



*Cuyahoga Metropolitan Housing Authority*

*Police Department*

*This is to certify that*

SERGEANT



*Has Successfully Completed An In-Service Course of Training In*

**LETHALITY ASSESSMENT/DOMESTIC VIOLENCE/  
LEGAL UPDATE/CQB**

*(Eight Hours of Instruction)*

01NOV2021

Date

A handwritten signature in black ink, written over a horizontal line. The signature is stylized and appears to be the name of the instructor.

Instructor



*Cuyahoga Metropolitan Housing Authority*



*Police Department*

This is to certify that

SERGEANT



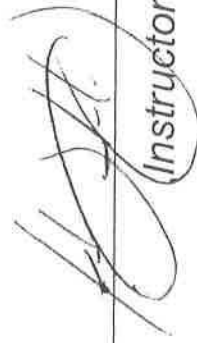
Has Successfully Completed An In-Service Course of Training In

**USE OF FORCE**

(Eight Hours of Instruction)

06OCT2021

Date

  
Instructor

*Cuyahoga Metropolitan Housing Authority*



*Police Department*

This is to certify that

SERGEANT



Has Successfully Completed An In-Service Course of Training In

**ALL HAZARD/CRITICAL INCIDENT**

(Eight Hours of Instruction)

29SEP2021

Date

*[Signature]*  
Instructor



*Cuyahoga Metropolitan Housing Authority*

*Police Department*



This is to certify that

SERGEANT

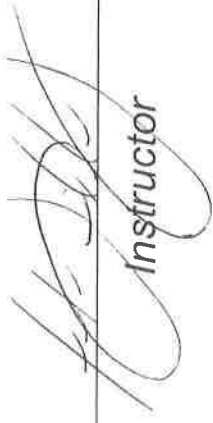


Has Successfully Completed An In-Service Course of Training In  
**ETHICS/BIAS BASED POLICING/MENTAL  
HEALTH/OFFICER WELLNESS**

(Eight Hours of Instruction)

26MAY2021

Date

  
Instructor

*Cuyahoga Metropolitan Housing Authority*



*Police Department*



This is to certify that



Has Successfully Completed An In-Service Course of Training In

**USE OF FORCE/RANGE QUALIFICATIONS**

(Eight Hours of Instruction)

A handwritten signature in black ink, appearing to read "R. Weis".

April 14, 2021

Date

Sgt. Robert Weis #634

Andrés González

Cuyahoga Metropolitan Housing Authority

*Cuyahoga Metropolitan Housing Authority*

*Police Department*

This is to certify that



Has Successfully Completed a Course of Training In  
Ethics/Bias Based Policing,

September 11<sup>th</sup>, 2019

Date

**Andrés González**  
Chief of Police



Sgt Theodore E Troyer #664

*Cuyahoga Metropolitan Housing Authority*

*Police Department*

This is to certify that

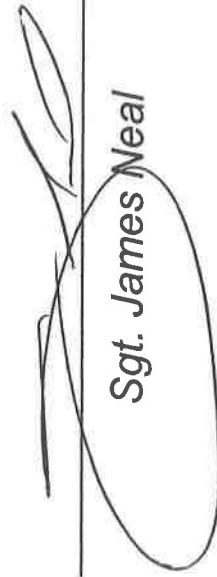


Has Successfully Completed CMHA PD In-Service Training on:  
De-Escalation, Use of Less Lethal Force

September 9-10, 2019

Date

**Andrés González**  
Chief of Police

  
Sgt. James Neal



*Cuyahoga Metropolitan Housing Authority*

*Police Department*

This is to certify that



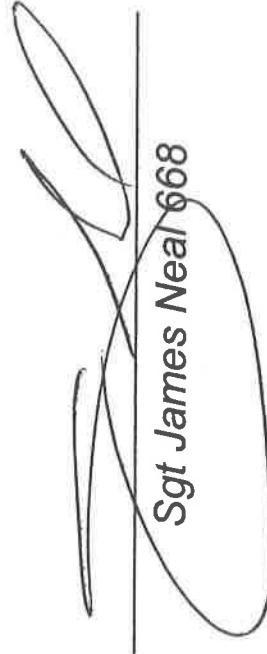
Has successfully completed a course of training in  
*Building Searches*

September 13<sup>th</sup>, 2019

Date

**Andrés González**  
Chief of Police



  
Sgt James Neal 668





*Cuyahoga Metropolitan Housing Authority*

*Police Department*

This is to certify that



*Has Successfully Completed CMHA PD In-Service Training in Arrests, Search and Seizure  
and Investigatory Stops*

September 10, 2019

Date

**Andrés González**  
Chief of Police

A handwritten signature in black ink, appearing to read "Sgt. James Neal".

Sgt. James Neal #668

*Cuyahoga Metropolitan Housing Authority*

*Police Department*

This is to certify that




Has Successfully Completed a Course of Training In  
Use of Force/Firearms Qualification

September 12<sup>th</sup>, 2019

Date

**Andrés González**  
Chief of Police



  
Sgt James Neal  
BAS23769

# Cuyahoga Metropolitan Housing Authority Police Department



This is to certify that



has successfully completed the advanced training course

**Performance Appraisal Refresher Training**

on this 20 day of August, 2020

*Deputy Chief Victoria Thompson*  
Instructor



*This is to certify that*



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

***Street Smart Series: Heroin***

***Completed on: 4/2/2019 7:14:40 PM***



*This is to certify that*



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

# *2017 Legal Update: Search and Seizure Law*

*Completed on: 10/26/2017 10:38:50 PM*



*This is to certify that*



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

# *2017 Legal Update: Civil Liability for Officers*

*Completed on: 10/31/2017 1:47:10 PM*



CUYAHOGA METROPOLITAN HOUSING AUTHORITY

POLICE DEPARTMENT

TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING



TO: [REDACTED] Third Platoon
FROM: James E. Harris Jr #644, Lieutenant- Third Platoon

Table with 3 columns: PAGE (1 of 3), SUBJECT (Monthly Evaluation & Probationary Performance Review: December2016), DATE (06JAN17)

On Thursday, 25FEB16, [REDACTED] was promoted to Sergeant. After which, [REDACTED] was assigned to the Third Platoon Field Operations for duty. During which, a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

LEADERSHIP:

[REDACTED] has settled into the role of Field Sergeant by demonstrating that he can manage and maintain Third Platoon daily shift roster, E-Time, and assist with broadcast calls when task with the following, during the course of his eight (8) hour shift.

JUDGEMENT/DECISION MAKING:

[REDACTED] judgement and decision making skills continues to improve with each incident that he is involved with.

PROBLEM SOLVING:

[REDACTED] ability to solve problems that he is faced with during his tour of duty will only get better as he grows and mature in his role as a supervisor.

ACCOUNTABILITY:

[REDACTED] has remained consistent with taking ownership and accepts responsibility for any mistakes or errors.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: December2016</b>	DATE <b>06JAN17</b>
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**INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ continues to maintain an open line of communication with co-workers, supervisors, communications officers and subordinates.

**JOB KNOWLEDGE and SKILLS**

██████████ knowledge and practical skills to perform his duties as a supervisor will continue to increase with each encounter of broadcast calls for service.

**DEPENDABILITY**

██████████ has displayed the core value of Understanding, by remaining disciplined to report to work at least 30 minutes before time, to prepare his-self for any issues that may need immediate attention upon his reporting on-duty.

**WORK ETHICS**

██████████ reports to work on time.

**CUSTOMER SERVICE**

██████████ remains respectful and courteous while dealing with suspects, victims, residents, and stakeholders that he serves.

**QUALITY OF WORK:**

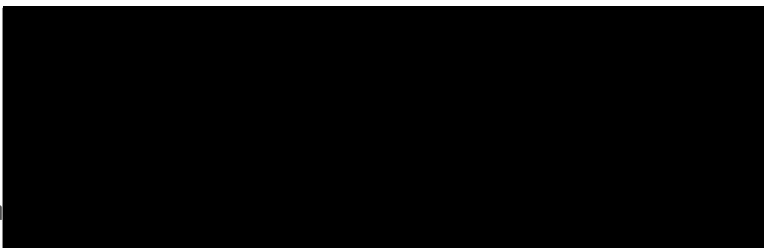
██████████ reports, investigations, and duty logs, are clear and legible.



PAGE 3 of 3	SUBJECT Monthly Evaluation & Probationary Performance Review: December 2016	DATE 06JAN17
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**TEAMWORK**


██████████ has demonstrated the ability to help with his fair share of paper work, and assigned duties.

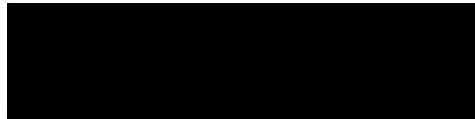
Sign  \_\_\_\_\_ 6/20/17  
(Officer Receiving Review) (Date/Time)

Signature:  \_\_\_\_\_ 6/20/17  
(Supervisor Giving Review) (Date/Time)

Reviewed  
h2/601  
1-9-17

1/10/17  


  
1/10/2017



Cuyahoga Metropolitan Housing Authority

*has successfully completed*

"We Regret to Inform You...."  
Providing Sensitive Death Notifications with  
Professionalism, Dignity, and Compassion

December 12, 2016



**PennState**

*Cuyahoga Metropolitan Housing Authority*



*Police Department*

This is to certify that



Has Successfully Completed a Course of Training In  
Practical Application of Force/Firearms Qualification

April 4<sup>th</sup>, 2017

Date

Sgt James Neal  
BAS23769

**Andrés González**  
Chief of Police





**TASER Conducted Electrical Weapon**  
USER CERTIFICATE

[REDACTED]

*This certifies that the above named individual ("the Student") has completed the training required and has passed a written examination in the use of the TASER X26/X26P Conducted Electrical Weapon. By accepting this User Certificate, the Student accepts the terms of the Training Materials License Agreement, incorporated herein by reference, and agrees to be bound by its terms as a Licensee of TASER International, Inc. This certification must be renewed annually.*

Instructor:  Date 04/07/2017

Sgt. James Neal

*Cuyahoga Metropolitan Housing Authority*

*Police Department*

This is to certify that



Has Successfully Completed CMHA PD In-Service Training on:  
Procedural Justice/Police legitimacy  
Trauma Informed Policing/PAR

April 4-5, 2017

Date

**Andrés González**  
Chief of Police



  
Sgt Jaekelyn Burgos  
BAS24081

*Cuyahoga Metropolitan Housing Authority*



*Police Department*

This is to certify that




Has Successfully Completed a Course of Training In  
Ethics/Bias Based Policing  
All Hazard Plan Responding to Critical Incidents,  
Responding to an Active Shooter

April 5<sup>th</sup> and 8<sup>th</sup>

Date

**Andrés González**  
Chief of Police

  
Sgt John Smiddy #654





# CUYAHOGA METROPOLITAN HOUSING AUTHORITY POLICE DEPARTMENT



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

**TO:** ██████████ Sergeant- Third Platoon  
**FROM:** James E. Harris Jr #644, Lieutenant- Third Platoon

PAGE	SUBJECT	DATE
1 of 3	Monthly Evaluation & Probationary Performance Review: November2016	02DEC16

On Thursday, 25FEB16, ██████████ was promoted to Sergeant. After which, ██████████ was assigned to the Third Platoon Field Operations for duty. During which, a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

*Lim*

██████████ continues to push his-self to lead by example, while conducting the majority of his management and supervisory skills from the field.

