports in a timely manner.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is always willing to improve on areas of weakness. He is polite with citizens and conducts himself professionally. His uniform is always clean and neat.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to jump calls and assist other officers.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ makes decisions appropriate for the job and operates vehicles safely. He seeks direction when needed.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ radio traffic is clear. His interview skills have improved and he keeps supervisors updated with necessary information.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ uses appropriate equipment when needed. He has advanced his knowledge of case law and criminal law. Continue to gain knowledge on the laws and work towards using that knowledge and applying it to aide you in more self-initiated activity that aligns with our goals and objectives.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ maintains professionalism during contacts with the public and does not get rattled by negative arrestees. He is respectful of chain of command during disagreements.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ used 0 hours of sick leave and worked 65 hours of overtime during this reporting period.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. B. [Signature]

Date: 1/15/25

Employee Signature: ██████████

Date: 1/15/25

Subdivision Lieutenant Signature: [Signature]

Date: 1.30.2025

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 2-1-25



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 01/01/2024-06/30/2024

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] executes the division's crime prevention programs and places himself in high crime areas.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ was second on the shift for apprehensions with 87 and 10 of those being self-initiated. ██████████ has improved his patrol interview skills.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Led the shift on traffic stops with 131 and citations with 36.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ reports are thorough and he is one of the better report writers on the shift. ██████████ submits paperwork and reports in a timely manner.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ conducts himself in a professional manner and his uniform is always squared away. He recognizes areas of weakness and works to improve them.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to jump calls and assist other officers. He recognizes the need for PPRs and house checks.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ makes decisions appropriate for the job. He seeks self-improvement and wants to assist others in making good decisions.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ radio traffic continues to be clear. He has shown consistent growth by contacting his supervisor and providing his plan and seeking approval instead of asking.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ uses appropriate equipment when needed. Continue to enhance your knowledge of case law and criminal law.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to remain calm and professional during stressful situations. ██████████ is working towards being an informal leader on the shift and wants to assist his Sergeant with issues.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ worked 53 hours of overtime and used 32 hours of unscheduled sick time with a total usage of 64 hours.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. Blumy Sub Date: 07/26/24

Employee Signature: ██████████ Date: 7/26/24

Subdivision Lieutenant Signature: Lt. J. Smith #709 Date: 8.8.24

CHIEF COMMENTS:

Chief Signature: [Signature] Date: 8-13-24



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 07/01/2023-12/31/2023

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] constantly places himself in high crimes areas and continues to get better at finding criminal behavior, which made him the leader in criminal apprehensions on the shift.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

Led the shift in criminal apprehensions with 62. [REDACTED] also continues to grow as an investigator on calls to find out if criminal charges are needed.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Led the shift on traffic stops with 118 and citations with 31.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] reports are thorough and he is becoming one of the better report writers on the shift. [REDACTED] submits paperwork and reports in a timely manner and can often have several pending reports with no issue of getting them completed on time.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ conducts himself in a professional manner and is polite to citizens.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to jump calls and assist other officers on calls.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ was not afraid to share his opinions on an excessive use of force complaint within the division and was an informal leader on the topic. He stood up in roll calls, backing the division and our training and shared with officers why that behavior was excessive and should not be permitted.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

radio traffic is always clear. He keeps his supervisor updated on calls and asks questions if he has them. He has shown growth by contacting his supervisor and providing his plan and looking for approval instead of asking what to do.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

continues to remain calm and professional during stressful situations.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ worked 58.5 hours of overtime and used 24 hours of unscheduled sick time.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. B. [Signature] Date: 12/28/23
 Employee Signature: ██████████ Date: 12/28/23
 Subdivision Lieutenant Signature: Lt. [Signature] Date: 1.17.24

CHIEF COMMENTS:

Chief Signature: [Signature] Date: 1-18-24



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 01/01/23 - 06/30/23

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] utilizes SW's to locate criminal behaviors. He is consistently finding self initiated activity from his efforts and leads the shift in arrests(73).



