

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



2024-3258

Officer Involved Critical Incident - 1273 Rosedale Drive, Dayton, OH (Montgomery Co.) (L)

Investigative Activity:	Document Review
Involves:	(S)
Date of Activity:	10/25/2024
Activity Location:	Montgomery County Sheriff's Office Headquarters – 345 West 2nd Street, Dayton, OH 45422
Author:	SA Steven Seitzman
Narrative:	
Seitzman received the per	24, Ohio Bureau of Criminal Investigation Special Agent Steven sonnel file of from Montgomery County Keller. SA Seitzman reviewed the personnel file and noted the
Date of Hire	
• was as a corrections of	hired by the Montgomery County Sheriff's Office on was promoted to the rank
Evaluations:	
• has	received favorable employee evaluations.
Basic Peace Officer Certific	cation:
	ined his Ohio Basic Peace Officer certification from the Greene ter. He attended the academy from
Firearms Qualifications:	
had additional fire	essfully qualified with his Glock 17 pistol on January 19, 2024. He arms training on February 5, 2024, which also included lectures and ce and officer-involved shootings, subject control, handcuffing, and

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- carotid restraint recertification. He had more firearms training on May 1, 2024, and August 28, 2024.
- He successfully qualified with a Smith & Wesson M&PII patrol rifle on August 1, 2023.

Use of Force Incidents:

fired his weapon during an incident on January 8, 2024. The incident involved a police pursuit that was initiated by the Trotwood Police Department. The involved suspect from that incident fired a weapon during the pursuit and eventually crashed into a police cruiser. Multiple officers discharged their firearms during the incident, including was cleared of any wrongdoing. The incident was investigated by BCI. See BCI report # for additional details.

Discipline:

• did not have any relevant disciplinary action in his file.

s personnel file and related documents are attached below.

Attachments:

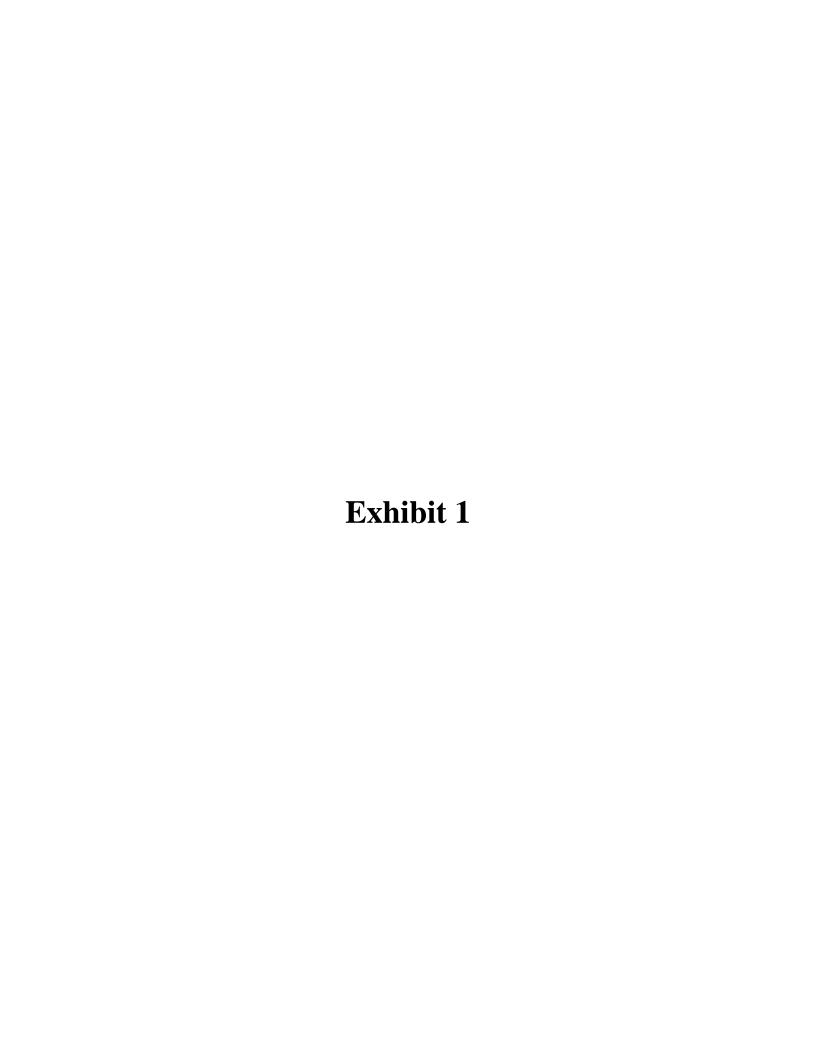
Attachment # 01: PRR by BCI
Attachment # 02: 2024 Training File
Attachment # 03: 2023 Training File

Attachment # 04: User – Certificates

Attachment # 05: User -

Attachment # 06: ISU Report

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MONTGOMERY COUNTY PAYROLL DEPARTMENT EMPLOYEE STATEMENT OF CITY OF EMPLOYMENT AND CITY OF RESIDENCE

CHANGE OF ADDRESS FORM FOR MONTGOMERY COUNTY EMPLOYEES

This will change your address for medical, dental, flexible spending & supplemental life insurance benefits.

You are responsible for giving your new address to Deferred Comp, PERS and Aflac.

NAME: LAST FIRST MI COMPLETE ALL SECTIONS SECTION 1 – ADDRESS & PHONE # (CURRENT OR NEW): CELL PHONE NUMBER HAS YOUR SCHOOL TAX LIABILITY CHANGED? IF YES, YOU MUST ALSO COMPLETE A STATE OF OHIO TAX FORM. SECTION 2 – WORKPLACE TAX (CITY OR TOWNSHIP OF EMPLOYMENT): SECTION 2 – WORKPLACE TAX (CITY OR TOWNSHIP OF EMPLOYMENT): WORK LOCATION ADDRESS Dayton Ok USULU CITY OR TOWN, STATE AND ZIP CODE "WITHHOLDING IS MANDATORY FOR THOSE EMPLOYED WITHIN ANY CITY'S LIMITS" SECTION 3 – RESIDENCE TAX (CITY OR TOWNSHIP OF RESIDENCE): "ADDITIONAL TAX NECESSARY IF: A) YOU DO NOT WORK IN A CITY BUT LIVE WITHIN A CITY'S LIMITS B) YOUR CITY OF RESIDENCE HAS A HIGHER TAX RATE THAN YOUR CITY OF EMPLOYMENT. C) YOUR CITY OF RESIDENCE ONLY GIVES PARTIAL CREDIT FOR WORK TAX PAID OR HAS AN ADDITIONAL TAX CENTURY FAIRBURN CONTROLLY OF THE CONTROLLY OF TH	SS#					
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rigiewood Huber Hts. Middletown Sprinoboro W. Alexandria					Vandalia	
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MONTGOMERY COUNTY PAYROLL DEPARTMENT EMPLOYEE STATEMENT OF CITY OF EMPLOYMENT AND CITY OF RESIDENCE

CHANGE OF ADDRESS FORM FOR MONTGOMERY COUNTY EMPLOYEES

This will change your address for medical, dental, flexible spending & supplemental life insurance benefits.

You are responsible for giving your new address to Deferred Comp, PERS and Aflac.

SS#					
33#					
NAME:					
<u> </u>	LAST		FIRST		IVII
COMPLETE	E ALL SECTIONS	;			
SECTION 1	- ADDRESS & F	HONE # (CURF	RENT OR NEW):	
	CELL PHON	E NUMBER			
	OLLL I HOIT	LITOMBETT			
HAS YOUR	SCHOOL TAX LI	ABILITY CHANG	GED?	YES	V_NO
	U MUST ALSO C			TAX FORM.	
SECTION 2	- WORKPLACE	TAX (CITY OR	TOWNSHIP OF	EMPLOYMENT	Γ):
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	reffere	MN, STATE AND	42411		
	CITY OR TO	WN, STATE AND	D ZIP CODE		
					CITY (IC. L. II. LITOLE
	LDING IS MANDA				
SECTION 3	- RESIDENCE T	AX (CITY OF TO	OWNSHIP OF I	RESIDENCE):	
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*** ADDITION A	L TAX NECESSARY	ır.			
A) YOU	DO NOT WORK IN A	CITY BUT LIVE WI	THIN A CITY'S LIM	ITS	
	R CITY OF RESIDEN				PLOYMENT.
					OR HAS AN ADDITIONAL TAX.
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Arcanum Brookville	Fairborn Farmersville	Kettering Lebanon	Moraine N Carlisle	Springfield St. Manus	W. Carrollton
Centerville	Franklin	Lebanon	N Lebanon	St. Marys Tipp City	W. Jefferson W. Milton
Clayton	Germantown	Mason	Oakwood	Trotwood	Xenia
Dayton	Greenville	Mechanicsbg.	Piqua	Troy	Yellow Springs
Eaton	Hamilton	Miamisburg	Riverside	Vandalia	. where up migo
Englewood	Huber Hts.	Middletown	Springboro	W. Alexandria	

SIGNATURE

B-18-23

MONTGOMERY COUNTY PAYROLL DEPARTMENT EMPLOYEE STATEMENT OF CITY OF EMPLOYMENT AND CITY OF RESIDENCE

CHANGE OF ADDRESS FORM FOR MONTGOMERY COUNTY EMPLOYEES

This will change your address for medical, dental, flexible spending & supplemental life insurance benefits.