**JUDGEMENT/DECISION MAKING:**

██████████ judgement and decision making skills will continue to improve as he continues to make his-self available during each broadcast calls that he responds to.

**PROBLEM SOLVING:**

██████████ continues to adjust to the variety of complaints and issues that our residents, the community and stakeholders request assistance for, and commits to a solution in hopes to address these growing concerns.

**ACCOUNTABILITY:**

██████████ has remained consistent with taking ownership and accepts responsibility for any mistakes or errors.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: November2016</b>	DATE <b>02DEC16</b>
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**INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ continues to maintain an open line of communication with co-workers, supervisors, communications officers and subordinates.

**JOB KNOWLEDGE and SKILLS**

██████████ knowledge and practical skill to perform his duties as a supervisor will continue to increase with each encounter of broadcast calls for service, initial on-view dealing with the community, public, and training that we receive from OPOTA.

**DEPENDABILITY**

██████████ has displayed the core value of Tenacity, by remaining disciplined to report to work at least 30 minutes before time, prepared and ready to handle his current assignments.

**WORK ETHICS**

██████████ reports to work on time, and continues to build good work ethics.

**CUSTOMER SERVICE**

██████████ remains respectful and courteous while dealing with suspects, victims, residents, and stakeholders while serving the community.

**QUALITY OF WORK:**

██████████ provides clear and concise information on his duty log, and is learning to stay within the allotted time to turn in reports in regards to investigations.



PAGE 3 of 3	SUBJECT Monthly Evaluation & Probationary Performance Review: November 2016	DATE 02DEC16
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**TEAMWORK**

██████████ has repeatedly demonstrated the ability to volunteer for assignments, assist other members and supervisor in the field and in the office when conducting investigations.

Signature: ██████████ 12-5-16  
 (Officer Receiving Review) (Date/Time)

Signature: [Signature] 5 DEC 16  
 (Supervisor Giving Review) (Date/ Time)

Reviewed

WA 604

12-7-16

[Signature] 12/7/16

[Signature]  
 12/8/2016



**CUYAHOGA METROPOLITAN HOUSING AUTHORITY  
POLICE DEPARTMENT**



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

**TO:** [REDACTED] Third Platoon  
**FROM:** James E. Harris Jr #644, Lieutenant- Third Platoon

PAGE <b>1 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: January 2017</b>	DATE <b>08FEB17</b>
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On Thursday, 25FEB16, Police Officer [REDACTED] was promoted to the rank of Sergeant. After which, [REDACTED] was assigned to the Third Platoon of Field Operations for duty. During which, a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] has managed and maintained the routine functions of Third Platoon shift roster, E-Time, and general assignments which were entrusted to him.

**JUDGEMENT/DECISION MAKING:**

[REDACTED] judgement and decision making skills has matured with each incident he has encounter.

**PROBLEM SOLVING:**

[REDACTED] has learned to handle issues, problems, and complaints with an acceptable and reasonable, calm mind set, which enables him to systematically address problems that he may be faced with.

**ACCOUNTABILITY:**

[REDACTED] has demonstrated that he is responsible, which in-turns develops the pre-mind set to be accountable for his own actions.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: January 2017</b>	DATE <b>08FEB17</b>
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### **INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ has demonstrated by working hands on with other supervisors, subordinates, and co-workers, that he can effectively keep an open line of communication which strengthens the working relationship with all members.

### **JOB KNOWLEDGE and SKILLS**

██████████ knowledge and practical skills to perform his duties as a supervisor will continue to increase with each broadcast call, on-view, and interaction with our residents, and the community.

### **DEPENDABILITY**

██████████ has disciplined his-self to report to work at least 30 minutes before time, in order to prepare the necessary equipment for the members of Third Platoon.

### **WORK ETHICS**

██████████ normally reports to work before time, in order to prepare the members of Third Platoon.

### **CUSTOMER SERVICE**

██████████ remains respectful and courteous while dealing with suspects, victims, residents, and stakeholders that he serves.

### **QUALITY OF WORK:**

██████████ reports, investigations, and duty logs, are clear and legible.





# CUYAHOGA METROPOLITAN HOUSING AUTHORITY POLICE DEPARTMENT



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

TO: Scott Drew-Sergeant-2<sup>nd</sup> Platoon  
FROM: Carol D. Rucker #632-Lieutenant

PAGE	SUBJECT	DATE
1 of 2	(February) Performance Review ref: Monthly Probationary Evaluation of [REDACTED]	01MAR17

[REDACTED] was promoted to Sergeant on 25FEB16. He currently is assigned to 2<sup>nd</sup> Platoon Field Operations. Below is his monthly performance evaluation for 01FEB17-28FEB17.

### LEADERSHIP:

[REDACTED] leadership is good. He fully understands his role and responsibilities as a supervisor.

### JUDGMENT/DECISION MAKING:

[REDACTED] has improved. However, he did neglect to generate a GTMV Stolen vehicle report for a female. It was explained to me by [REDACTED] that the female couldn't provide vehicle information. Female did bring vehicle information, however, the report was not completed by [REDACTED] for 45 days. He fully understands where he failed at and his actions were not that of representing our Core Value. The report was subsequently generated by [REDACTED]. But otherwise his decision making is good.

### PROBLEM SOLVING:

With only being assigned to 2<sup>nd</sup> platoon for 30 days, [REDACTED] handles his assignments and responsibilities without supervision. He is really eager to learn and adapt to the work hours he's currently assigned to.

### ACCOUNTABILITY:

[REDACTED] reports for duty on time. He attends court when subpoenaed.

### JOB KNOWLEDGE and SKILLS

[REDACTED] is fully knowledgeable of his duties and responsibilities.

### DEPENDABILITY

[REDACTED] follows policy and procedures. His attendance is excellent and he has no discipline.

PAGE 2 of 2	SUBJECT (February) Performance Review ref: Monthly Probationary Evaluation of [REDACTED]	DATE 01MAR17
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**WORK ETHICS**

His work ethics are good during his transition from subordinate to supervisor.

**CUSTOMER SERVICE**

[REDACTED] delivers good customer service to those he comes in contact with.

**QUALITY OF WORK:**

[REDACTED] takes the initiative to ask questions and shows his willingness to do the job.

**RESPONSIVENESS to CO-WORKERS**

[REDACTED] is developing a good working relationship with his co-workers.

**TEAMWORK**

[REDACTED] is a team player and has demonstrated his willingness to work with other members.

**ADDITIONAL COMMENTS:** [REDACTED] has completed his one year probationary supervisory period. I believe that he is capable of working without hands on supervision.

Signature: [REDACTED]

[REDACTED]

02MAR17

(Date/Time)

Signature: H. Carol Ruben

H. Carol Ruben

(Supervisor Giving Review)

02MAR17-1610

(Date/ Time)

Renewed  
3-3-17

3/6/17  
[Signature]

[Signature]  
3/6/2017



CUYAHOGA METROPOLITAN HOUSING AUTHORITY  
**POLICE DEPARTMENT**



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

TO: [REDACTED] Third Platoon  
FROM: James E. Harris Jr #644, Lieutenant- Third Platoon

PAGE	SUBJECT	DATE
1 of 3	Monthly Evaluation & Probationary Performance Review: August2016	25AUG16

On Thursday, 25FEB16, [REDACTED] was promoted to Sergeant. After which, [REDACTED] was assigned to the Third Platoon Field Operations. During which time a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] continues to improve with his leadership skills as he leads by example when addressing the needs of the community, residents, and the stakeholders.

**JUDGEMENT/DECISION MAKING:**

During these past thirty days [REDACTED] decision making skills has been consistent, fair and impartial.

**PROBLEM SOLVING:**

[REDACTED] ability to decipher problems and work out solutions with the members of Third Platoon brings cohesiveness and help builds morale.

**ACCOUNTABILITY:**

You can depend on [REDACTED] he takes ownership and accepts responsibility for any mistakes or errors.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: August2016</b>	DATE <b>25AUG16</b>
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### **INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ demonstrates his ability to cooperate, work and maintain courteous communication with co-workers, supervisors, subordinates, other law enforcement agencies, residents and the public.

### **JOB KNOWLEDGE and SKILLS**

██████████ has grasped the concept of being a supervisor. He has the practical and technical skills used to perform his duties as a supervisor.

### **DEPENDABILITY**

██████████ is very dependable, his attendance is excellent, he has no discipline, and he follows orders and complies with written directives.

### **WORK ETHICS**

██████████ is a self-starter; he comes to work ready to begin his assigned duties, and continues to build good work ethics and has a positive attitude.

### **CUSTOMER SERVICE**

██████████ is respectful; he addresses situations with patience and tact, and builds a positive relationship with the community.

### **QUALITY OF WORK:**

██████████ is 180 days into being a supervisor, and with that being said, his quality of work is at a level which is progressing at a rapid rate. He does take the initiative to ask questions and his willingness to not only learn but do the job.

### **RESPONSIVENESS to CO-WORKERS**

██████████ has a very good working relationship with his co-workers.



PAGE <b>3 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: August 2016</b>	DATE <b>25AUG16</b>
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**TEAMWORK**

██████████ is a team player, and he welcomes the opinion of the members of Third Platoon.

Signature: \_\_\_\_\_  
 (██████████) (Date/Time)

Signature: LT J. H. 644  
 (Supervisor Giving Review) (Date/ Time)

6440-1

9/15/14  
DM DE

9/30/2016



# CUYAHOGA METROPOLITAN HOUSING AUTHORITY POLICE DEPARTMENT



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

**TO:** [REDACTED] Third Platoon  
**FROM:** James E. Harris Jr #644, Lieutenant-Third Platoon

PAGE <b>1 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: July2016</b>	DATE <b>25JUL16</b>
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On Thursday, 25FEB16, [REDACTED] was promoted to Sergeant. After which, [REDACTED] was assigned to Third Platoon Field Operations. During which time a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] continues to develop and learn new ways to supervise the members of Third Platoon.

**JUDGEMENT/DECISION MAKING:**

In the event an incident arises to which [REDACTED] may not be familiar with, [REDACTED] has no problem with conferring with other supervisors to ensure the proper procedures are being adhere to.