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ consistently puts himself in high crimes areas that result in apprehensions. Looks beyond the traffic violation and this results in several arrests.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Top three in traffic stops (115) and second in citations (57) issued on the shift. ██████████ remains active in enforcing traffic violations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ report writing ability continues to grow as he becomes a more experienced officer. Top three in reports taken (76) and rarely needs correction on evidence handling.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to grow as an officer and is becoming more accountable to his supervisors.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ prioritizes working hard and is becoming more reliable in his decision making ability that align with the agency's goals. Participated in CIOT campaign with 15 traffic stops.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ makes appropriate decisions and seeks direction when he is unsure. He has shown the ability to seek improvement and grow as an officer.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Communications:** demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ works well with his co-workers and his radio traffic remains clear and concise. Keeps his supervisors updated with issues going on and continues to show improvement in his interview skills.

3. **Rules Conscious:** demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. **Physical Fitness:** maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. **Discipline:** maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ has shown the ability to remain calm and professional during stressful situations/uof's. He needs to continue to improve with this to make it more consistent, received counseling for not being respectful in medical situation.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

34 hours of OT worked. 0 hours of sick time used.
 [REDACTED] is dependable to show up for work and
 does not hangout at the station after roll calls.

EMPLOYEE COMMENTS:

Supervisor Signature: Sgt. BK [Signature]

Date: 07/26/2023

Employee Signature: [REDACTED]

Date: 7/26/2023

Subdivision Lieutenant Signature: [Signature]

Date: 8-22-23

CHIEF COMMENTS:

Chief Signature: [Signature]

Date: 8-28-23



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 7/1/2022-12/31/2022

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

Patrols high crime or special interest areas constantly. Should use those times to log special watches and other crime prevention activities.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

Consistently seeks out criminal behavior and investigates it. Investigation skills continue to improve. Received compliment from an investigator for his work on a robbery call.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Shift leader in traffic stops and citation issuance. Effectively uses traffic enforcement for criminal interdiction as well.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

Continues to study case law and other forms of training to improve his policing abilities.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

Worked 41 hours of overtime this eval period.

EMPLOYEE COMMENTS:

[REDACTED] THANK YOU FOR YOUR CRIMINAL APPREHENSIONS AND TRAFFIC CONTRIBUTIONS, WHICH ARE SIGNIFICANT CONTRIBUTORS TO MEETING GOALS AND OBJECTIVES. YOU HAVE WHAT IT TAKES TO BE SUCCESSFUL, BUT CONTINUE TO FOCUS ON REFINING YOUR SKILLS. THANKS FOR CHOOSING TO STAY!

Supervisor Signature:  3/135


Date: 1/21/2023

Employee Signature: [REDACTED]

Date: 1/21/23

Subdivision Lieutenant Signature:  4/59

Date: 2-6-2023

Chief Signature: 

Date: 4-5-2023



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 1/1/2022-6/30/2022

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Criminal Investigation and Apprehension: takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

One of the shift leaders for criminal apprehensions. Continues to improve his investigation and interviewing skills. Received several compliments for his cases.

3. Traffic Control: remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Shift leader in traffic stops. Uses good discretions on the issuance of traffic citations.

4. Reporting: obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

Reporting continues to improve. Should continue being diligent in checking and proofreading reports before submitting.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Demonstrated commitment to Division's goals and objectives by stopping 19 cars and writing 8 citations during the 2022 Click It or Ticket campaign.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

Continues to improve his decision making skills. Paid for and went to a case law class on his own time recently to better himself.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

Used 56 hours of unscheduled sick time and worked 49 hours of overtime.

EMPLOYEE COMMENTS:

Supervisor Signature: *[Signature]*
 Employee Signature: [Redacted]
 Subdivision Lieutenant Signature: *ALC. 7/20/22*
 Chief Signature: *[Signature]*

Date: 7/15/2022
 Date: 7/15/22
 Date: 08/01/22
 Date: 8/11/22

THANKS FOR YOUR HARD WORK!