You are responsible for giving your new address to Deferred Comp, PERS and Aflac.

SS#						
NAME	LAST		FIRST		MI	_
	LAST		1 11101			
COMPLETE	ALL SECTIONS					:==
SECTION 1 -	ADDRESS & P	HONE # (CURF	RENT OR NEW):		
	CELL PHONE	NUMBER				
HAS YOUR S	CHOOL TAX LI	ABILITY CHANG	ED? X	YES	NO	
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				EMPLOYMENT		-==
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	Dayton	H USUS	710 0005			
	CITY OR TO	VN, STATE AND	21P CODE			
" WITHHOLD	ING IS MANDA	TORY FOR TH	OSE EMPLOYE	D WITHIN ANY	CITY'S LIMITS**	
	RESIDENCE T			BESIDENCE).	=======================================	
SECTION 3 -	RESIDENCE I	AX (OITT ON TO	OWNSHIP OF I	TESIDENCE).		
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Brookville Centerville	Farmersville Franklin	Lebanon London	N Carlisle N Lebanon	St. Marys	W. Jefferson W. Milton	
Clayton	Germantown	Mason	Oakwood	Tipp City Trotwood	Xenia	
Dayton	Greenville	Mechanicsbg.	Piqua	Troy	Yellow Springs	
Eaton	Hamilton	Miamisburg	Riverside	Vandalia		
Englewood	Huber Hts.	Middletown	Springboro	W. Alexandria		
			**********	=======================================		==
				8-0	1- <i>2</i> 0	
SIGNATURE				DAT		



Employee Information Form

Please Print Legibly	npioyee information Form
Employee Information PSN Classificatio	Division Jail Courts
Name Last, First, Milddle mittal	Sex M Race W DOB
Address	
Emergency Contact Information	
Emergency Contact Emergency Contact Name	
Submitted B' Employee's Signature	Date Submitted 10/23/14

Please Print Legibly 1 Employee Information Personal Serial Number New Employee Information Form Deputy/Dispatcher/Corrections Officer New Employee Information Form Division Division Deputy/Dispatcher/Corrections Officer Soc Sec No). (20)
Nam Sex M Race White DOE	
Addres	
Orig Hire Da	
Education Level High School Diploma/GED Some College	
College Degree Peace Officer Certification Date (if applicable)	
7 Emergency Contact Information	٠
Blood Type	
Next of Kir	
Submitted By Date Submitted 3 15 11	

MONTGOMERY COUNTY PERSONNEL/PAYROLL ACTION FORM

Payroll Department	ROUNCEPATROLL		Payroll Dept. # 36
Effective Date	_		10 10 140
Change Reason	Fromotion		
	<u> </u>		
Éllene	3.61	I.Name	SSN Emp No.
		_	Rama Gender
Address	Скующе	_,	Race Gender
	Current		Change
		21022000-121-212-12	
Department			120 00
OCA Code - 8 Digits		%	36 136259 100 %
2nd OCA Code (if used)		%	%
3rd OCA Code (if used)		%	%
4th OCA Code (if used)		%	%
Classification/Job Title	Corrections of	ficer	
EEO Job			D. Prot Scrolin Worker
Pay Code - Determines Obj			SHE ODS
Grade (if used)			
Step (if used)			
Hourly Rate			2448
Scheduled Hours			80
			Salary
Pay Cycle			
Name Change	+		31
Bargaining Unit			Tall To Daylor
Employment Type			I rail time toward
PERS Coverage: Regula	r [] Law Enforcement Off	icers [/]	9
	Yes No_		Date Pay Stops
Health/Life Insur Eligible Vacation to be Paid	Hours		Last Date Worked
Sick Leave Balance	Hours		Date of Injury
Sick Leave Conversion Payment	Hours		Est Date of Return
Comp Time Payout	Hours		
Comments:			
1 10 ~::			
LAN 249	A 16 18	400	
1 0/5/14	Authorization	-	724. / .
11 2 ()		1/6	7/4/14

1/17/2014

Dept Head/Elected Official

Date

PAYROLL ACTION MONTGOMERY COUNTY	DEPARTMENT FROM	156			GIN/	MO	DAY YR
NAME FROM	and the second of the second o		n and	0.0	N		EMPLOYEE NO.
CURRENT ADDRESS ILASTI	triksh		OKD				
GYREET)	(GFD		ISTATE	PUNBING			(COUNTY)
CLASSIFICATION TITLE	RATE SCH. HRS.	IND	EX	OBJ	COST CTR	PROJ	PHASE PAY CYCLE
<u>T</u>	14.77 80	136	860,	5102			Salary
1. APPOINTMENT	2. CHANGE		3. 9	EPARATI	ON	4.	. INTERRUPTION
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CIV MYES NO	HEALTH INSURAN		VES YES		50	500	, C
REMARKS: Pareauning Unit Code 30 REMARKS - ORIGINATING DEPARTMENTAL USE ONLY.							

MAJOR C. M. W. 3/14/M

APPOINTING AUTHORITY

The 3/14/11



EMPL	OYEE N	IAME: ((Last) (First)	RANK:	100	70758 8401 V	P.S.N.:	ASSIGNMENT:	DATE: 02/01/24	
RATIN FROM	G PERI	IOD: /01/23	TO: 12/31/23	EVALUATION TYPE SPECIAL ()	ANN	UAL (PROBATIONARY ()	MONTH ()	
A - SA	TISFA	CTOR	Y This rating show	s consistently sati performance has I	sfactor	y perfo	ormance	e, meeting or exceeding a	cceptable standards.	
B - IM	PROV	EMEN	T NEEDED Total performance	ce occasionally or ormance are appar	periodi	cally fa	alls sho	rt of normal standards. M	inor faults in the	
C - UI	VSATIS	SFACT	ORY Performance is o	learly inadequate e position that the	in one o	or more yee ho	e areas. Ids. Th	The employee's perform e employee has shown ar	ance is not inability to meet	
Α	В	C	RATING CATEGORY		A	В	C	RATING CATEGO	RY	
X			ATTENDANCE / PUNCTUALITY	Seed to train the seed	Х		41	QUALITY OF WORK	Harden Late web as	
X			COMPLIANCE WITH RULES AND	REGULATIONS	х			PRODUCTIVITY / INITIA	TIVE	
X			PUBLIC CONTACTS		Х			RESPONSIBILITY / DEP	ENDABILITY	
X	-		EMPLOYEE CONTACTS		Х			ACCEPTS / FOLLOWS DIRECTIONS		
X			KNOWLEDGE OF WORK		Х			EFFECTIVENESS UNDER STRESS		
X			WORK JUDGMENTS / DECISION	MAKING	Х			JOB SKILL LEVEL		
X			PLANNING & ORGANIZING		Х			WRITTEN / ORAL COMM	JUNICATION	
	alas i			SUPERVISO	RY C	NLY				
	T	T	SUPERVISORY CONTROL				,			
			LEADERSHIP							
			EVALUATING SUBORDINATES							
Previo	ous train reviewe	ning, go d:	MPLOYEE: pals, advancement, and position de Employee's Initials: Evaluation:	escription	RECO	DMMEN	NDED T	RAINING:	1	
Sur.	MPLOY RATEF	REE SIGNA R SIGNA	NATURE/DATE ATURE/DATE	SST. DIVISION CO	ä	15	DATE Jey	Y MITH	2/12/29	
R	EVIEW	ER SIG	NATURE / DATE							