**PROBLEM SOLVING:**

[REDACTED] problem solving skills continues to improve during each encounter of on-views, broadcast calls, and assist to other agencies.

**ACCOUNTABILITY:**

[REDACTED] continues to arrive to work on time and ensure that each member has the necessary tools to complete their assignments during his tour of duty.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: July2016</b>	DATE <b>25JUL16</b>
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**INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ continues to demonstrate the ability to effectively communicate with his supervisors, and subordinates.

**JOB KNOWLEDGE and SKILLS**

██████████ understands and is grasping the concept of being a supervisor; he continues to strive to improve his knowledge of CMHAPD policies, procedures, rules and regulations.

**DEPENDABILITY**

██████████ is very dependable. He follows the policy and procedures. He reports to work on-time, and complies with CMHA Rules, Regulations, and Policy & Procedures.

**WORK ETHICS**

██████████ continues, and maintains the ability to be a highly motivated worker.

**CUSTOMER SERVICE**

██████████ continues to build a positive relationship with our residents.

**QUALITY OF WORK:**

██████████ quality of work is at a level which is positively progressing.

**RESPONSIVENESS TO CO-WORKERS**

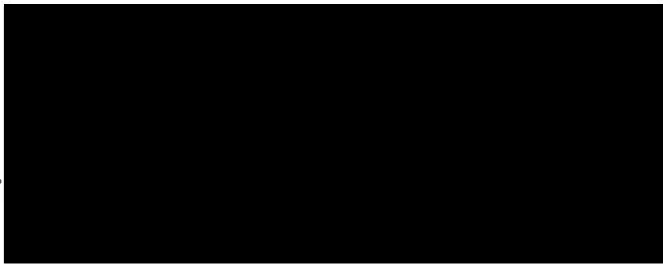
██████████ continues to maintain a good working relationship with is co-workers.

PAGE <b>3 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: July2016</b>	DATE <b>25JUL16</b>
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**TEAMWORK**

██████████ is a team player. He welcomes open dialogue with members. ██████████ also demonstrates his ability to become an effective leader while working well with others.

Signatur



(Date/Time)

Signature:

*LT [Signature]* \_\_\_\_\_ *6/4/16*  
 (Supervisor Giving Review) (Date/ Time)

*reviewed  
WAT/Lead*



*[Signature]  
9/19/16*

*[Signature]  
9/30/2016*



# CUYAHOGA METROPOLITAN HOUSING AUTHORITY POLICE DEPARTMENT



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

TO: [REDACTED] Sergeant-Third Platoon  
FROM: James E. Harris Jr #644, Lieutenant-Third Platoon

PAGE	SUBJECT	DATE
1 of 3	Monthly Evaluation & Probationary Performance Review: June2016	25JUN16

On Thursday, 25FEB16, [REDACTED] was promoted to [REDACTED]. After which, [REDACTED] was assigned to Third Platoon Field Operations. During which time a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] leadership skills have continued to blossom, develop and mature with each new assignment that is given to him.

**JUDGEMENT/DECISION MAKING:**

[REDACTED] has continued to demonstrate good decisions making skills while assisting units in the field with their broadcast calls.

**PROBLEM SOLVING:**

[REDACTED] will get the facts and provide members with options and alternative solutions when faced with a problem.

**ACCOUNTABILITY:**

[REDACTED] is takes great pride in assuring that rosters are properly prepared, distributed, and carried out.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: June2016</b>	DATE <b>25JUN16</b>
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### INTERPERSONAL RELATIONSHIPS and COMMUNICATION

communications skills with the members of Third Platoon are continuously developing with each inter action of assignments.

### JOB KNOWLEDGE and SKILLS

knowledge and understanding of his role and assignments in regards to Third Platoon is constantly improving.

### DEPENDABILITY

reports to before time, with an up-beat attitude, and always ready to handle his assigned duties.

### WORK ETHICS

comes to work prepared, motivated, and ready to lead by example.

### CUSTOMER SERVICE

is respectful, polite and firm while addressing complaints from our residents.

### QUALITY OF WORK:

takes pride when turning in his assignments ensuring that his reports are properly reviewed.

### RESPONSIVENESS TO CO-WORKERS

addresses the needs of the Third Platoon members with the high importance of making sure our members have the proper equipment to perform their assigned duties.

PAGE <b>3 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: June2016</b>	DATE <b>25JUN16</b>
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**TEAMWORK**

██████████ continues to demonstrate his abilities to assist members with their broadcast calls, and helping where ever needed while on Third Platoon.

Signature: ██████████ \_\_\_\_\_  
 (Officer Receiving Review) (Date/Time)

Signature: LT J. S. [unclear] 6/24 \_\_\_\_\_  
 (Supervisor Giving Review) (Date/ Time)

Reviewed  
 MTC04

9/17/16  
 [Signature]

[Signature]  
 9/30/2016



# CUYAHOGA METROPOLITAN HOUSING AUTHORITY POLICE DEPARTMENT



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

**TO:** [REDACTED] Third Platoon  
**FROM:** James E. Harris Jr #644, Lieutenant-Third Platoon

PAGE	SUBJECT	DATE
1 of 3	Monthly Evaluation & Probationary Performance Review: May2016	25MAY16

On Thursday, 25FEB16, [REDACTED] was promoted to [REDACTED]. After which, [REDACTED] was assigned to Third Platoon Field Operations. During which time a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] continues to maintain and properly supervise the Third Platoon roster and daily agenda.

**JUDGEMENT/DECISION MAKING:**

During the past thirty days [REDACTED] has demonstrated good decisions making skills while responding to broadcast calls with our officers, to ensure that there is a clear and concise open line of communication with our members, residents, and stakeholders.

**PROBLEM SOLVING:**

[REDACTED] will get the facts and provide members with options and alternative solutions when faced with a problem.

**ACCOUNTABILITY:**

[REDACTED] can be depended on when given an task to oversee, and he takes ownership and accepts responsibility for any errors which he may commit. [REDACTED] will also ask for guidance from a fellow supervisor if he becomes unsure of a project.



PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: May2016</b>	DATE <b>25MAY16</b>
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**INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ has demonstrated the ability to effectively communicate with his supervisors, co-workers, subordinates, as well as the residents and community.

**JOB KNOWLEDGE and SKILLS**

██████████ understands the concept of being a supervisor, he leads by example, and accepts constructive criticism when organizing & pre-scheduling our member's assignments.

**DEPENDABILITY**

██████████ is very dependable. He follows the policy and procedures. He reports to work on-time, and complies with CMHA Rules, Regulations, and Policy & Procedures.

**WORK ETHICS**

██████████ is a highly motivated worker, a self-starter, and he comes to work ready to begin his assigned duties.

**CUSTOMER SERVICE**

██████████ has a positive attitude about his job, and represents CMHA in a positive manner. ██████████ has continued to build a positive relationship with our residents.

**QUALITY OF WORK:**

██████████ quality of work is at a level which is positively progressing.

**RESPONSIVENESS TO CO-WORKERS**

██████████ exerts a positive attitude in the work space, and maintains a good relationship with is co-workers.

PAGE 3 of 3	SUBJECT Monthly Evaluation & Probationary Performance Review: May 2016	DATE 25MAY16
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**TEAMWORK**

[REDACTED] has demonstrated that he is a team player. [REDACTED] encourages open dialogue with members during roll call, and monitors their performance while working with them in the field.

Signature: [REDACTED] \_\_\_\_\_  
(Date/Time)

Signature: *LT J. S. ... 6/4* \_\_\_\_\_  
(Supervisor Giving Review) (Date/ Time)

*Reviewed  
6/2/16*

*9/1/16*  
*[Signature]*

*[Signature]*  
*9/30/2016*



# CUYAHOGA METROPOLITAN HOUSING AUTHORITY POLICE DEPARTMENT



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

**TO:** [REDACTED] - Third Platoon  
**FROM:** James E. Harris Jr #644, Lieutenant- Third Platoon

PAGE	SUBJECT	DATE
1 of 3	Monthly Evaluation & Probationary Performance Review: April2016	25APR16

On Thursday, 25FEB16, [REDACTED] was promoted to [REDACTED]. After which, [REDACTED] was assigned to the Third Platoon Field Operations. During which time a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] continues to demonstrate the ability to properly supervise the members of Third Platoon, and their weekly schedule.

**JUDGEMENT/DECISION MAKING:**

During the past thirty days [REDACTED] has learned to be flexible when it comes to the distribution of assignments for Third Platoon officers.

**PROBLEM SOLVING:**

[REDACTED] continues to find alternative solutions within his discretion to address the issues and problems which presents itself.

**ACCOUNTABILITY:**

[REDACTED] as continued to report to work on time and prepared to handle his day to day responsibilities.

PAGE 2 of 3	SUBJECT Monthly Evaluation & Probationary Performance Review: April2016	DATE 25APR16
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**INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

■■■■■■■■■■■■■■■■■■■■ ability to effectively communicate with the residents and community has continued to move in a positive manor.

**JOB KNOWLEDGE and SKILLS**

■■■■■■■■■■■■■■■■■■■■ strives to lead by example and accepts constructive criticism for any mistake that he may make along the way.

**DEPENDABILITY**

■■■■■■■■■■■■■■■■■■■■ is very dependable. He follows the policy and procedures. He reports to work on-time, and complies with CMHA Rules, Regulations, and Policy & Procedures.

**WORK ETHICS**

■■■■■■■■■■■■■■■■■■■■ reports to work in a timely manner, prepared to address and handle is assignments.

**CUSTOMER SERVICE**

■■■■■■■■■■■■■■■■■■■■ has a positive attitude and represents CMHA in a positive manner.

**QUALITY OF WORK:**

■■■■■■■■■■■■■■■■■■■■ continues to produce legible, neat, and professional paper work wen turning in is assignments.

**RESPONSIVENESS TO CO-WORKERS**

■■■■■■■■■■■■■■■■■■■■ attitude in the work space has been positive and respectful within the work space.

**TEAMWORK**

██████████ continues to show moral support for members of Third Platoon and assists with assignments when available.

Signature: ██████████ \_\_\_\_\_  
 (Officer Receiving Review) (Date/Time)

Signature: LT \_\_\_\_\_  
 (Supervisor Giving Review) (Date/ Time)

Reviewed  
 MTHout



9/30/16  
 MTHout

GCLIEF  
 9/30/2016



# CUYAHOGA METROPOLITAN HOUSING AUTHORITY POLICE DEPARTMENT



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

TO: [REDACTED] Third Platoon  
FROM: James E. Harris Jr #644, Lieutenant- Third Platoon

PAGE	SUBJECT	DATE
1 of 3	Monthly Evaluation & Probationary Performance Review: September2016	30SEP16

On Thursday, 25FEB16, [REDACTED] was promoted to [REDACTED]. After which, [REDACTED] was assigned to the Third Platoon Field Operations. During which time a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] has continued to improve with his leadership skills, learning to deal with a variety of issues, and complaints with both are members and our community.