[Signature]



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: POLICE OFFICER (PATROL)
 Evaluation Period: 10/7/2021 - 12/31/2021

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

Shift leader in criminal apprehensions. Diligently seeks out criminal activity and pursues it. Continuing to improve on his investigations and interviewing skills.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Actively works traffic enforcement and is a shift leader in stops. Uses good discretion on the issuance of citations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

Shift leader in number of reports taken. Should continue to work on his accuracy and proofreading narratives for errors.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Focuses his efforts on the Division's goals. Quick to take calls for other officers and always looks for things he can assist with.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Keeps supervisor apprised of calls he is involved in and seeks guidance frequently.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

Scored a 73.33% overall on the fall PT test.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

No disciplinary issues this reporting period.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ used 8 hours of unscheduled sick time and worked 16 hours of overtime.

EMPLOYEE COMMENTS:

Supervisor Signature: SGT [Signature] 5/135
 Employee Signature: ██████████
 Subdivision Lieutenant Signature: ALT. 7 [Signature] 62
 Chief Signature: [Signature]

Date: 1/2/2022
 Date: 1/2/22
 Date: 01/10/22
 Date: 1/31/22



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]

Position Title: POLICE OFFICER (PATROL)

Evaluation Period: 7/9/2021 - 10/6/2021

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] is a shift leader in crime prevention activities.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ diligently seeks out criminal behavior and is continuously looking for ways to improve.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to be a leader on second shift for traffic stops. He also uses good discretion on the issuance of traffic citations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ continues to struggle at times with his reporting. He should take a little extra time to double check his reports before submitting them.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

████████ frequently jumps calls for other officers. He tailors his work around the focus areas of the Division.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

████████ is improving with his decision making overall. He still needs to work on slowing things down.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to inform the supervisor if he believes he may have done something incorrectly. He could ask clarifying questions more often to prevent most issues.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

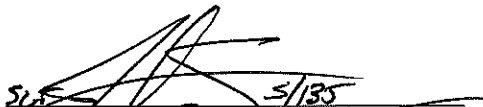
Ratings/Points

4 3 2 1 0

Supporting Examples

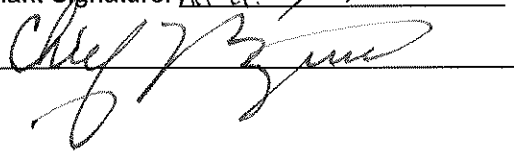
██████████ used 8 hours of sick time and worked 7 hours of shift coverage overtime.

EMPLOYEE COMMENTS:

Supervisor Signature:  5/135

Employee Signature: ██

Subdivision Lieutenant Signature: Act Lt. 7 6704 5/62

Chief Signature: 

Date: 10/16/2021

Date: 10/16/2021

Date: 10/18/2021

Date: 10/18/21



City of Grove City

Division of Police

PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: 4/10/2021 - 7/8/2021

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] is a shift leader in crime prevention activities.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ uses his time on crime prevention activities to seek out criminal behavior. He received a core value for his work on a drug investigation where 5g of suspected fentanyl and almost \$5500 in cash was seized

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ continues to lead second shift in traffic stops with 91. He also uses good discretion on the issuance of traffic citations.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████ continues to struggle at times with his reporting. He should take a little extra time to double check his reports before submitting them.



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] frequently jumps calls for other officers. He tailors his work around the focus areas of the Division.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

[REDACTED] is improving with his decision making overall. He still needs to work on slowing things down and taking a minute to make decisions that are not life safety issues.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is improving in his communication with the public. He has toned down the aggressiveness when speaking with suspects and others.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ is quick to inform the supervisor if he believes he may have done something incorrectly. He could ask clarifying questions more often to prevent most issues.

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

Oral Reprimand - Reckless driving
 Written Reprimand - Driving, crash



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ used 0 hours of sick time and worked 19 hours of shift coverage.