PERFORMANCE EVALUATION REP	ORT			PAGE #2				
EMPLOYEE NAME (Last)	(First)		DATE 02/01					
NARRATIVE:	1	7=0						
This is annument of the annument of the second of the seco		2023. Ilso serves as a me	has been emplo is currently assi					
During this rating period completed and successfully tested pand Advanced Level 2 training.				Prep Course, which he course, Level 1 training				
On December 31, 2023, received a Certificate of Recognition for assisting with a subject who was suffering from mental health issues. The subject was armed with a hatchet and knife and refused to comply with commands. A plan was formed and after using less lethal force, the subject was taken into custody.								
During this rating period, Discipline.	did not recei	ve any negative Jo	b Performance En	tries or Formal				
Respectfully submitted,								
Sgt. Jack E. Shaw Jr. #78								
				12				
8								
e a								
3		3 3		*				
				9/				



EMPL	OYEE I	VAME:	(Last)	(5)1)	RANK	No.	SZZ	P.S.N.	ASSIGNMENT:	DATE: 01/14/2023	
RATIN FRON	NG PER 1: 01	IOD: 1/01/202	22 TO:	12/31/2022	EVALUATION TYP SPECIAL ()	-	NUAL	(X)	PROBATIONARY ()	MONTH ()	
A - S	ATISFA	ACTOR	?Y	This rating sl	nows consistently sat	isfacto	ry perfe	ormanc	e, meeting or exceeding acc	eptable standards.	
B - IN	IPROV	EMEN	T NEEDED	Total perform	nance occasionally or performance are appa	period rent.	ically fa	alls sho	rt of normal standards. Min		
c - u	NSATI	SFACT	TORY	Performance	is clearly inadequate or the position that the	in one	or mor	e areas	. The employee's performance employee has shown an in	nce is not nability to meet	
Α	В	C	RATING	CATEGORY	brid ladt of their	A	В	C	RATING CATEGOR	Y	
X			A STATE OF THE PARTY OF THE PAR	E / PUNCTUALIT	Υ	X			QUALITY OF WORK		
X			COMPLIANC	E WITH RULES A	ND REGULATIONS	Х			PRODUCTIVITY / INITIATIV	/E	
Х			PUBLIC CON	ITACTS		Х		1.75	RESPONSIBILITY / DEPEN	IDABILITY	
X			EMPLOYEE	CONTACTS	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Х	311.0	5 J.S	ACCEPTS / FOLLOWS DIRECTIONS		
X			KNOWLEDG	E OF WORK		Х			EFFECTIVENESS UNDER STRESS		
X WORK JUDGMENTS / DECISION MAKING					Х	1 10-21	-	JOB SKILL LEVEL	Division in the second		
X				RORGANIZING	1.4	Х			WRITTEN / ORAL COMMU	NICATION	
	Li Plate				SUPERVISO	RYC	NLY				
	T		SUPERVISO	RY CONTROL	the same of the sa	to a second	- T	THE IS		MEASURE VIOLET	
			LEADERSHI	P							
			EVALUATING	G SUBORDINATE	S			100	as its who are the	Object with Live	
Previ were	ous trai reviewe	ning, g ed:		ment, and positio Employee's Initials:	n description			NDED T g office	RAINING: F.T.O training, wo	uld make a great	
10 Da	20 I	-contest	Evaluation.		ASST. DIVISION CO	OMMAN	DER / I	DATE	A CHIEF DE	PUTY/DATE	
Sel	RATE	SIGN	ATURE / DATE	114/23	DIVISION COM	IANDE	R/DA1	TE .	SHERII	2/1/23 F/DATE	
6	2	In	New Section of Section 1997	-17-23	Sixion og			-			
-				The state of the s							

PERFORMANCE EV	ALUATION REPORT	1	AVA	PAGE #2				
EMPLOYEE NAME (Last)		(Firet)		DATE: 01/14/2023				
NARRATIVE:			222 122					
This is assigned to Comm			During this rating prom January 1, 20	period, was 022 to December 31, 2022,				
did	not receive any disc	ipline during this	rating period.					
On January 31, 2020 received a Certificate of Recognition for his rapid response to a person down call. On his arrival they found a female performing CPR on an unresponsive subject and immediately began CPR and applied the AED and continued until the arrival of medics. Medics were able to get a heart rhythm and transported the subject to the hospital for further medical attention,								
	received Pr Nursing Home that re			response and courtesy				
suc	cessfully completed	C.I.T. training this	s rating period.					
atte	ended A.R.I.D.E train	ing this rating per	riod.					
suc	cessfully completed	Evidence Technic	cian training this rat	ing period.				
Sgt. David Milburn	ı #111							
2.			~* ₁ *					
			2					



EMPL	OYEE N	VAME:	(Last)	RANK:	EN 17	3-U1	P.S.N.:	ASSIGNMENT: Community Services	DATE: 01/19/2022
RATIN FROM	IG PER I: 01	IOD: //01/202	21 TO: 12/31/2021	EVALUATION TYPE SPECIAL ()		NUAL	(X)	PROBATIONARY ()	MONTH ()
A - S	ATISFA	ACTOR		shows consistently sat				e, meeting or exceeding acce	ptable standards.
B - IN	IPROV	EMEN	T NEEDED Total performance employee'	ormance occasionally or s performance are appa	period	ically f	alls sho	t of normal standards. Mind	
C - U	NSATI	SFACT	acceptable	ce is clearly inadequate for the position that the standards.	in one e emplo	or mo	re areas. olds. The	The employee's performance employee has shown an in	ce is not ability to meet
A	В	C	RATING CATEGOR	Υ	A	В	C	RATING CATEGOR	Y
X			ATTENDANCE / PUNCTUA		X			QUALITY OF WORK	
Х			COMPLIANCE WITH RULE	S AND REGULATIONS	Х			PRODUCTIVITY / INITIATIV	E
X			PUBLIC CONTACTS		X			RESPONSIBILITY / DEPENT	DABILITY
X			EMPLOYEE CONTACTS		X			ACCEPTS / FOLLOWS DIRE	ECTIONS
X			KNOWLEDGE OF WORK		X			EFFECTIVENESS UNDER S	TRESS
X			WORK JUDGMENTS / DEC	ISION MAKING	X			JOB SKILL LEVEL	
X			PLANNING & ORGANIZING		X			WRITTEN / ORAL COMMUN	IICATION
		N. S. S.		SUPERVISO	RYC	NLY			
			SUPERVISORY CONTROL	CO. 2111	T				
			LEADERSHIP						
			EVALUATING SUBORDINA	TES					
DEV/IE	WEDV	VITH EI	MPLOYEE:		REC	OMME	NDED TE	RAINING: F.T.O training, wou	ld make a great
Previo		ning, g	oals, advancement, and posi Employee's	tion description			g officer		
10 Da	ys To C	ontest	Initials: Evaluation:		-				
			NATURE/DATE	ASST. DIVISION CO	OMMAN	DER /	DATE	A CHIEF DEP	UTY / DATE
5	5	m	ATURE / DATE	DIVISION COMM	MANDE	18/0 R/DA	TE	SHERIF	F/DATE

PERFORMANCE EVALUATION REP	ORT		PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 01/19/2022	
NARRATIVE:			
This is assigned to Community Service 3 rd watch.	2021 annual evaluation. Du s/Washington Township fro	ring this rating period m January 1, 2021 to Decen	was nber 31, 2021,
did not receive an	ny discipline during this ratir	ng period.	
On March 3, 2021, professional and caring assistan	received a Professional Cace after the passing of his r	Courtesy Letter from a citizer nother.	n for his
Sgt. David Milburn #111			
15			
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EMPL	OYEE N	IAME:	(Last) (First) RANK:	01		P.S.N.:	ASSIGNMENT: Community Services	DATE: 01/15/2021
RATIN FROM	IG PER : 01	OD: /01/202	0 TO: 12/31/2020 EVALUATION TYP SPECIAL ()		NUAL	(X)	PROBATIONARY () M	IONTH ()
A - S	ATISFA	CTOF	This rating shows consistently sate The employee's performance has be	isfacto	ry perf	ormance	, meeting or exceeding accepta	ble standards
		11111	T NEEDED Total performance occasionally or employee's performance are appar	period ent.	ically f	alls shor	t of normal standards. Minor fa	
C - UI	NSATI	SFACT	TORY Performance is clearly inadequate acceptable for the position that the acceptable standards.					
A	В	C	RATING CATEGORY	A	В	C	RATING CATEGORY	
X		5 - 11 _F	ATTENDANCE / PUNCTUALITY	Х			QUALITY OF WORK	Autolia Ann
X			COMPLIANCE WITH RULES AND REGULATIONS	Х			PRODUCTIVITY / INITIATIVE	00
Х			PUBLIC CONTACTS	Х			RESPONSIBILITY / DEPENDAR	BILITY
Х			EMPLOYEE CONTACTS	Х			ACCEPTS / FOLLOWS DIRECT	TIONS
Х	0.0	mal	KNOWLEDGE OF WORK	Х	clest	150	EFFECTIVENESS UNDER STR	ESS
X		0.00	WORK JUDGMENTS / DECISION MAKING	Х		1	JOB SKILL LEVEL	erit more
Х			PLANNING & ORGANIZING	Х			WRITTEN / ORAL COMMUNICA	ATION
			SUPERVISO	RY C	NLY			
			SUPERVISORY CONTROL					
			LEADERSHIP					
			EVALUATING SUBORDINATES					
Previo were i	ous train reviewe	ning, g d:	MPLOYEE: pals, advancement, and position description Employee's Initials: Evaluation:	REC field	ommei trainin	NDED TR g officer.	RAINING: F.T.O training, would i	make a great
Soft	RATER	SIGNA	ASST. DIVISION COMM	-/0.	7.05	21	CHIEF DEPUT	3/9/2 Y/DATE 3/8/2 DATE