**JUDGEMENT/DECISION MAKING:**

During these past thirty days [REDACTED] was tasked with conducting investigations, to which he remained fair, objective, and unbiased.

**PROBLEM SOLVING:**

[REDACTED] has remained steadfast while dealing with multiple calls, various problems and incidents.

**ACCOUNTABILITY:**

[REDACTED] has remained consistent with taking ownership and accepts responsibility for any mistakes or errors.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: September2016</b>	DATE <b>30SEP16</b>
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**INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ still continues to demonstrate the ability to maintain courteous communication with co-workers, supervisors, subordinates, other law enforcement agencies, residents and the public.

**JOB KNOWLEDGE and SKILLS**

██████████ has the practical and technical skills used to perform his duties as a supervisor.

**DEPENDABILITY**

██████████ is very dependable, his attendance is excellent, and he has no discipline.

**WORK ETHICS**

██████████ continues to build good work ethics and has a positive attitude.

**CUSTOMER SERVICE**

██████████ practice patience, and is respectful while dealing with the community.

**QUALITY OF WORK:**

██████████ delivers quality work, and continues to take the initiative to ask questions if he is not sure.

**RESPONSIVENESS to CO-WORKERS**

██████████ has a very good working relationship with his co-workers.

PAGE 3 of 3	SUBJECT Monthly Evaluation & Probationary Performance Review: September 2016	DATE 30SEP16
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**TEAMWORK**

██████████ is a team player, and he welcomes the opinion of the members of Third Platoon.

Signature: ██████████ 10-10-16  
(Date/Time)

Signature: [Signature] 10 Oct 16  
(Supervisor Giving Review) (Date/ Time)

[Signature]  
10-12-16

[Signature]  
10/12/16

[Signature]  
10/13/2016





**CUYAHOGA METROPOLITAN HOUSING AUTHORITY  
POLICE DEPARTMENT**



TENACITY \* RESPECT \* UNDERSTANDING \* SERVICE \* TRAINING

**TO:** [REDACTED] Third Platoon  
**FROM:** James E. Harris Jr #644, Lieutenant- Third Platoon

PAGE 1 of 3	SUBJECT Monthly Evaluation & Probationary Performance Review: October2016	DATE 25OCT16
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On Thursday, 25FEB16, [REDACTED] was promoted to [REDACTED] After which, [REDACTED] was assigned to the Third Platoon Field Operations. During which, a monthly performance evaluation was conducted for each thirty day period. Below are the results of his Probationary Review.

**LEADERSHIP:**

[REDACTED] has just completed the First Line Supervisory School, and I believe that his training will enhance his leadership skills, and management skills for the CMHA Police Department.

**JUDGEMENT/DECISION MAKING:**

[REDACTED] continues to make good sound decisions, while rendering service to our subordinates.

**PROBLEM SOLVING:**

[REDACTED] continues to adjust to the variety of issues and complaints that our residents request assistance for, and [REDACTED] remains open to new technique and ways to address their problems.

**ACCOUNTABILITY:**

[REDACTED] has remained consistent with taking ownership and accepts responsibility for any mistakes or errors.

PAGE <b>2 of 3</b>	SUBJECT <b>Monthly Evaluation &amp; Probationary Performance Review: October2016</b>	DATE <b>25OCT16</b>
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**INTERPERSONAL RELATIONSHIPS and COMMUNICATION**

██████████ maintains an open line of communication with co-workers, supervisors, and subordinates.

**JOB KNOWLEDGE and SKILLS**

██████████ has the practical and technical skills used to perform his duties as a supervisor.

**DEPENDABILITY**

██████████ is very dependable and he has not be disciplined.

**WORK ETHICS**

██████████ reports to work on time, and continues to build good work ethics.

**CUSTOMER SERVICE**

██████████ is respectful and courteous while dealing with the community.

**QUALITY OF WORK:**

██████████ delivers quality work, and continues to take the initiative to ask questions if he is not sure.

**TEAMWORK**

██████████ is a team player, and he welcomes the opinion of the members of Third Platoon.

Signature: ██████████ 11-3-16 0200  
 (Officer Receiving Review) (Date/Time)

Signature: [Handwritten Signature] 644 3 Nov 16  
 (Supervisor Giving Review) (Date/ Time)

Reviewed  
 [Handwritten Signature]  
 11-3-16

[Handwritten Signature] 11/3/16

[Handwritten Signature]  
 11/18/2016

OHIO ATTORNEY GENERAL



# OHIO PEACE OFFICER TRAINING COMMISSION &

## THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that



has participated in the advanced training course  
**52-351-16-02: Policing in the 21st Century**  
at the Ohio Peace Officer Training Academy given

**February 8, 2016**

*Mike DeWine*

Mike DeWine  
Attorney General

*Vernon P. Stanforth*

Vernon P. Stanforth, Chairperson  
Ohio Peace Officer Training Commission

*Mary E. Davis*

Mary E. Davis, Executive Director  
Ohio Peace Officer Training Commission



OHIO



eOPOTA

*This is to certify that*



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

## *DeEscalating Mental Health Crises*

*Completed on: 11/23/2014 7:18:28 PM*

*Cuyahoga Metropolitan Housing Authority*



*Police Department*

This is to certify that


Police Officer



Has Successfully Completed An In-Service Course of Training In  
Domestic Violence  
Customer Service  
PAR  
(8 Hours of Instruction)

November 03, 2014

Date

  
Instructor

**Andrés González**  
Chief of Police

Instructor

100010



# TASER TRAINING ACADEMY

VERSION 19

## TASER® Conducted Electrical Weapons (CEWs)

### Part 1: User Certification Test

READ CAREFULLY AND CLEARLY PLEASE!

Name: \_\_\_\_\_

Agency: \_\_\_\_\_

Training Date: 12-18-13 Location: \_\_\_\_\_

1. According to the Version 19 TASER International, Inc. (TASER) training program, how long before presenting a user (or other) TASER Conducted Electrical Weapon (CEW) course is a CEW instructor required to check the TASER website to ensure he/she is using the most current version of the training and warning materials:
  - a) 6 months
  - b) 1 month
  - c) 1 week
  - d) 72 hours
  
2. In deploying a CEW the officer should:
  - a) Use the least number of CEW discharges to accomplish lawful objectives
  - b) Keep pulling the CEW trigger until the person submits
  - c) Hold the trigger back (continuous CEW discharge) as long as it takes until the person submits to the officer's commands
  - d) Use the CEW as a torture device to gain the person's complete compliance
  
3. When deploying or using a CEW sensitive CEW target areas of the body to be avoided when practicable or possible include:
  - a) Head
  - b) Throat
  - c) Chest/breast
  - d) Chest area near the heart
  - e) Genitals
  - f) Known pre-existing injury areas
  - g) All of the above

4. The preferred target areas (with the exception of sensitive CEW target areas) for CEW deployment are:
- a) Lower center mass (below chest or area of the heart) and legs for front shots
  - b) Below the neck area for back shots
  - c) Anywhere on the person's body
  - d) a and b
  - e) a and b (with the back being the most preferred area)
5.  True/False As with any use of force, the longer the CEW exposure the greater the potential cumulative physiologic or metabolic effects.
6. Officers should attempt to minimize the total or cumulative CEW exposure duration by:
- a) Using the window of opportunity
  - b) Cuffing under power
  - c) Observing the person during breaks in the CEW exposure
  - d) All of the above
7. When deploying probes to the front of a person's body, the CEW should generally be aimed:
- a) At the face
  - b) At the chest or area of the heart
  - c) So as to split the hemispheres (the beltline)
  - d) At the throat
  - e) At the head
8. The risk (or probability) of a CEW causing or contributing to a person's cardiac arrest is:
- a) Zero (to infinity)
  - b) Very high
  - c) High
  - d) Higher than the risk of death or serious injury from a firearm
  - e) Very low
9.  True/False Under the 4<sup>th</sup> Amendment to the U.S. Constitutional standard: in judging whether [an officer's] actions were reasonable, we must consider the risk of bodily harm that [the officer's] actions posed to [the person] in light of the [person's] threat to the public that [the officer] was trying to eliminate.
10.  True/False CEW use against a non-violent misdemeanor who appears to pose no immediate threat and who is given no warning is unconstitutional excessive force.
11.  True/False It is an excessive and unreasonable use of force for an officer to repeatedly administer electrical shocks with a CEW on a person who is no longer armed, has been brought to the ground, has been restrained physically by several other officers, and is no longer actively resisting arrest.
12. Experts have identified the following key factors related to CEW cardiac risks:
- a) Dart-to-heart ("DTH") distances
  - b) Amount of delivered electrical charge
  - c) Probe (or dart) anywhere on a person's body
  - d) A and B



13. As with any use of force tool or technique used by an officer:
- a) Any use of force has a risk of death or serious body harm
  - b) The lower the number of force applications to accomplish lawful objectives the better
  - c) Nothing works 100 percent of the time and contingencies should be considered.
  - d) The use of force must be in compliance with appropriate legal, policy, and training directives, standards, and requirements
  - e) All of the above
14. Factors courts may consider in determining the reasonableness of an officer's use of force include, but are not limited to;
- a) The availability of (less injurious) alternative methods of capturing, controlling, restraining, or subduing a person
  - b) What officers knew about the person's health, mental condition, or other relevant frailties
  - c) Whether officers warned the person that a certain type of force was about to be used, if possible
  - d) All of the above
15. If the person is not an immediate threat or a flight risk from a serious event, then, courts have stated that a CEW should not be used:
- a) When the person is passively resisting
  - b) When the person is actually or perceived to be mentally ill
  - c) Without the officer first attempting to use negotiation, commands, or physical skills
  - d) All of the above
16. The term (currently) used for describing the incapacitating effects of a CEW is;
- a) Electro-muscular disruption (EMD)
  - b) Electro-muscular incapacitation (EMI)
  - c) Neuro-muscular disruption (NMD)
  - d) Neuro-muscular incapacitation (NMI)
17. Deploying the CEW probes into the person, even at close or point blank range, is often a better option than a drive stun with the cartridge removed because;
- e) It allows the person deploying the CEW to disengage and still deliver some effects of the CEW
  - f) It allows the person deploying the CEW to drive stun away from the probes with the cartridge still attached and increase the effects if needed
  - g) A drive stun with a cartridge removed will usually result in more significant "signature" marks than a probe deployment
  - h) All of the above
18. A drive stun is sometimes not very effective because:
- a) It is usually difficult to maintain contact with a combative person
  - b) The spread of the contact points on the person is generally not large enough to cause NMI
  - c) A pressure point application on a combative person may be difficult to achieve
  - d) All of the above
19.  True/False The more electrode pairs on a CEW applied to a person during a drive stun the greater the foreseeable quantum of force.