EMPLOYEE COMMENTS:

Supervisor Signature: *SGT [Signature] 8/135*
 Employee Signature: ██████████
 Subdivision Lieutenant Signature: *LT [Signature] 612*
 Chief Signature: *Chief [Signature]*

Date: 7/22/2021
 Date: 7/22/21
 Date: 7-30-21
 Date: 8/2/21



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: 1/9/2021 - 4/9/2021

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
- 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
- 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
- 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
- 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

Above shift average in criminal apprehensions (36) and self initiated criminal apprehensions (26).

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Lead second shift Q1 of 2021 with 95 traffic stops and had 2 OVIs.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples

██████████ has struggled this reporting period with decision making. The issue seems to stem from attempting to make decisions too quickly for his experience level. He is working on slowing things down and taking more time to make decisions.



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

81% overall, level 2 on Fall PT test.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

Direct in his communication and can be defensive when he is being counseled. Professional with the chain of command and citizens otherwise.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.




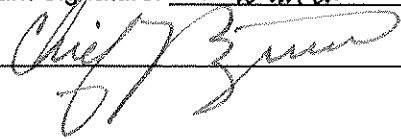
Ratings/Points

4 3 2 1 0

Supporting Examples

Used 0 hours of sick time, worked 31 hours of shift coverage, and 42 hours total overtime.

EMPLOYEE COMMENTS:

Supervisor Signature:  4/18/21
 Employee Signature: 
 Subdivision Lieutenant Signature: LT  4/18/21
 Chief Signature: 

Date: 4/18/2021
 Date: 4/18/21
 Date: 5-3-21
 Date: 5/4/21



City of Grove City Division of Police PERFORMANCE EVALUATION



EVALUATION RATINGS

Employee Name: [REDACTED]
 Position Title: **POLICE OFFICER (PATROL)**
 Evaluation Period: July 1st - December 31st, 2020

Ratings:

- 4 – Consistently Exceeds Performance Standards
(SUPPORTING EXAMPLE REQUIRED)
- 3 – Exceeds Performance Standards
- 2 – Meets Performance Standards
- 1 – Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.
- 0 – Consistently Below Performance Standards
(SUPPORTING DOCUMENTATION REQUIRED)
Development plan required unless performance has already been addressed through disciplinary / training action.

Ratings for Physical Fitness Category:

- 4 - An individual who achieved Level III (greater than 50th percentile in all phases and an overall average score of 90% or greater) in the semi-annual assessment.
 - 3 - An individual who achieved Level II (greater than 50th percentile in all phases and an overall average score of 50%-89%) in the semi-annual assessment.
 - 2 - An individual who achieved Level I (greater than the 50th percentile in 4 of the 5 non-cardio phases and greater than the 40th percentile in the cardio phase) in the semi-annual assessment.
 - 1 - An individual who participated in the physical fitness assessment and achieved 20th percentile in all categories.
 - 0 - An individual who participated in the physical fitness assessment but failed to achieve 20th percentile in all categories.
- N/A - Individual did not participate in the semi-annual physical fitness assessment.

Part 1: Evaluation of Performance of Specific Job Duties

1. Prevention of crime: remains alert to conditions that tend to cause crime, taking preventive action where necessary; makes checks of businesses and residences in assigned area; executes division crime prevention programs associated with position.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



2. **Criminal Investigation and Apprehension:** takes necessary action when observing situations that require police action; vigorously pursues and apprehends persons who violate the law; investigates suspicious persons or vehicles, taking appropriate action; investigates crimes in accordance with division directives; prepares and presents cases in various stages of the judicial process; enforces laws and apprehends criminals; promptly answers radio calls, responding quickly and safely to dispatched locations; investigates crimes in accordance with division directives.

Ratings/Points

4 3 2 1 0

Supporting Examples

Conducts special watches in high crime areas and continually looks for criminal activity.