PERFORMANCE EVALUATION REPORT	PAGE #2
EMPLOYEE NAME (Last) (First)	DATE: 01/15/2021
NARRATIVE:	01/10/202
This is a 2020 annual evaluation. During this reassigned to Community Services/Washington Township from January watch and March 1, 2020, to December 31, 2020, 3 rd watch.	ating period, was y 1, 2020 to March 1, 2020, 1st
did not receive any discipline during this rating period.	
On August 31, 2020, received a Professional Courtesy from a citizen for his professional and caring assistance while assisting	
On September 30, 2020 received Professional Courte form Chief McGill, Germantown Police Department for his assistance 27, 2020.	sy Letter for a thank you letter during a protest/rally on June
On December 14, 2020, received the RBJ Award of McDayton, for his extraordinary service above and beyond the call of durantee in Washington Township.	
Sgt. David Milburn #111	



gano	ORY This rating s The employee INT NEEDED Total perform employee's p CTORY Performance acceptable s acceptable s	ee's performance has nance occasionally or performance are appar is clearly inadequate or the position that the tandards.	ANN isfactor been er periodi ent. in one	cally fa	rmance acceptabills shor areas.	, meeting or exceeding acceptole. t of normal standards. Minor The employee's performance employee has shown an inal	faults in the e is not bility to meet
OVEME ATISFA	The employer Total perform employee's performance acceptable services RATING CATEGORY ATTENDANCE / PUNCTUALIT	ee's performance has nance occasionally or performance are appar is clearly inadequate or the position that the tandards.	periodi ent. in one emplo	cally fa or more yee ho	icceptabills shore areas.	ole. t of normal standards. Minor The employee's performance e employee has shown an inal	faults in the e is not bility to meet
ATISFA	Total perform employee's performance acceptable services RATING CATEGORY ATTENDANCE / PUNCTUALIT	nance occasionally or performance are appar is clearly inadequate or the position that the tandards.	periodi ent. in one e emplo	or more	areas.	t of normal standards. Minor The employee's performance e employee has shown an inal	e is not bility to meet
ВС	CTORY Performance acceptable for acceptable s RATING CATEGORY ATTENDANCE / PUNCTUALIT	is clearly inadequate or the position that the tandards.	in one e emplo	yee ho	lds. The	e employee has shown an inal	bility to meet
	ATTENDANCE / PUNCTUALIT		A	B	- 1		THE RESERVE OF THE PARTY OF THE
	ATTENDANCE / PUNCTUALIT				C	RATING CATEGORY	
X	COMPLIANCE WITH RULES		X	D. Harfel	F14510	QUALITY OF WORK	Lucient Anna
7		AND REGULATIONS	X	B HOT	10110	PRODUCTIVITY / INITIATIVE	S The Strong
	PUBLIC CONTACTS	абе вноследам; это	X	The same	TILL DO	RESPONSIBILITY / DEPEND	ABILITY
110	EMPLOYEE CONTACTS	to the state of the first	X	HUOF	HH S	ACCEPTS / FOLLOWS DIREC	CTIONS
137	KNOWLEDGE OF WORK	DUIDH AND ONISH	X	HEST	240=	EFFECTIVENESS UNDER ST	RESS
1,11 8,01		ION MAKING	X	E 1072	2 14481	JOB SKILL LEVEL	TYTER SEL
	PLANNING & ORGANIZING		Х			WRITTEN / ORAL COMMUNI	CATION
The same		SUPERVISO	RYC	NLY			
	SUPERVISORY CONTROL					- Constitution	ne Amanhada
	LEADERSHIP						
	EVALUATING SUBORDINATE	ES				114 DU WE	allo di salat
training ewed:	goals, advancement, and position Employee's Initials:	on description	RECO	OMMEN	IDED TR	RAINING:	
OYEE S	SIGNATURE/DATE Slan 278 1/21/20	1175	-03	-06-	20	CHIEF DEPU	3/11/2
tres c	Conte	WORK JUDGMENTS / DECIS PLANNING & ORGANIZING SUPERVISORY CONTROL LEADERSHIP EVALUATING SUBORDINATE OWITH EMPLOYEE: raining, goals, advancement, and positions wed: Employee's	WORK JUDGMENTS / DECISION MAKING PLANNING & ORGANIZING SUPERVISO SUPERVISORY CONTROL LEADERSHIP EVALUATING SUBORDINATES WITH EMPLOYEE: raining, goals, advancement, and position description wed: Employee's Initials: Contest Evaluation: DYEE SIGNATURE / DATE ASST. DIVISION COMMERCE SIGNATURE / DATE DIVISION COMMERCE SIGNATURE / DATE	WORK JUDGMENTS / DECISION MAKING PLANNING & ORGANIZING SUPERVISORY CONTROL LEADERSHIP EVALUATING SUBORDINATES WITH EMPLOYEE: raining, goals, advancement, and position description wed: Employee's Initials: OCONTEST EVALUATION: DYSEE SIGNATURE / DATE ASST. DIVISION COMMANDER DIVISION COMMANDER DIVISION COMMANDER	WORK JUDGMENTS / DECISION MAKING PLANNING & ORGANIZING SUPERVISORY ONLY SUPERVISORY CONTROL LEADERSHIP EVALUATING SUBORDINATES WITH EMPLOYEE: raining, goals, advancement, and position description wed: Employee's Initials: Contest Evaluation: DYSEE SIGNATURE / DATE ASST. DIVISION COMMANDER / DATE DIVISION COMMANDER / DATE DIVISION COMMANDER / DATE DIVISION COMMANDER / DATE	WORK JUDGMENTS / DECISION MAKING PLANNING & ORGANIZING SUPERVISORY ONLY SUPERVISORY ONLY SUPERVISORY ONLY SUPERVISORY ONLY EACH DESCRIPTION OF THE SUPERVISORY ONLY SUPERVISORY ONLY RECOMMENDED TO THE SUPERVISOR COMMANDER / DATE OYEE SIGNATURE / DATE ASST. DIVISION COMMANDER / DATE DIVISION COMMANDER / DATE DIVISION COMMANDER / DATE DIVISION COMMANDER / DATE	WORK JUDGMENTS / DECISION MAKING X JOB SKILL LEVEL PLANNING & ORGANIZING X WRITTEN / ORAL COMMUNI SUPERVISORY ONLY SUPERVISORY CONTROL LEADERSHIP EVALUATING SUBORDINATES WITH EMPLOYEE: raining, goals, advancement, and position description wed: Employee's Initials: O Contest Evaluation: ASST. DIVISION COMMANDER / DATE DIVISION COMMANDER / DATE SHERIFF SHERIFF

PERFORMANCE EVALUATION REPORT		PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 01/21/20
NARRATIVE:		01121120
This is annual ex Montgomery County Sheriff's Office since Twp. On First Watch.	valuation for 2019	has been employed with the scurrently assigned to Washington
On February 28, 2019 rece been waiting for 3 hours on AAA to arrive		Carrie Back. Carrie had a flat tire and had ene and changed the Carrie's tire.
	nal Conduct Rules in section :	I.P. for violating Rule 32 – use of 3.5.1 B. The circumstances surrounding this omery County Sheriff's Office issued
Twp. The circumstances surrounding the structure fire. There were 2 vehicles in the	e awards are to wit: On Septer e driveway and the neighbors	s advised they <u>did not see anyone leav</u> e.
inside the home.		ome to check for any other residents. Once helped the female and another small
Respectfully submitted,		
Sgt. Jack E. Shaw Jr. #78		¥
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DEKLORWANCE EVALUATION REPORTMONTGOMERY COUNTY SHERIFF'S OFFICE