20. During CEW voluntary exposures which of the following are required safety rules?
- a) Always use two spotters when volunteer is standing
  - b) Spotters must hold volunteers under the armpit to stabilize the shoulder and upper arm and avoid twisting their shoulder
  - c) The volunteer may be held up or carefully lowered to the ground
  - d) All of the above
21. The handheld electronic weapons manufactured by TASER are referred to as:
- a) Electronic Control Weapons
  - b) Shock devices
  - c) Conducted Electrical Weapons
  - d) Conducted Energy Weapons
22. When a violent person is incapacitated by the effects of the CEW and it is reasonably safe to do so, cover officer(s) should attempt to control/cuff the person under power. Doing so may;
- a) Reduce the need for additional cycles, exposure, or cumulative exposures
  - b) Reduce the likelihood the person will roll during the cycle
  - c) Reduce the potential of injury to the officer(s) while the person is incapacitated only during the cycle
  - d) All of the above
23. Why is a cartridge deployment, even at close range, often more desirable than a drive stun?
- a) Both probes make contact for the full 5 seconds.
  - b) Less chance of multiple "signature marks" on the person.
  - c) NMI can be achieved if a drive stun is applied over 12" from the darts.
  - d) All of the above
24. The standard CEW cycle if the trigger is pulled and released is:
- a) 10 seconds
  - b) 5 seconds
  - c) 4 seconds
  - d) The cycle always stops as soon as the trigger is released
25. A daily CEW spark test is recommended to:
- a) Verify the CEW is operating
  - b) Create muscle memory
  - c) Practice drawing and holstering the CEW
  - d) Teach proper CEW safety
26. When using spent TASER cartridges for drills, it is important to:
- a) Visually inspect each cartridge to verify there are no probes in it
  - b) Visually inspect each cartridge to verify there are no wires in it
  - c) Load the cartridge, point in a safe direction and discharge one cycle to ensure it is empty
  - d) All of the above

27. Courts have ruled that:

- a) The use of a CEW on a person involves the application of force
- b) Each CEW application involves an additional use of force
- c) Multiple CEW applications cannot be justified solely on the grounds that a person fails to comply with a command
- d) All of the above

28. Activated CEWs can ignite:

- a) Gasoline and gasoline vapors
- b) Butane
- c) Some personal defense sprays
- d) Some hair sprays or gels
- e) All of the above

29. Targeting the person's back is usually preferable because:

- a) The back of the body has larger muscles
- b) Reduced risk of hitting a sensitive body part
- c) Clothing usually fits tighter across the back
- d) Surprise factor
- e) All of the above

30. Examples of persons who are at an elevated risk of secondary effects from a CEW exposure include:

- a) Running persons
- b) Persons in elevated positions
- c) Persons in a flammable environment
- d) All of the above



# TASER

## TRAINING ACADEMY

VERSION 19

### TASER<sup>®</sup> Conducted Electrical Weapons (CEWs)

#### Part 2: X26 Certification Test

PRINT LEGIBLY AND CLEARLY PLEASE!

Name: \_\_\_\_\_ New Cert. Recert. (circle one)

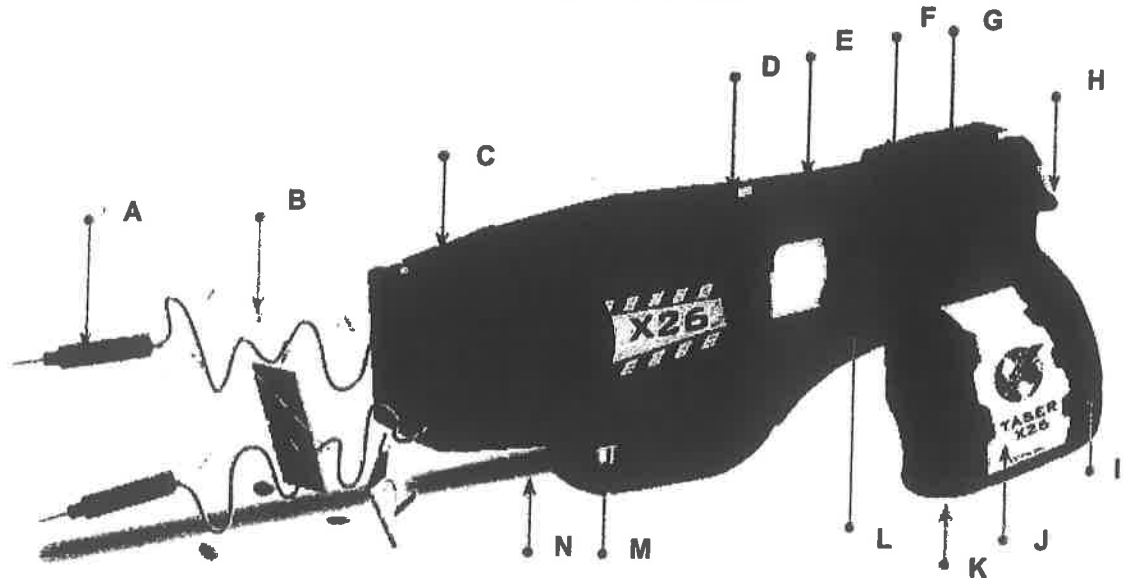
Agency: \_\_\_\_\_

Training Date: \_\_\_\_\_ Location: \_\_\_\_\_

1. If the trigger on an X26 is held down beyond 5 seconds:
  - A. The electrical discharge will continue until the trigger is released
  - B. The electrical discharge will stop after 5 seconds regardless if the trigger is held down or not.
  - C. The electrical discharge will continue until the trigger is released and the safety switch is moved to the down (SAFE) position.
  - D. None of the above
2. With the safety switch of the X26 in the up (ARMED) position, a single trigger pull and release will initiate:
  - A. a 5 second cycle
  - B. a 10 second cycle
  - C. a 15 second cycle
  - D. short cycle that will stop as soon as the trigger is released
3. If the safety switch of the X26 is put in the down (SAFE) position during the discharge cycle:
  - A. The cycle will continue for 5 seconds
  - B. The cycle will stop immediately
  - C. The cycle will stop unless the trigger is held down
  - D. None of the above
4. If you see a "P" on the CID of an X26:
  - A. Immediately pull the DPM out
  - B. Turn on the CEW and spark test it
  - C. Pull the DPM out during the boot up sequence
  - D. Leave the X26 alone until it has completed the boot up sequence
5. The X26 data download records:
  - A. The date and time of discharge
  - B. The remaining battery strength
  - C. The duration of the discharge
  - D. The internal temperature of the X26
  - E. All of the above

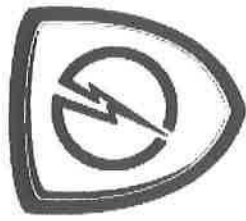
6. 400 megahertz (MHz) radios can interfere with proper X26 operation:
- A. When they are in close proximity to each other
  - B. When the safety switch is in the up (ARMED) position
  - C. When the radio is keyed
  - D. All of the above

**TASER® X26 CEW NOMENCLATURE**  
**Identify the parts of the TASER X26 CEW**



- 7. Trigger
- 8. Digital Power Magazine (DPM)
- 9. TASER Cartridge
- 10. Front Sight
- 11. Safety Switch
- 12. DPM Release Button
- 13. Stainless Steel Shock Plate
- 14. Built-in LASER (pointing to beam)
- 15. Central Information Display (CID)
- 16. Probes
- 17. Low Intensity Lights
- 18. Serial Number Plate
- 19. Illumination Selector Switch
- 20. AFID Tags

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# TASER TRAINING ACADEMY

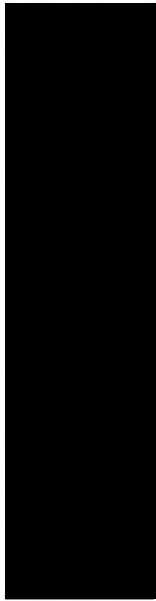
## TASER Conducted Electrical Weapon USER CERTIFICATE



*This certifies that the above named individual ("the Student") has completed the training required and has passed a written examination in the use of the TASER X-26 Conducted Electrical Weapon. By accepting this User Certificate, the Student accepts the terms of the Training Materials License Agreement, incorporated herein by reference, and agrees to be bound by its terms as a Licensee of TASER International, Inc. This certification must be renewed annually.*

Instructor: Darby Date 17DEC14  
Daren Beichler

*This is to Certify that*



*has completed an 8-hour instructional course in*

*Police Mountain Bike Refresher*

*On this 28th day of July 2014*

*Craig A. Stone*

Craig A. Stone, Chief  
Cleveland State University PD

*Michael Fritsch*

Michael Fritsch, Instructor  
Lakewood PD



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

This is to certify that



has participated in the advanced training course

**44-012-13-17: Judgmental Firearms Simulator**

at the Ohio Peace Officer Training Academy given

**August 6 - 8, 2013**

*Mike DeWine*

Mike DeWine  
Attorney General

*Vernon P. Stanforth*

Vernon P. Stanforth, Chairperson  
Ohio Peace Officer Training Commission

*Mary E. Davis*

Mary E. Davis, Interim Executive Director  
Ohio Peace Officer Training Commission





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

This is to certify that



has participated in the advanced training course

**66-007-13-17: Judgmental Driving Simulator**

at the Ohio Peace Officer Training Academy given

**August 6 - 8, 2013**

*Mike DeWine*

Mike DeWine  
Attorney General

*Vernon P. Stanforth*

Vernon P. Stanforth, Chairperson  
Ohio Peace Officer Training Commission

*Mary E. Davis*

Mary E. Davis, Interim Executive Director  
Ohio Peace Officer Training Commission



# *Certificate of Completion*

This is to certify that



has successfully completed the course of

# **Police Mountain Bike Training**

presented by the

Cuyahoga Metropolitan Housing Authority Police Department

May 30th, 2013



A handwritten signature in black ink, appearing to read "Ken Wohlheter #59".

Ken Wohlheter, Police Officer  
Police Mountain Bike Course Instructor



*This is to certify that*



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

## ***Ohio Human Trafficking 2013***

*Completed on: 01/14/2013*

*Completed in: 00:00:00*



*This is to certify that*



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

## ***Awareness of Human Trafficking***

*Completed on: 11/09/2012*

*Completed in: 0:30:18*



*This is to certify that*



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

***Responding to Human Trafficking***

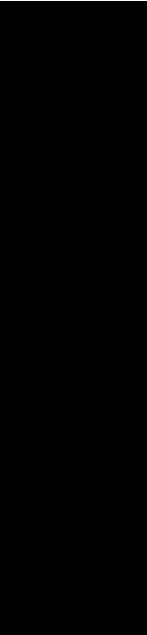
*Completed on: 11/09/2012*

*Completed in: 0:26:54*

# Cuyahoga Metropolitan Housing Authority Police Department



*This is to certify that*



## Police Officer

Has Successfully Completed An In-Service Course of Training In  
***Train the Trainer Training***  
(4 Hours of Instruction)

*15 Feb 13*

Date

A handwritten signature in cursive script, appearing to read 'James Neal'.