3. **Traffic Control:** remains alert to hazardous highway conditions; taking remedial measures when necessary; investigates traffic crashes in accordance with division directives; enforces traffic laws and parking violations; performs traffic control to ensure highway safety.

Ratings/Points

4 3 2 1 0

Supporting Examples

Has put a heavy emphasis on traffic enforcement. Has led the shift with traffic stops since being released out of FTO.

4. **Reporting:** obtains, transports, logs, and secures evidence and property according to division directives; promptly submits required reports; records activities during tour of duty according to division directives; attends roll call and records pertinent information.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City

Division of Police

PERFORMANCE EVALUATION



5. Work perspective: exercises authority commensurate with stated responsibilities and is accountable to Patrol Sergeant; maintains vehicles, equipment, uniform, and appearance in accordance with division directives; maintains a professional service approach to law enforcement duties.

Ratings/Points

4 3 2 1 0

Supporting Examples

Provides a professional image to the public and desires to do professional police work.

Part 2: Division Goals & Objectives

1. Division Goals & Objectives: cooperates with co-workers to ensure unity of direction and attainment of division goals and objectives; performs all other duties assigned by division; subordinates personal preferences to the organization's goals and objectives in the order to accomplish the division mission as a team; seeks to determine the needs and expectations of the community and takes appropriate action in meeting those needs and expectations.

Ratings/Points

4 3 2 1 0

Supporting Examples

Excellent participation during Click it or Ticket Campaign.

Part 3: Demonstration of Other Important Performance Traits

1. Decision Making and Judgement: demonstrates the ability to perceive information and provide a sound, rational decision consistent with division policy.

Ratings/Points

4 3 2 1 0

Supporting Examples



City of Grove City Division of Police PERFORMANCE EVALUATION



2. Communications: demonstrates the ability to communicate verbally and in writing in an appropriate, clear, concise, accurate and timely manner.

Ratings/Points

4 3 2 1 0

Supporting Examples

Communicates often with sergeant when clear direction is needed. Reports have had careless errors at times.

3. Rules Conscious: demonstrates the ability to comply with division policies and procedures, as well as adhere to relevant city, state, and federal laws and regulations.

Ratings/Points

4 3 2 1 0

Supporting Examples

4. Physical Fitness: maintains fitness at a level to perform essential functions of the position; instills public confidence. Participated in the semi-annual physical fitness assessment.

Ratings/Points

4 3 2 1 0

N/A – Did not participate in physical fitness assessment

Supporting Examples

81% overall, Level II.

5. Discipline: maintains composure and acts professionally in times of ambiguity or pressure; respects the chain of command.

Ratings/Points

4 3 2 1 0

Supporting Examples

At times can become very direct, which appears to be a loss of composure. As experience is gained, this trait should diminish.



City of Grove City Division of Police PERFORMANCE EVALUATION



6. Attendance: attends work on a regular and predictable basis.

Ratings/Points

4 3 2 1 0

Supporting Examples

48 hours of sick leave used. [REDACTED] *180/170*

EMPLOYEE COMMENTS:

Supervisor Signature: SGT. T. [Signature] 5/44

Date: 1/8/2021

Employee Signature: [REDACTED]

Date: 01/08/2021

Subdivision Lieutenant Signature: [Signature]

Date: 1-25-2021

Chief Signature: [Signature]

Date: 2/11/21



Ohio Police & Fire Pension Fund
 140 East Town Street
 Columbus, OH 43215
 Phone: 1-888-864-8363
 www.op-f.org

PERSONAL HISTORY RECORD

This form must be completed and filed with the Ohio Police & Fire Pension Fund (OP&F) for each new employee who is hired as a full-time police officer or firefighter in a position qualifying for enrollment in OP&F as part of an employer's reporting requirements. Ohio law requires an employer to cause the employee to undergo a physical examination in the form established by OP&F prior to his or her employment and, with limited exceptions, timely file the required documentation with OP&F. Otherwise, penalties and interest may be imposed against the employer.