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SHERIFF / DATE	-				619240	1 m.	111	JIbo	
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					islais:				
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				n description	nent, and positio	ieouexpe 'sjed			
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	LEADERSHIP								
					лоятиоо үяс	SUPERVISO			
		ATN	RY ON	SUPERVISO					
TTEN / ORAL COMMUNICATION	MR		X		& ORGANIZING	PLANNING			X
פאורר רב/בר	MORK JUDGMENTS / DECISION MAKING X JOB S					X			
ECTIVENESS UNDER STRESS	EFF		X	4	SE OF WORK	KNOMFEDO			X
SEPTS / FOLLOWS DIRECTIONS	ACC		X		CONTACTS	EMPLOYEE			X
PONSIBILITY / DEPENDABILITY	RES		X		STOATN	PUBLIC CO			X
DUCTIVITY / INITIATIVE	DRG		X	AND REGULATIONS	SE WITH RULES	COMPLIANC			X
ILITY OF WORK	מחי		X	A.	CE / PUNCTUALIT	NAGNETTA	17.015.16	er agento	X
TING CATEGORY	C RA	8	A		CATEGORY	DNITAR	0	8	A
employee's performance is not bloyee has shown an inability to meet	геаѕ. Тће	. more a	n one or	performance are appare is clearly inadequate in the position that the	employee's p	790	TOATS	EITASI	vn - ɔ
ormal standards. Minor faults in the						L NEEDED	EWEN	PROV	IWI - 8
sting or exceeding acceptable standards.				hows consistently satis		٨	яотэ!	AHSIT	A2 - A
() HTNOM () YAANOITABO?	id ()	אד ()	:E	EVALUATION TYPE SPECIAL ()	12/31/18	:01 8	1/0/1 100:	-	MORTING:
ROAD PATROL 01/26/19	: N'S	.q		BANK:	(First)	(tset)):3MAI	OVEE N	ЕМРГС

PERFORMANCE EVALUATION REPOR	RT	PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 01/26/19
NARRATIVE:		01120/10
This is 2018 a promoted from corrections officer to Washington Twp. Substation this entire	nnual evaluation. e raung penou.	ioined the office in
did not receive discipling Performance Log.	ne this rating period. No negativ	ve entries were made in his Employee
In March 2018 received a citizen publicly praising citizen was very pleased with the way	on Facebook for his perform	rom Sheriff Plummer. This was the result of ance on a call involving a juvenile. The eated the youth.
is a very active officer. and self-dispatches himself to inciden conducts bicycle patrols in the commo continue to improve with experience.	ts. This year atte unity. report w	ops, participates in coordinated foot patrols, ended bicycle patrol school. He frequently riting skills are good for his tenure and e Montgomery County Sheriff's Office.
Sergeant Jay Vitali #102		
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(45)		27
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	OYEE N					P.S.N.:	ASSIGNMENT: DATE: Community Services 01/24/18 District 15
RATIN FROM	IG PERI I: 01	OD: /01/17	TO: 12/31/17 EVALUATION TYPE SPECIAL ()		NUAL	(X)	PROBATIONARY () MONTH ()
A - SA	ATISFA	CTOR	This rating shows consistently sat The employee's performance has				e, meeting or exceeding acceptable standards. ble.
B - IM	IPROV	EMEN	T NEEDED Total performance occasionally or employee's performance are appar	period rent.	ically f	alls shor	rt of normal standards. Minor faults in the
C - UI	NSATIS	SFACT					The employee's performance is not e employee has shown an inability to meet
A	В	С	RATING CATEGORY	A	В	C	RATING CATEGORY
Х	17.		ATTENDANCE / PUNCTUALITY	X			QUALITY OF WORK
Х			COMPLIANCE WITH RULES AND REGULATIONS	Х			PRODUCTIVITY / INITIATIVE
Х			PUBLIC CONTACTS	X	CT II	L/Sat	RESPONSIBILITY / DEPENDABILITY
Х	I MID	1000	EMPLOYEE CONTACTS	Х			ACCEPTS / FOLLOWS DIRECTIONS
Х			KNOWLEDGE OF WORK	Х			EFFECTIVENESS UNDER STRESS
Х			WORK JUDGMENTS / DECISION MAKING	X			JOB SKILL LEVEL
Х			PLANNING & ORGANIZING	X			WRITTEN / ORAL COMMUNICATION
	100		SUPERVISO	RYC	DNLY	,	
	T		SUPERVISORY CONTROL				
			LEADERSHIP				
			EVALUATING SUBORDINATES				*
Previo were r	ous trair reviewe	ning, go d:	MPLOYEE: pals, advancement, and position description Employee's Initials: Evaluation:	REC	OMME	NDED TR	RAINING:
S-ST	WPLOYI RATER T.	EE SIG	NATURE / DATE ASST. DIVISION COMM OF THE PROPERTY OF THE PRO	Al HOW	(0)	30/18	CHIEF DEPUTY / DATE SHERIFF / DATE

PERFORMANCE EVALUATION REPO	ORT		PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 1/24/18	
NARRATIVE:			
This is assigned to Community Services 31, 2017, 3rd watch.	's annual evaluation. Durir s Division/Washington Tow		was 17, to December
did not receive	any discipline this rating p	period.	
compassion and professionalism	n in his handling of a juveni Recognition for his rapid re nsive juvenile suicide victir nition for his rapid response	sponse and immediate standard. On March 31, 2017,	8, 2017, art of C.P.R. and
	е		
Respectfully Submitted,			
Sgt. D. Milburn # 111			
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EMPL	OYEE N	IAME:	(Last)		RANK:			P.S.N.:	ASSIGNMENT: Community Services District 15	DATE: 01/18/17
RATIN FROM	IG PERI	OD: /01/16	TO:	12/31/16	EVALUATION TYP SPECIAL ()		NUAL	(X)	PROBATIONARY ()	MONTH ()
	ATISFA		19,070,0	This rating sh	nows consistently sati	isfactor	ry perfo	ormance,	meeting or exceeding accele.	ptable standards.
B - IM	IPROV	EMEN	T NEEDED		ance occasionally or erformance are appar		ically fa	alls short	of normal standards. Mind	or faults in the
C - UI	NSATIS	SFACT	ORY	Performance acceptable fo acceptable st	r the position that the	in one emplo	or mor	e areas. Ids. The	The employee's performant employee has shown an in	ce is not ability to meet
Α	В	С	RATING	CATEGORY		A	В	C	RATING CATEGOR	Y
X				E / PUNCTUALIT	Υ	X	108	No VII	QUALITY OF WORK	TRIDES TO
X	1002	3.353			AND REGULATIONS	X		101	PRODUCTIVITY / INITIATIV	En sancha
X			PUBLIC CO	NTACTS	mes agency by	X	10.1	2 00 0	RESPONSIBILITY / DEPEN	DABILITY
X	1		EMPLOYEE	CONTACTS		X			ACCEPTS / FOLLOWS DIR	ECTIONS
X	1		TOTAL PROPERTY OF THE PARTY OF	E OF WORK		Х			EFFECTIVENESS UNDER S	STRESS
X			WORK JUDO	SMENTS / DECISI	ON MAKING	X			JOB SKILL LEVEL	
Х			PLANNING 8	& ORGANIZING		Х			WRITTEN / ORAL COMMUN	NICATION
			ARRENGE.		SUPERVISO	RYC	NLY			
	T		SUPERVISO	RY CONTROL						
			LEADERSHI	P					de Ludin 2 y	ummagae (
			EVALUATIN	G SUBORDINATE	S				100	
Previo were i	ous traii reviewe	ning, g d:		ment, and positio Employee's Initials:	n description	REC	OMMEN	IDED TR		
5-6	D	Di	A TURE / DATE	01/18/17	ASST. DIVISION CO	2/1/8	or ,	1/20/1	CHIEF DEP SHERIFI	1/26/17 UTY/DATE //
Cy R	EVIEW	RSIG	NATURE / DAT	TE 1-19-17						