Instructor

Sergeant James Neal #668  
Certification BAS22614

**Andrés González**  
Chief of Police

# OHIO DEPARTMENT OF HEALTH

## ALCOHOL AND DRUG TESTING

This is to certify that



has qualified for and is hereby issued Senior Operator permit number **86569-S-6** under the provisions of section 3701.143 of the Ohio Revised Code and chapter 3701-53-01 through 10 of the Ohio Administrative Code and is authorized to perform breath tests in accordance with such laws and rules, using the BAC DataMaster instrument.

Effective Date February 28, 2013

This permit expires **February 28, 2014**



Application Date  
February 28, 2013



*Thomas E. Wynn*

DIRECTOR OF HEALTH

# Cuyahoga Metropolitan Housing Authority



## Police Department



*This is to certify that*

**Police Officer**



*Has Successfully Completed An In-Service Course of Training In*  
***Train the Trainer Training***  
*(4 Hours of Instruction)*

*15 Feb 13*

Date

**Andrés González**  
Chief of Police

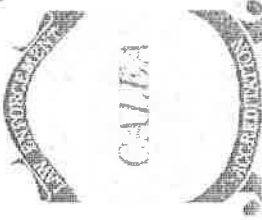
A handwritten signature in black ink, appearing to read "James Neal".

Instructor

**Sergeant James Neal #668**  
Certification BAS22614



# Cuyahoga Metropolitan Housing Authority Police Department



*This is to certify that*

**Police Officer** [Redacted Name]

*Has Successfully Completed An In-Service Course of Training In*  
**Defensive Driving**  
*(Sixteen Hours of Instruction)*

07 DEC 12

Date

[Signature]

Instructor

Sergeant James Neal #668  
Certification BAS22614

**Andrés González**  
Chief of Police

**South Euclid Police Department  
&  
Notre Dame College Police  
Department**



**This certifies that:**



Is awarded this certificate for participation and attendance in:

**Violent Encounters, Felonious Assaults on Our Nation's Law Enforcement Officers:  
Street Safety Survival Training (8 Hours)**

*May 11, 2010*



# OHIO PEACE OFFICER TRAINING COMMISSION

AND

# THE OFFICE OF THE ATTORNEY GENERAL

This is to certify that



has participated in the advanced training course

**01-195-09-05: Missing Persons (2 hours)**

at the Ohio Peace Officer Training Academy given

**March 27, 2009**

  
Richard Cordray  
Attorney General

  
Vernon P. Stanforth, Chairperson

Ohio Peace Officer Training Commission



Ron Ferrell, Executive Director  
Ohio Peace Officer Training Commission



# NORTH COAST POLYTECHNIC INSTITUTE

This is to certify that



has completed a course of instruction in

***Victims of Crime Training (2 hours)***  
***Confessions and Interrogations (3 hours)***  
and  
***Civil Liability (3 hours)***

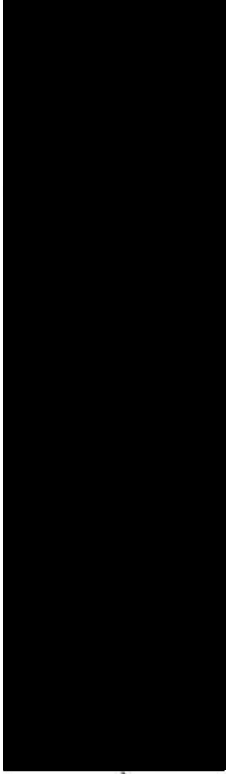
October 30, 2008  
Date

*William D. Healy*  
Training Director

*Cuyahoga Metropolitan Housing Authority*  
*Police Department*



This is to certify that



*Police Officer*

Has Successfully Completed An In-Service Course of Training In

**Crisis Intervention | Ethics | Biased Based Policing**

(Eight Hours of Instruction)

*October 6 2011*

Date

*Carroll #54*

Instructor

**Andrés González**  
Chief of Police

*A. M. #632*

Instructor

*Cuyahoga Metropolitan Housing Authority*  
*Police Department*



This is to certify that



**Police Officer**

Has Successfully Completed An In-Service Course of Training In

**Crisis Intervention | Ethics | Biased Based Policing**

(Eight Hours of Instruction)

10/6/2011

*G. L. L.* 4632

Date

Instructor

**Andrés González**  
Chief of Police

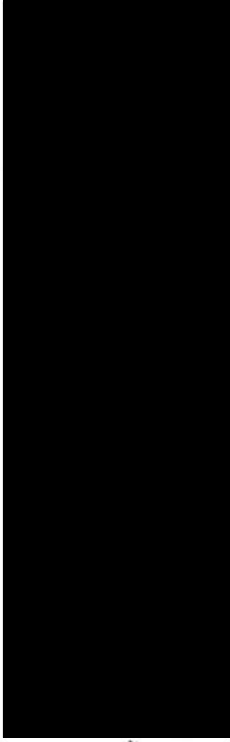
*Car. BM #54*

Instructor

*Cuyahoga Metropolitan Housing Authority*  
*Police Department*



This is to certify that



*Police Officer*

Has Successfully Completed An In-Service Course of Training In  
**Crisis Intervention | Ethics | Biased Based Policing**  
(Eight Hours of Instruction)

*October 6 2011*

Date

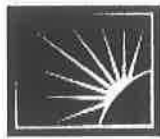
*Don Baird #54*

Instructor

**Andrés González**  
Chief of Police

*A. L. #632*

Instructor



CASE WESTERN RESERVE  
UNIVERSITY

MANDEL SCHOOL OF APPLIED SOCIAL SCIENCES

# Certificate of Completion

This certifies that



has successfully completed  
Specialized Training in Police and  
Community Coordinated Youth Interventions

Date: December 9, 2009

A handwritten signature in cursive script that reads "Grover C. Gilmore".

Grover C. Gilmore  
Dean

A handwritten signature in cursive script that reads "Sharon Milligan".

Sharon Milligan, Ph.D.  
Associate Dean





**CMHA  
CUYAHOGA METROPOLITAN HOUSING AUTHORITY  
POLICE DEPARTMENT**

**TO:** William Likes #604, Patrol Commander

**FROM:** Thomas Burdyslaw #640, Sergeant-Community Policing Unit

PAGE	SUBJECT	DATE
1 of 1	Recommendation for PO [REDACTED] to be Removed from the Field Training Officer Program	25JUN09

On the 16JUN09, I reviewed the FTO recommendation for PO [REDACTED] completed by PO David Whitney #48. PO Whitney recommends that [REDACTED] be removed for the FTO training program for the remainder of his probationary period. PO Whitney's evaluation states that [REDACTED] knowledge of handling calls and completing paperwork is proficient. He has issued numerous Minor Misdemeanor Citations, NTV's and made numerous arrest and is proficient in these areas. He is also able to handle traffic stops, and conduct field interviews on his own. He has good tactical skills and no problems with engaging suspects. PO Whitney recommends that [REDACTED] be removed from the FTO Program at this time.

I also reviewed the FTO Box belonging to [REDACTED], as well as case reports and arrest that have been completed by [REDACTED] during his FTO Probationary Period. [REDACTED] has completed one hundred and eleven case reports, and been involved in seventy-seven arrests. Upon reviewing the responses from his first two FTO's, they all note that he is consistently improving on his skills. Po Whitney also notes that [REDACTED] continually improves and needs little direction. (See Attached)

I conducted a ride along with [REDACTED] to evaluate his knowledge and demeanor during his tour of duty. The following are my findings: [REDACTED] appearance was professional. During the ride along [REDACTED] and I responded to a male robbed at gunpoint. While in route to the location [REDACTED] was already mentally preparing what he was going to do. Upon arrival he began touring the area for the suspect. CPD was able to apprehend the suspect and [REDACTED] was right there to help them with whatever assistance he could be. Immediately after assisting with the robbery, [REDACTED] observed a male that he had arrest for Criminal Trespass and Drug Possession. He turned his Zone Car around and placed the male under arrest. During the booking process [REDACTED] showed compassion for the arrested male who has a drug problem. During the ride along [REDACTED] without hesitation would back up fellow officers. He would even handle their calls and disregard them. During a domestic call [REDACTED] showed proper tactics. He immediately checks both parties for weapons and them separated them for interviews. I recommend that [REDACTED] be removed from his FTO Portion for the remainder of his probation. He has demonstrated to both his FTO and I that he can handle situations on his own.

PO [REDACTED] IS removed from the FTO portion of his probation. He will be assigned to second platoon on 04JUL09 to the 908 AMP.

RECEIVED IN THE OFFICE OF

Respectfully Submitted,

Thomas Burdyslaw, Sergeant

DEPUTY CHIEF  
DAVID T. SOLOMON

JUN 25 2009

WHL604  
6-25-09

Information received  
PC Honor #602



**CMHA**  
**CUYAHOGA METROPOLITAN**  
**HOUSING AUTHORITY**  
**POLICE DEPARTMENT**



**TO: Sgt. Burdyslaw #640, Community Policing OIC**

**FROM: PO Whitney #48, Community Policing**

PAGE <b>1 of 1</b>	SUBJECT <b>Recommendation for [REDACTED] to be Removed from the Field Training Program</b>	DATE <b>16JUN09</b>
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Prior to [REDACTED] being assigned to me he worked with PO Lastuka #52 for 3 months on 2<sup>nd</sup> Platoon, and he was well trained at answering broadcast calls, on views, and other second Platoon duties.

When [REDACTED] was first assigned to me I interviewed him as to the type of police work he prefers. [REDACTED] advised me that he prefers 2nd Platoon because it is fast paced and he fits on well with the officers. We worked to together so he is able to work by himself in a one man Zone Car. At first I drove, worked the radio, kept the log, and writing reports. A short time later I began shifting the duties to [REDACTED] of coarse he made mistakes, but he learned from them. Before long [REDACTED] was handling all the duties himself such as driving, working the radio, keeping the log, and writing reports.

During the coarse of [REDACTED] FTO training with me he has generated a variety of basic reports, issued numerous misdemeanor citations, and made numerous VSDL arrests. During these incidents [REDACTED] was proficient at handling the initial stops, the field interviews, the warrant checks, the handcuffing, the citation issuance / NTV tickets / and or arrests, the booking process, evidence processing, and generating the report. [REDACTED] has good tactical skills, and has no problem engaging suspects.