Ohio law sets forth the eligibility requirements for individuals who are required to become a member of OP&F. Before enrolling in OP&F, the employer should review the eligibility requirements listed below and confirm that the individual meets these requirements for OP&F membership. If the individual meets the requirements, the employer must complete the Personal History Record form to begin the process of enrollment in OP&F, as well as filing the appropriate documentation for the pre-employment physical. OP&F reserves the right to reject membership or service credit at a later date as information becomes available.

A summary of OP&F's membership eligibility requirements are as follows:

Firefighters contributing to OP&F must be paid from public funds of the employing municipal entity and be:

- A full-time firefighter who is employed by a fire department of the state, instrumentality of the state, or of a municipal corporation, township, joint fire district, or other political subdivision in a position in which he or she is required to satisfactorily complete, or to have satisfactorily completed, a firefighter training course approved under former Ohio Revised Code (ORC) Section 3303.07 or Section 4765.55, or conducted under ORC Section 3737.33.

Police officers contributing to OP&F must be paid from public funds of the employing municipal entity and be:

- A full-time, regular police officer in a police department of a municipal corporation appointed from a duly-established civil service eligible list or pursuant to ORC Section 124.411 [124.41.1];
- A full-time, regular police officer in a police department who is appointed pursuant to ORC Section 737.15 or 737.16 and is paid solely out of public funds of the employing municipal corporation; or
- A full-time police officer with a police department who is required to satisfactorily complete a peace officer training course in compliance with ORC Section 109.77.

Once completed, this entire form (Pages 1-4) must be submitted to OP&F and contain original signatures. OP&F will not accept this form if the signatures have been faxed, photocopied or scanned.

The employee required to enroll in OP&F membership must complete Sections A through F. The employer must complete Sections G, H, and I.

Section A: Employee information

Name: First, MI, Last, suffix (jr, III, etc.)

- Police officer Male
 Firefighter Female

Social Security number

Street Address / Post office box

Date of Birth

Home phone

New

New

Section B: Marital and dependent information

Current spouse

Name: [Redacted] Gender: Male Female

Marriage date: 08 10 [Redacted] Social Security number: [Redacted] Birth date: [Redacted]

Dependent information (excluding current spouse)

Relationship	Dependent name	Gender (M/F)	Social Security number	Birth date
Children, under the age of 18				
Children, 18-22 if unmarried and a student				
Children, any age if dependent and disabled				

Section C: Multiple Ohio retirement system membership

List your status with the Ohio retirement systems below. Check all that apply.

<input checked="" type="checkbox"/> Member has no association with an Ohio retirement system, other than OP&F						
	Currently receiving service or disability benefits	Currently contributing	Contributed prior to OP&F membership	Received a refund of contributions	Contributions were for full-time employment	Dates of full-time employment prior to OP&F membership, or, if currently receiving retirement benefits, list retirement date
<input type="checkbox"/> Ohio Highway Patrol Retirement System (HPRS)						
<input type="checkbox"/> Ohio Public Employees Retirement System (OPERS)						
<input type="checkbox"/> State Teachers Retirement System of Ohio (STRS)						
<input type="checkbox"/> Ohio School Employees Retirement System (SERS)						
<input type="checkbox"/> Cincinnati Retirement System (CRS)						
<input type="checkbox"/> Ohio Police & Fire Pension Fund (OP&F)						

The following sections (G, H and I) must be completed by an authorized employer representative.

Section G: Employer Information

Employer name <i>City of Grove City</i>	Employer Code	Check one: <input type="checkbox"/> Police <input type="checkbox"/> Fire
Street address / Post office box <i>4035 Broadway</i>	Employer phone <i>614-277-3013</i>	Employer fax <i>614-277-3011</i>
City, State, ZIP code <i>Grove City, OH 43123</i>	Employer e-mail address: <i>VStoneking@grovecityohio.gov</i>	

Section H: Certification of membership eligibility

In order to assist OP&F in determining the employee's eligibility for OP&F membership, please complete this section. OP&F reserves the right to reject membership or service credit at a later date as information becomes available.