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PERFORMANCE EVALUATION REPORT		PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 1/18/17
NARRATIVE:		
This is annuassigned to Jall Division/Jall Transport Services Division/Washington Township		29, 2016 and Community
did not receive any di	iscipline this rating period.	
On September 19, 2016, response and handling of an armed rob secured the scene and completed an armed robust and complete and complete and armed robust arms.		e. safely
Respectfully Submitted,		
SADDAMIN (10)		
Sgt. D. Milburn # 401		
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EMPLOY	YEE N	AME: ((Last)		(First)	RANK:			P.S.N.:	ASSIGNMENT: Jail Division – Transportation	DATE: 01/05/2016	
RATING FROM:		OD: /01/20	15	то:	12/31/2015	EVALUATION TYP SPECIAL ()		NUAL	(X)	PROBATIONARY ()	MONTH ()	
4 - SAT				-179	The employe	e's performance has	been ei	ntirely a	accepta	e, meeting or exceeding acco ble.		
3 - IMPI	ROVE	MEN	T NEEL	DED		ance occasionally or erformance are appar		ically fa	lls sho	rt of normal standards. Mine	or faults in the	
C - UNS	SATIS	FACT	ORY		Performance	is clearly inadequate r the position that the	in one	or more	e areas. Ids. Th	The employee's performan e employee has shown an ir	ice is not nability to meet	
A	В	C	RAT	TING (CATEGORY		Α	В	C	RATING CATEGOR	Y	
X			ATTE	NDANC	E / PUNCTUALIT	Y	X		7 91-9	QUALITY OF WORK		
X			COM	PLIANC	E WITH RULES A	ND REGULATIONS	X			PRODUCTIVITY / INITIATIV	E .	
X			PUBL	IC CON	ITACTS		Х			RESPONSIBILITY / DEPEN	DABILITY	
X			EMPL	OYEE	CONTACTS		Х			ACCEPTS / FOLLOWS DIRECTIONS		
X	KNOWLEDGE OF WORK					X			EFFECTIVENESS UNDER	STRESS		
X	WORK JUDGMENTS / DECISION MAKING				Х			JOB SKILL LEVEL	- 1 . U			
X			PLAN	INING 8	ORGANIZING		Х		See 1	WRITTEN / ORAL COMMU	NICATION	
						SUPERVISO	RYC	NLY				
ACT OF THE PARTY O			SUPE	RVISO	RY CONTROL					V/ K		
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_	_				SUBORDINATE	S						
REVIEW	FD W	ITH FN	IPL OY	EF.			RECO	OMMEN	IDED TE	RAINING:		
	s train	ing, go			nent, and position	description						
10 Days			Evaluat	1	Employee's nitials:							
10 Days	10 00	mest	Lvaraa	ion.		Macrio		111	016		1/03/1	
					-	ASST. DIVISION CO	MMAN			CHIEF DEP	PUTY / DATE	
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lgt.L	ATER	SIGNA	TYPE		112 1/5/14	DIVISION COMM	ANDER		30 - 1		F/DATE	
REV	/IEWE	R SIGI	NATUR	E/DAT	E							

PERFORMANC	E EVALUATION	REPORT	2		PAGE #2				
EMPLOYEE NAME	(Last)	(First)		DATE: 01/04/20	016				
NARRATIV	Æ:			0 110-112-1	710				
This is		e annual ev	aluation for the	2015 calendar vear					
has been em	This is the month of the 2015 calendar year. This is the control of the 2015 calendar year.								
is cur	rently assign	ed to the Jail/Trai	nsportation Divi	sion on Third Wate	;h.				
Training and	has successfully completed the Road FTO Training program, Court Deputy Training and Transportation Detail training.								
during this ra			ee Performance	Improvement Plan	s or discipline				
		rgeant R. Moebius signed to District 1		received a P ide along experien	\$400 COLUMN 10 100 COLUMN 10 COLUMN				
Respectfully	submitted,								
Sot. W	e S	41212							
Sgt. William	Jeffers #2/12	\mathcal{D}							
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EMPL	OYEE N	IAME:	(Last)	(First)	RANK:			P.S.N.:	ASSIGNMENT: DATE: Jail Division – 08/05/15 Transportation		
RATIN FROM	G PERI	IOD: 5/05/20	14 TO:	08/05/2015	EVALUATION TYP SPECIAL ()		NUAL	()	PROBATIONARY () MONTH (12)		
A - SA	TISFA	CTOF	RY						e, meeting or exceeding acceptable standards		
B - IM	PROV	EMEN	T NEEDED	Total performa	erformance are appar	period rent.	ically fa	alls sho	rt of normal standards. Minor faults in the		
C - UI	VSATIS	SFACT	TORY	Performance i acceptable for acceptable sta	the position that the	in one emplo	or mor	e areas. Ids. Th	The employee's performance is not employee has shown an inability to meet		
Α	В	C	RATING	CATEGORY		A	В	C	RATING CATEGORY		
X			THE RESIDENCE OF THE PARTY OF T	CE / PUNCTUALITY	1	Х			QUALITY OF WORK		
X			COMPLIAN	CE WITH RULES A	ND REGULATIONS	Х			PRODUCTIVITY / INITIATIVE		
Х			PUBLIC CO	NTACTS		Х			RESPONSIBILITY / DEPENDABILITY		
Х			EMPLOYEE	CONTACTS		Х			ACCEPTS / FOLLOWS DIRECTIONS		
Х			KNOWLEDO	GE OF WORK		Х			EFFECTIVENESS UNDER STRESS		
Х	WORK JUDGMENTS / DECISION MAKING					Х			JOB SKILL LEVEL		
Х			PLANNING	& ORGANIZING		Х			WRITTEN / ORAL COMMUNICATION		
S DIE		8.63			SUPERVISO	RYC	NLY				
			SUPERVISO	RY CONTROL							
			LEADERSH	IP							
				G SUBORDINATES	3						
Previo were r	us traii eviewe	ning, g d:		ment, and position Employee's Initials:	description	RECO	OMMEN	IDED TI	RAINING:		
Sot.	www.	218	NATURE / DA	2 8/5/15	ASST. DIVISION CO		09	DATE	CHIEF DEPUTY DATE SHERIFF / DATE		
RI	EVIEWE	ER SIG	NATURE / DA	TE							

PERFORMANCE	EVALUATION REI	PORT		PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 08/05/1	15
NARRATIVE	≣ :			
This is		s twelve month evalua	tion for the 2015 calend	ar year.
	was promoted	the Montgomery Count on August 5, 2014 and		the
Jail/Transpor	tation Division (on Third Watch.		
training and 1	has successfu ransportation [Ily completed the Road Detail training.	FTO Training program,	Court Deputy
	received no av	vards entries during this	rating period.	
Sgt. William J	effers #212			
		\$		
			i G	



EMPLO	YEE N.	AME: (Last)	(First)	RANK:	(Farin	ach	P.S.N.:	ASSIGNMENT: District Ten	DATE: 04/11/15	
RATING FROM:	G PERIO	OD: 03/15	то:	03/28/15	SPECIAL ()		NUAL	()	PROBATIONARY (X)	MONTH ()	
A - SA	A - SATISFACTORY This rating shows consistently satisfactory performance, meeting or exceeding acceptable standards. The employee's performance has been entirely acceptable.										
B - IMPROVEMENT NEEDED Total performance occasionally or periodically falls short of normal standards. Minor faults in the employee's performance are apparent.									BIH PUDIS. FRE		
C - UNSATISFACTORY Performance is clearly inadequate in one or more areas. The employee's performance is not acceptable for the position that the employee holds. The employee has shown an inability to meet acceptable standards.											
A	В	C	RATING	CATEGORY		A	В	C	RATING CATEGOR	Y	
Х	31116	ΠA.	ATTENDANO	E / PUNCTUALI	TY I OF BOUNEST!	X	502	am p	QUALITY OF WORK	Dept Beach su	
Х	1.08	шьия	COMPLIANO	E WITH RULES	AND REGULATIONS	X	Dist	b) be	PRODUCTIVITY / INITIATIV	Beach's 8" val	
Х			PUBLIC CON	NTACTS		Х		103	RESPONSIBILITY / DEPEN	IDABILITY	
Х			EMPLOYEE	CONTACTS		Х			ACCEPTS / FOLLOWS DIR	RECTIONS	
Х			KNOWLEDG	E OF WORK		Х			EFFECTIVENESS UNDER STRESS		
X			WORK JUDO	SMENTS / DECIS	SION MAKING	Х			JOB SKILL LEVEL		
Х			PLANNING 8	R ORGANIZING		Х			WRITTEN / ORAL COMMU	NICATION	
	100				SUPERVIS	ORY (ONLY	,	Lemand	stratus based of the	
			SUPERVISO	RY CONTROL		T			2000 108	-17 30	
			LEADERSHI	P					RUMEY	Sot T Inde	
			EVALUATING	G SUBORDINAT	ES				100000000000000000000000000000000000000	17.10	
Previous were result to Day	EVALUATING SUBORDINATES REVIEWED WITH EMPLOYEE: Previous training, goals, advancement, and position description were reviewed: Employee's Initials: 10 Days To Contest Evaluation: G4/13 IS ASST. DIVISION COMMANDER / DATE CHIEF DEPUTY/DATE ASST. DIVISION COMMANDER / DATE SHERIFF / DATE REVIEWER SIGNATURE / DATE REVIEWER SIGNATURE / DATE										