[REDACTED] has come to know we work in a unique urban environment, and he has developed good communications skills with the residents, stakeholders, and other Police Officers.

It has been my pleasure to work with [REDACTED] and I look forward to working with him in the future. I am recommending that [REDACTED] be removed from the Field Training Program, and be allowed to go on the road by himself.

Respectfully,

*PO Dave Whitney #48*

David Whitney #48

# SUPERVISORY MONTHLY EVALUATION REPORT FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
Last First M.I.

Badge: \_\_\_\_\_

Observation Period: from 31DEC08 to 31JAN09

### SUPERVISORS OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS, PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. \_\_\_\_\_ has shown a positive attitude towards his job. His appearance is always neat and acceptable. He has a good working knowledge of the job and starting to familiarize himself with different areas of CMHA properties. He use good judgment and has treated the residents with respect.

### REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

Respectfully;

SGT. Styles # 656

# SUPERVISORY MONTHLY EVALUATION REPORT FOR PROBATIONARY OFFICER



Officer's Name                                  Badge:         
Last First M.I.

Observation Period: from 12-28-08 to 01-10-09

### SUPERVISORS OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS, PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.                                  has been assigned to second platoon since 28DEC08. He has general knowledge of police work and follows departmental rules and regulations. He is on the right path for his probation.

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### REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

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Respectfully;  
Sgt. Paul Stroh # 656



# FIELD TRAINING OFFICER WEEKLY EVALUATION REPORT FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_

██████████  
Last First

M.I.

Badge: \_\_\_\_\_

██████████

Observation Period: from 15DEC08 to 19DEC08

## F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. Ist week evaluation: ██████████ has a positive attitude. Given his prior police experience he understands the training. His appearance is acceptable. He shows good judgment. His job skills and equipment usage are good.

## REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

Respectfully;

*PO Dan Whitney #48*

PO Whitney #48

FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name [redacted]  
Last First M.I.

Badge: [redacted]

Observation Period: from 22DEC08 to 26DEC08

F. T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS, PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.  
Orientation week 2: During this period [redacted] was prepared for field work. We covered duty logs, vehicle inspections, tally sheets, ect.... In addition we processed factious arrests and bookings processing. [redacted] is looking forward to his assignment to 2nd Platoon.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.  
During orientation week 2 [redacted] un-holstered his weapon to read the serial number for paper work. At this time [redacted] had his weapon pointed at PO Gomillion #39. Sgt. Burdyshaw #640 brought this to his attention and he re-holstered.

Respectfully;  
PO Whitney #48  
FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
Last First M.I.

Badge \_\_\_\_\_

Observation Period: from 12-27-08 to 01-02-09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS, PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. Attitude- Demonstrate positive attitude while on duty with complainants and fellow officers.

Appearance- Neat.

Professional knowledge- Demonstrates knowledge of criminal law.

During this period of training \_\_\_\_\_ did a good job securing the scene and interacting with another agency (CPD) on a felonious assault/shooting call.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

\_\_\_\_\_ advised to continue to familiarize himself with the estates, and continue working on report writing skills.

Respectfully; P.O. *Lastuka #52*

PO Lastuka #52  
FIELD TRAINING OFFICER



FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
Last First M.I.

Badge: \_\_\_\_\_

Observation Period: from 01-03-09 to 01-09-09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. During this week of training \_\_\_\_\_ has reported to roll call on time and continues to show positive attitude and respectful to fellow officers, and senior officers. Demonstrates sound judgment and needs little direction while dealing with suspects. \_\_\_\_\_ has reported to work and been prepared bringing proper equipment, and paperwork.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

\_\_\_\_\_ advised to continue reviewing report writing guide and familiarize himself with CMHA Estates.

Respectfully;

PO Lastuka \_\_\_\_\_ #52  
FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
 Last First M.I.

Badge: \_\_\_\_\_

Observation Period: from 01-10-09 to 01-16-09

**F. T. O. OBSERVATIONS AND COMMENTS:**

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.

Equipment usage- Brings proper equipment to work and shows skill when handcuffing suspect.

Professional knowledge- Shows and knowledge of criminal law, and will refer back to ORC pamphlet in unsure.

Appearance- Clean and hygienic, neat appearance.

Attitude continue to be positive and is motivated to be proactive in the field with. He comes to work on time and prepared.

**REMEDIAL TRAINING RECOMMENDATIONS**

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

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Respectfully;

PO Lastuka # 52  
FIELD TRAINING OFFICER



FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name [redacted] \_\_\_\_\_  
Last First M.I. Badge: [redacted]

Observation Period: from 01-31-09 to 02-06-09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.

Attitudinal factors: [redacted] is positive towards residents and fellow Officers.

Professional Knowledge: Is proficient in determining charges, and disposition while on calls.

Appearance: Arrives at work on time and appearance is neat.

Job Related skills: Use appropriate tactics and caution when on priority calls. [redacted] report writing skills have been improving over the last two weeks.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Respectfully:  
*PO Jerry Lastuka # 52*  
PO Lastuka # 52  
FIELD TRAINING OFFICER

# FIELD TRAINING OFFICER WEEKLY EVALUATION REPORT FOR PROBATIONARY OFFICER



Officer's Name [redacted] \_\_\_\_\_ Badge: [redacted] \_\_\_\_\_  
                                Last                                  First                                  M.I.

Observation Period: from 02-07-09 to 02-13-09

### F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. [redacted] is continuing to make positive progress in handling calls, and using proper tactics when dealing with criminal suspects. He's encouraged to continue familiarizing himself with all the CMHA Estates.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

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\_\_\_\_\_

Respectfully;

PO Lastuka # 52  
FIELD TRAINING OFFICER

**FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER**



Officer's Name \_\_\_\_\_  
Last
First
M.I.

Badge: \_\_\_\_\_

Observation Period: from 02-14-09 to 02-20-09

**F.T.O. OBSERVATIONS AND COMMENTS:**

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.  
 Attitudinal factors: \_\_\_\_\_ demonstrates positive attitude while conferring with complainants and suspects. He comes prepared to for work and appearance is clean and neat. He is progressing well during this week of training.

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**REMEDIAL TRAINING RECOMMENDATIONS**

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

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Respectfully;

PO Lastuka # 52  
 FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
Last First M.I.

Badge: \_\_\_\_\_

Observation Period: from 02-21-09 to 02-27-09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. \_\_\_\_\_ is continuing to work well in field and is motivated to patrol the estates and to address resident problems and concerns. He has worked well with fellow officers on this shift. He recently worked on a curfew detail and worked well with other agency's on curfew sweep. He has been prepared for work and has demonstrates sound judgment when handling broadcast calls. He's encouraged to continue to strengthen his report writing skills and familiarize himself with all of CMHA policies.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

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Respectfully;

PO Lastuka # 52  
FIELD TRAINING OFFICER

# FIELD TRAINING OFFICER WEEKLY EVALUATION REPORT FOR PROBATIONARY OFFICER



Officer's Name [REDACTED] Badge: [REDACTED]  
Last First M.I.

Observation Period: from 02-28-09 to 03-06-09

### F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. During this week of training [REDACTED] has been primarily assigned to a special detail providing security at 16001 Euclid Beach. He has continued to arrive at work on time and prepared for work. He is eager to go out in the field and is looking forward to his next assignment.

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### REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

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Respectfully;

PO Lastuka # 52  
FIELD TRAINING OFFICER



FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
Last First M.I.

Badge: \_\_\_\_\_

Observation Period: from 03-07-09 to 03-13-09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. During this week of training \_\_\_\_\_ has continued to be a team player and work well in the field. He worked with different units for part of the shift on 13MAR09. On 14MAR09 while on a drug activity complaint \_\_\_\_\_ did a good job locating suspected marijuana in plain view and took the initiative to bring a consent to search form and offer the leaseholder to sign it, which she agreed and signed. Also, he has done a good job while booking prisoners at CPU, and completes the booking process correctly.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

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Respectfully;

PO Lastuka #52  
FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_ Badge: \_\_\_\_\_  
Last First M.I.

Observation Period: from 23MAR09 to 03APR09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies. Week 12: This was my first week with \_\_\_\_\_, during this time he exhibits a lot of enthusiasm for police work. While in the field he has good job skills such as interviewing victims and suspects, paper work, pat downs, and processing arrested persons. \_\_\_\_\_ report writing needs work, but I will direct him to the report writing guide, and in a short time he will be writing reports per the CMHA format.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

Respectfully;  
*PO Whitney*  
PO Dave Whitney #48  
FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
Last First M.I.

Badge: \_\_\_\_\_

Observation Period: from 03APR09 to 10APR09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.  
Week 11: During this time \_\_\_\_\_ job performance has been satisfactory. We have been working together on his report writing techniques, and he is showing improvements.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

Respectfully;  
*PO Whitney*  
PO Whitney #48  
FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name \_\_\_\_\_  
Last First M.I.

Badge: \_\_\_\_\_

Observation Period: from 11APR09 to 17APR09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.  
Week 13: During this time \_\_\_\_\_ continues to have a good attitude, and he is working well with the other officers. Due to PO \_\_\_\_\_ prior police experience he has very good job related skills.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

Respectfully;  
*PO Whitney*  
PO Whitney #48  
FIELD TRAINING OFFICER

FIELD TRAINING OFFICER  
WEEKLY EVALUATION REPORT  
FOR PROBATIONARY OFFICER



Officer's Name [REDACTED]  
Last First M.I.

Badge: [REDACTED]

Observation Period: from 19APR09 to 25APR09

F.T.O. OBSERVATIONS AND COMMENTS:

Narrative commentary required concerning the probationary officer's overall performance during this period of training. This should include but is not limited to ATTITUDINAL FACTORS. PROFESSIONAL KNOWLEDGE, APPEARANCE, JUDGEMENT, JOB RELATED SKILLS AND EQUIPMENT USAGE. Especially note extraordinary performance and or noticeable deficiencies.  
Week: 15

[REDACTED] showed knowledge of laws, equipment and had a clean appearance. [REDACTED] showed willingness to work with other officers and agencies. [REDACTED] jumped right in and helped with any paperwork, citations, arrest, and transports with any officers needing assistance. [REDACTED] showed he was able to interact with the residents and public in general.