- Yes No The employee received an original appointment as a full-time, regular **police officer**.
Check one of the following:
- A full-time, regular police officer in a police department of a municipal corporation appointed from a duly-established civil service eligible list or pursuant to Ohio Revised Code (ORC) Section 124.411 [124.41.1];
 - A full-time, regular police officer in a police department who is appointed pursuant to ORC Section 737.15 or 737.16 and is paid solely out of public funds of the employing municipal corporation; or
 - A full-time, regular police officer in a police department who is required to satisfactorily complete a peace officer training course in compliance with ORC Section 109.77.

- Yes No The employee has been employed as a full-time **firefighter** employed by a fire department of the state, instrumentality of the state, or of a municipal corporation, township, joint fire district or other political subdivision in a position in which he or she is required to satisfactorily complete, or to have satisfactorily completed, a firefighter training course approved under former ORC Section 3303.07 or Section 4765.55, or conducted under ORC Section 3737.33. Please submit a copy of the certificate earned upon the completion of the training course.

Date employee began contributing a percentage of his/her salary to OP&F (first date the employee reported for duty as a full-time police officer or firefighter).

Date employee was appointed to a full-time police officer or firefighter position. Please attach a copy of the appointment letter confirming full-time status for the member.

Member's initial salary rate (starting annual salary).
\$ 52,728 (per year)

Date pension contributions will first appear on the Report of Retirement Deductions.
11/19 (month/year)

Payroll reporting pick-up plan (A, B, C or D) that the member contributions will be submitted under on the Report of Retirement Deductions.
A (A, B, C or D)

Section I: Employer certification

I hereby certify the person named in Section A is employed as a full-time police officer or firefighter by the employer named in Section G, and that all the statements made herein are true and correct.

Signature <i>Vikki Stoneking</i>	Date of signature <i>10/23/19</i>
Print name <i>Vikki Stoneking</i>	Title <i>HR Coordinator</i>

Once completed, this entire form (Pages 1-4) must be submitted to OP&F and contain original signatures. OP&F will not accept this form if the signatures have been faxed, photocopied or scanned.

OP&F USE ONLY Entered/Date: Reviewed/Date:

Section D: Out-of-state, federal or military employment information

Yes No Have you ever been employed full-time by an **out-of-state public employer** or as a **civil employee of the federal government**? If yes, please provide your employer's name, address, date of hire and termination date.

Do you have previous active duty service in the **Armed Forces**?
If yes, please provide your branch and dates of service.

Section E: Employee signature and acknowledgement

I, the employee described in section A of this *Personal History Record*, who, having been duly sworn, represent that I am the person herein described, and I certify that all the statements made herein are true and correct.

Signature

Date of signature

09/26

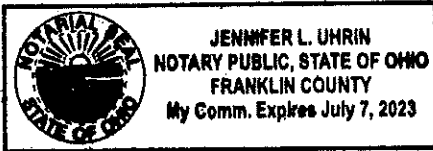
Section F: Notary public requirement

The notary public in good standing must sign in the space provided in this section and affix their seal.

State of Ohio, County of Franklin, ss:

The foregoing *Personal History Record* was acknowledged before me by the person named in the foregoing Section E, this 23 day of October, 2021.

Affix seal here



Notary's signature

Print name

My commission expires

7-7-2023

Sections G, H and I (on Page 4 of this form) must be completed by an authorized employer representative.

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

Employee Name

[REDACTED]

Employee ID#

[REDACTED]

Employer Name

Grove City Police

Employer ID#

[REDACTED]

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 2013, the maximum monthly reduction in your Social Security benefit as a result of this provision is \$395.50. This amount is updated annually. This provision reduces, but does not totally eliminate, your Social Security benefit. For additional information, please refer to 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 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

[REDACTED]

Date

10/31

[REDACTED]