PERFORMANCE EVALUATION REPORT	PAGE #2
EMPLOYEE NAME (Last)	DATE: 04/11/15
NARRATIVE:	
This is 12 week Probationary Perwas assigned to Support Services,	rformance Evaluation. During this rating period, , District Ten, Road Patrol.
	formal disciplinary action. While at District Ten aintained a professional standard when dealing with for his tour of duty. If any issues presented responded to direction form his FTO as well as his
successfully completed his Road Fie 8 th week, he was reassigned to District S issues were reported to this evaluator.	ld Training in the time allotted 8 weeks. Afte seven to learn Civil Service. As of this evaluation, no
Respectfully Submitted, Sch. Junu Jz Sgt. T.L. Turner #428	
Start Target Halle Start Starte Start	



FMPI	OYEE N	IAME:	(Last)	(Eirot)	DANK.			DSN.:		IGNMENT: Division	DATE: 05/15/15
RATIN FROM	IG PERI	OD: /15/15	то:	05/15/15	EVALUATION TYPE SPECIAL ()		NUAL	()	PROBA	TIONARY (X)	MONTH (9)
A - SA	ATISFA	CTOR	RY	This rating sl	nows consistently sati	sfactor been er	y perfo	rmance	e, meeting ble.	or exceeding acc	eptable standards
B - IM	IPROV	EMEN	T NEEDED	Total perform	ance occasionally or erformance are appar	periodi ent.	ically fa	lls sho	rt of norm		Deputy Boar
C - UI	NSATIS	SFACT	TORY	Performance acceptable for acceptable st	is clearly inadequate r the position that the andards.	in one emplo	or more	e areas lds. Th	. The employ	ployee's performar ee has shown an ir	nce is not nability to meet
Α	В	C	RATING	CATEGORY		A	В	C	RATII	VG CATEGOR	Y
X	-			E / PUNCTUALIT	Υ	X				Y OF WORK	nn 13 - n
X	100				AND REGULATIONS	X			PRODU	CTIVITY / INITIATIV	/E
X	12333		PUBLIC COM	THE RESERVE OF THE PROPERTY OF THE PARTY OF		X	12.00	70110	RESPONSIBILITY / DEPENDABILITY		
X			EMPLOYEE CONTACTS				74 05	1915-	ACCEPTS / FOLLOWS DIRECTIONS		
Х	1	100000	KNOWLEDGE OF WORK				100 100 100	W11(14)	EFFECT	TIVENESS UNDER	STRESS
Х			WORK JUDGMENTS / DECISION MAKING						JOB SK	ILL LEVEL	
Х			PLANNING 8	& ORGANIZING		Х			WRITTE	N / ORAL COMMU	NICATION
					SUPERVISO	RYC	NLY				
	T	Г	SUPERVISO	RY CONTROL				-			and the selection of th
	1		LEADERSHI	P						U350	the second live of the
			EVALUATIN	G SUBORDINATE	S					220 - 5010	and the same of
			MPLOYEE:			REC	OMMEN	DED T	RAINING:		
			oals, advancer	ment, and position	n description						
were i	reviewe	a:	4	Employee's							
				Initials:							
10 Da	ys To C	ontest	Evaluation:								
			15	115/15	Mary	2	ALT	010			
/ MUZ	WD1 01	FF 0/0	SNATURE / DA		ASST. DIVISION CO	MARA AND	DED	ATE		CHIEF DE	PUTY / DATE
- (a	MPLOY	EE SIG	NATURE / DA	1	A331. DIVISION CO	THE PARTY			1		1/5/2/
Saf	A IN	1333	5/15	115	011.5	-		100	15,		
1	RATER	SIGN	ATURE / DATE	•	DIVISION COMM	IANDE	RIDAT	E		SHERIF	F/DATE
	1										
	EVIEW	ED SIG	NATURE / DAT	TF.							
K	LVIEVV	LK 3/6	MATURE / DAT	-							

PERFORMANCE EVALUATION	REPORT	PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 05/15/15
NARRATIVE:		
completed his field training in the	nine month probationary evaluation and the Jail Division (Courts / Traine Courts and the Road. During this eapons detection, and jail detail.	nsportation).
did not receive period.	e any Employee Performance Improve	ement Plans or Discipline during this rating
did not receive	e any awards or positive Job Perform	ance Entries during this rating period.
has a positive attitude and cond	managing his responsibilities as a D lucts himself well with the public and Patrol (District 15) on first watch. performance is above average for th	court staff
	F	
Respectfully submitted,		
Sgt. R. Rosenkranz #553		e .
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	e 9 ⁴⁵	
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	OYEE N		(Last)	(First)	RANK:	ay in	enort	P.S.N.		ASSIGNMENT: District Ten	DATE: 03/03/15
FROM	G PERI	IOD: /15/15	TO:	02/15/15	EVALUATION TI		MILAL		000	DATIONARY (V)	MONTH
					SPECIAL ()					DBATIONARY (X)	
A - SA	A - SATISFACTORY This rating shows consistently satisfactory performance, meeting or exceeding acceptable standards. The employee's performance has been entirely acceptable.										
B - IM	PROV	EMEN	T NEEDED	Total perfor		r period				ormal standards. Mino	or faults in the
C - UI	C - UNSATISFACTORY Performance is clearly inadequate in one or more areas. The employee's performance is not acceptable for the position that the employee holds. The employee has shown an inability to meet acceptable standards.										
A	В	C	RATING	CATEGORY	room and the view	A	В	C	RA	TING CATEGOR'	Y
Х	acn	d .0	ATTENDANG	CE / PUNCTUAL	led his hist U YT	X	1086	1 199	QUA	LITY OF WORK	period. Vyilliin
X	109 B	anto	COMPLIANO	CE WITH RULES	AND REGULATIONS	X	118 .	othsi	PRO	DUCTIVITY / INITIATIVI	reacted appra
X	200	hon)	PUBLIC CO	NTACTS	Ohio Revised C	X	nisht	12 51	RES	PONSIBILITY / DEPENI	DABILITY
X			EMPLOYEE	CONTACTS		Х			ACC	EPTS / FOLLOWS DIRE	ECTIONS
X			KNOWLEDO	SE OF WORK		Х			EFF	ECTIVENESS UNDER S	TRESS
X			WORK JUD	GMENTS / DECI:	SION MAKING	X			JOB	SKILL LEVEL	
Х			PLANNING	& ORGANIZING		X			WRI	TTEN / ORAL COMMUN	ICATION
					SUPERVISO	DRY	DNLY			file waster	-16-386
			SUPERVISO	RY CONTROL		T				er #428	Sgt L. Lum
			LEADERSH	IP							
			EVALUATIN	G SUBORDINAT	ES						
Previo were r	REVIEWED WITH EMPLOYEE: Previous training, goals, advancement, and position description were reviewed: Employee's Initials: 10 Days To Contest Evaluation:										
	03/03/15 CNDAU19 s/4/15 State 3/6/15										
EI	MPLOY	EE SIG	NATURE / DA	TE	ASST. DIVISION	OMMAN	DER / D	DATE	,	CHIEF DEP	UTY / DATE
Sct June 3/3/15 My Dillitar 3/5/15 PM Mastris											
R	RATER SIGNATURE / DATE DIVISION COMMANDER / DATE SHERIFF / DATE REVIEWER SIGNATURE / DATE										