REMEDIAL TRAINING RECOMMENDATIONS

Include any remedial training that was given. Especially note when a probationary officer does not respond to continual remedial training.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Respectfully;

*[Signature]* #102  
FIELD TRAINING OFFICER

Ohio Peace Officer Training Commission  
State of Ohio  
Office of the Attorney General

This is to certify that



has completed the  
Ohio Peace Officer

Basic Training Program

MEDINA CO. LAW ENFORCEMENT TRAINING ACADEMY

Awarded on

September 20, 1999

*Betty D. Montgomery*  
Betty D. Montgomery  
Attorney General

*Jeffrey M. Merickel*  
Jeffrey M. Merickel  
Chairman  
Ohio Peace Officer Training Commission



*Vernon C. Chenevey*  
Vernon C. Chenevey, Executive Director  
Ohio Peace Officer Training Commission

*Linda M. Frick*  
Linda M. Frick  
School Commander

BAS 99-025 991716

# City of Maple Heights

## Oath of Office

State of Ohio  
County of Cuyahoga

I, [REDACTED] do solemnly swear that I will support the Constitution of the United States, the Constitution of the State of Ohio, and the Charter of the City of Maple Heights; and that I will faithfully, honestly and impartially discharge the duties of the office of [REDACTED] AUXILIARY POLICE OFFICER of the City of Maple Heights, State of Ohio, during my continuance in said office so help me God.

Sworn to before me and subscribed in my presence this 11th day of June 2003

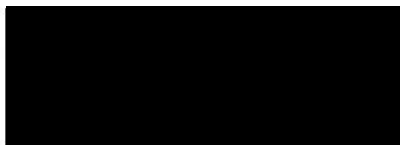
*Santo T. Incorvaia*

SANTO T. INCORVAIA, MAYOR



Serving  
Medina County  
for  
25 Years

July 15, 1999



Dear 

Congratulations! You have successfully passed the Basic Police Exam administered by the Ohio Peace Officer Training Academy. You received a score of 85.1 percent.

Your Ohio Peace Officer Training Certificate or Letter of Completion will be mailed to you within the next few weeks. If you have any questions, please feel free to contact me at (330) 725-8461 or 225-7111 (Cleveland line).

Once again, congratulations on a job well done.

Sincerely,

Linda M. Frick, School Commander  
Medina County Law Enforcement  
Training Academy

LMF



**Ohio Peace Officer Training Commission**  
State of Ohio  
Office of the Attorney General

This is to certify that



has completed the

**Private Security Firearms Training Program**  
conducted by

**Cuyahoga County Protective Services**

Awarded this 20<sup>th</sup> day of January 2002

*Betty D. Montgomery*  
Betty D. Montgomery  
Attorney General

*Thomas G. Maurer*  
Thomas G. Maurer, Chairperson  
Ohio Peace Officer Training Commission



*Vernon C. Chenevey*  
Vernon C. Chenevey, Executive Director  
Ohio Peace Officer Training Commission

*Philip Kucharski*  
Philip Kucharski  
School Commander

564812 R

REQUALIFICATION DUE BY 07/20/03

PS02-042



# Cuyahoga County Protective Services Training Academy

This certificate is awarded to

**Officer**



For successfully completing the

P.S.T.A. Firearms Qualification Training Class # 03-008

July 13, 2003

  
Academy Commander



# Cuyahoga County Protective Services Training Academy

This certificate is awarded to

**Officer**



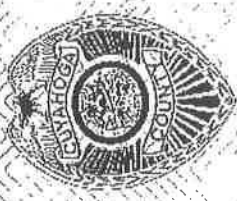
For successfully completing the

Firearms Re-qualification Class # 04-004

February 8, 2004

*Philip Kucharski*

Academy Commander - OPOTC # PSC0106  
Instructor - OPOTC # PST00482



# Cuyahoga County Protective Services Training Academy

This certificate is awarded to

[Redacted Name]

Ofc.

For successfully completing the

Firearms Re-qualification Class # 05-005

March 20, 2005

*Philip Kurbank*

Academy Commander - OPOTC # PSC0106

Instructor - OPOTC # PST00482



# Cuyahoga County

## Protective Services Training Academy

This certificate is awarded to

Officer [REDACTED]

For successfully completing the

Firearms Re-qualification Class # 06-004

February 12, 2006

*Phillip C. Cushman*

Academy Commander - OPOTC # PSC0106  
Instructor - OPOTC # PST00482

*Hamrick Truck Driving School, Inc.  
Medina, Ohio*

This Certifies that \_\_\_\_\_ has been a student in Hamrick Truck Driving School, Inc. and has satisfactorily completed a (Class A) 200 Hour CDL Skills Training course of instruction in this School and has been examined and found duly qualified in the subjects of the course and is hereby awarded this

*Certificate of Completion*

as an acknowledgment of thorough knowledge and proficiency, and in recommendation of the  
acquirements.

In Witness Whereof we have herewith affixed our signatures and seal at  
Medina, Ohio, This 30th day of November, 19 23.

*Donna Hamrick*  
President



# **Wakeman Police Department**

certifies that:



has fulfilled the requirements of

## **Juvenile Interview and Interrogation Update**

July 25, 2000  
Date

[Signature]  
Supervisor Signature

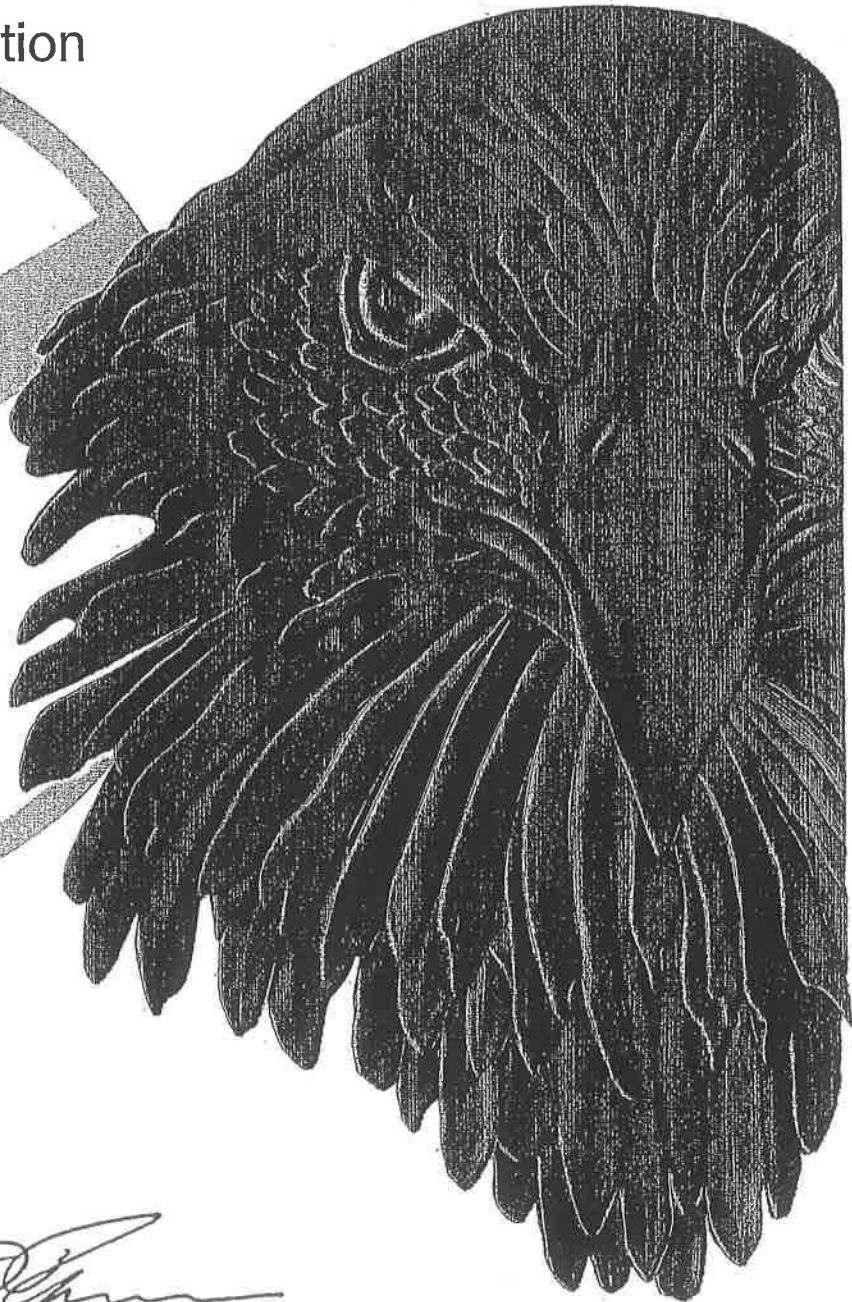
**ASP**

## Tactical Baton Certification



Awarded in recognition of technique, ability and knowledge that have been demonstrated and tested in a competency based Certification Program for the ASP Tactical Baton sanctioned by the Training and Certification Section of Armament Systems and Procedures.

Awarded in  
Medina, Ohio  
On July 15, 1999



*Donald L. Roegner*

Donald L. Roegner  
President

A handwritten signature in black ink, appearing to read "Kevin Parsons".

Kevin Parsons, PhD  
Chairman and CEO



# Certificate of Training

awarded to:



*Awarded upon completion after testing and demonstrating their knowledge in*

## **Chemical Aerosol and O.C. Pepper Spray**

Awarded at Medina County Career Center  
Adult and Continuing Education

May 13, 1999

*Date*

Instructor: Gregory D. Mason

*Gregory D. Mason*  
Signed



# Service Citation

*This certificate is awarded to*

Officer [REDACTED]

*For Distinguished Service and Devotion to Duty at the Board  
Of Elections During the Presidential Election on  
November 02, 2004*

CUYAHOGA COUNTY PROTECTIVE SERVICES

<i>[Signature]</i>	12.20.04
Signature	Date
<i>[Signature]</i>	12-20-04
Signature	Date



# AWARD

*for*

*PERFECT ATTENDANCE*



*Dated this 15th day of July, 1999*

*MEDINA COUNTY CAREER CENTER*

*&*

*MEDINA COUNTY LAW ENFORCEMENT TRAINING ACADEMY*

*Linda McFrick*  
\_\_\_\_\_  
*School Commander*

*Certificate of Completion and Competency*

# *Doppler Radar Operation*



NAME AND TITLE

WAKEMAN POLICE DEPARTMENT  
DEPARTMENT

*has successfully completed a course of instruction in the operation of Moving  
Car and Stationary Doppler Radar and is deemed competent to utilize the  
same Doppler Radar to determine the velocity of motor vehicles.*

*Chief Don F. Newbill*  
INSTRUCTOR

VILLAGE OF WAKEMAN, OHIO POLICE DEPARTMENT  
32 PLEASANT STREET  
(440) 839-2511

OCTOBER 8, 1999  
DATE

# Emergency Management Institute



## FEMA

This Certificate of Achievement is to acknowledge that



has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course:

**IS-00700**

**National Incident Management System  
(NIMS) an Introduction**

*Issued this 13th Day of March, 2006*

A handwritten signature in cursive script that reads "Richard Callis".

**Richard Callis**

*Acting Superintendent*

*Emergency Management Institute*

0.3 CEU