PERFORMANCE EVALUATION REPORT		PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 03/03/15
NARRATIVE:		1 00100110
	ail Division/Court Detail.	Evaluation. During this rating period, was assigned to Support
For the six month probationary period disciplinary concerns.	l ending February 15, 2	015, I have not been made aware of any
deputy of his experience. Likewise. period. Within that rating period, reacted appropriately, without hesitati	received his nandled his firs ion, and his actions wer	which showed he was in line for a four week evaluation during this rating tuse of force situation to the consistent with Sherin's Onice Policy. Sed Code and Ohio Traffic Codes.
*		N N
Sgt. T.L. Turner #428		
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		2
a sa s		8 2



EMPL	OYEE	NAME: (Last)	(First)	RANK:			PSN:	ASSIGNMENT:	DATE:	
									Jail Division	11/18/14	
RATIN FROM	G PER	RIOD: 8/15/14	To	O: 11/15/14	EVALUATION TYP SPECIAL ()		NUAL	()	PROBATIONARY (X)	MONTH (3)	
A - SA	TISF	ACTOR	Y		shows consistently sat yee's performance has				meeting or exceeding acce	ptable standards	
B - IM	PROV	EMENT	NEEDE	D Total perfor		period			of normal standards. Mind	r faults in the	
C - UI	VSATI	SFACT	ORY	Performanc	e is clearly inadequate for the position that the	in one			The employee's performand employee has shown an in-		
A	В	C	RATIN	IG CATEGORY	1	A	В	C	RATING CATEGOR'	Y	
X			The second secon	ANCE / PUNCTUAL		X			QUALITY OF WORK		
X					AND REGULATIONS	X	-	1	PRODUCTIVITY / INITIATIVI		
Х	- 1-		PUBLIC	CONTACTS		X			RESPONSIBILITY / DEPENI	DABILITY	
Х			EMPLOYEE CONTACTS					1	ACCEPTS / FOLLOWS DIRECTIONS		
Х			KNOWL	EDGE OF WORK	- # 3(0) - E - 1 - 1	Х		1	FFECTIVENESS UNDER S	TRESS	
Х		1 10	WORK JUDGMENTS / DECISION MAKING				11 75		JOB SKILL LEVEL	The State of the Land	
Х			PLANNIN		Х		1	WRITTEN / ORAL COMMUN	IICATION		
					SUPERVISO	RYC	NLY				
			SUPERV	ISORY CONTROL							
			LEADER	SHIP						CHARLES OF THE PARTY OF THE PAR	
			EVALUA	TING SUBORDINAT	ES						
Previo were r	us trai eviewe	ning, go ed:	IPLOYEE: pals, advar Evaluation	ncement, and positi Employee's Initials:	ion description	REC	OMMEN	IDED TRA	INING:	Treening of sp	
				II LIE KY ATE	ASST. DIVISION CO	MMAN	DER I D	P4/14 DATE	CHIEF DEP	JTY/DATE	
55	RATE	SS3 RSIGNA	TURE / DA	ILLIBIUM ATE	DIVISION COMM	ANDE		1-25-14 E	SHERIFF	/Z/// DATE	
RI	EVIEW	ER SIGN	NATURE /	DATE							

PERFORMANCE EVALUATION REPORT	Γ		PAGE #2
EMPLOYEE NAME (Last)	(First)	DATE: 11/18	0
NARRATIVE:			
has been assigned to the Jail Division, a training in the Courts. During this rating CPC/DMCC weapons detection period. did not receive any Enperiod. did not receive any away	assigned to the Courts g period has made satisfa nployee Performance Im vards or positive Job Per ng his responsibilities as Field Training Officer in	has been assigned to the Jactory progress during his provement Plans or Discipler formance Entries during the sa Deputy Sheriff without in reference to his job related	y completed his field ail Detail and initial probationary line during this rating his rating period. ncident. I received
assigned to the Jail Detail and CPC / DN duties with little supervision and no known month probationary employee. Respectfully submitted,	ICC Weapons Detection	on third watch.	as performed his stent with that of a three
Sgt. R. Rosenkranz #553			
		*	to as
n - E			



EMPL	OFFICE				RANK: CORRECTIO OFFICER	NS		P.S.N.:	ASSIGNMENT: JAIL	DATE: 01/14/14	
RATIN FROM	G PERI : 01	OD: -01-20	13 TO:	12-31-2013	EVALUATION TYP SPECIAL ()	-	NUAL	(X)	PROBATIONARY ()	MONTH ()	
A - SA	TISFA	CTO	RY		ows consistently sate				e, meeting or exceeding acce ble.	ptable standards.	
B - IM	PROV	EMEN	T NEEDED		ance occasionally or erformance are appar		ically fa	alls sho	rt of normal standards. Mino	r faults in the	
C - UI	ISATIS	SFACT	TORY		the position that the				The employee's performance employee has shown an inc		
Α	В	C	RATING	CATEGORY		A	В	C	RATING CATEGORY	1	
Х			ATTENDANO	E / PUNCTUALITY	1	Х			QUALITY OF WORK		
	Х		COMPLIANC	E WITH RULES A	ND REGULATIONS	Х			PRODUCTIVITY / INITIATIVE		
Х	7 3/19	1211	PUBLIC CONTACTS					1195	RESPONSIBILITY / DEPEND	DABILITY	
X		EMPLOYEE CONTACTS					-	Mary 1	ACCEPTS / FOLLOWS DIRECTIONS		
X		KNOWLEDGE OF WORK					13.3	1 20	EFFECTIVENESS UNDER STRESS		
X	1	WORK JUDGMENTS / DECISION MAKING				X	0 - 0	7	JOB SKILL LEVEL	Sale rose inc	
X	X PLANNING & ORGANIZING								WRITTEN / ORAL COMMUN	ICATION	
					SUPERVISO	RYC	NLY				
			SUPERVISO	RY CONTROL							
			LEADERSHII	P						ALTERNATION OF THE PERSON	
			EVALUATING	S SUBORDINATES	3						
Previo were r	us trair eviewed	ning, g d:	L	nent, and position Employee's Initials:	description	RECO	OMMEN	IDED TR	RAINING:	t barezennos um VIII Por um VIII Por um VIII India	
So	R	X	MALUKE / DAT	14/14	ASST. DIVISION COMM	MMAN	011	ATE 214.	CHIEF DEPO SHERIFF	The 1/22/1	
RE	VIEWE	R SIG	NATURE / DAT	E							

PERFORMANCE EVALUATION REPORT	PAGE #2
EMPLOYEE NAME (Last) (First)	DATE: 01/14/14
NARRATIVE:	
has been employed with the Sheriff's Office since He is currently assigned to the Jail	
On September 3, 2013, was issued an Employee Perform (EPIP) and a Letter of Caution for a violation of G.O.M. section 3.5. Rules, Rule 29 - Official Reports and Rule 36 - Use of Force. securing an inmate in the emergency restraint chair, used force and the strikes used during the force. secured in the restraints. received a "B" in the cate Rules and Regulations, as it relates to this infraction.	1 – Professional Conduct was assisting in failed to document all of orce after the inmate was
received a positive entry on his Employee Performance 2013 by Sergeant Whalen and Deputy Shiverdecker. While receiving, he conducted a pat-down search of an inmate brought to the Shiverdecker. During the search of the inmate's person, suspected heroin concealed on the inmate. Because of Shiverdecker's comments about Civilian of the Month.	was assigned to ne jail by Deputy
I completed a positive entry on was assigned to receiving, he located a large heroin concealed in an inmate's groin area during a pat-down search felony charges being added to the inmate.	ge amount of suspected
Sergeant T. Jackson #266	



EMPL	OYEE N	IAME:	(Last)	(First)	RANK:			P.S.N.:	ASSIGNMENT:	DATE:	
and pendger is all the		NAME OF STREET	CORRECTIONS OFFICER				JAIL	1/03/13			
RATII	VG PERI	IOD:	- 23 100		EVALUATION TYP	E:			TOTAL VALUE OF		
FROM	1: 0	1/01/1	12 TO:	12/31/12	SPECIAL ()	AN	NUAL	(X)	PROBATIONARY ()	MONTH ()	
A - S	ATISFA	CTOR	RY		ws consistently sati s performance has				, meeting or exceeding accode.	eptable standard	
B - IN	IPROVI	EMEN	T NEEDED		nce occasionally or formance are appar		ically fa	ills shor	t of normal standards. Mir	nor faults in the	
c - u	NSATIS	SFACT	TORY		he position that the				The employee's performa employee has shown an i		
A	В	C	RATING	CATEGORY	a deplement	Α	В	С	RATING CATEGOR	RY	
Х	3770	181	ATTENDANG	E / PUNCTUALITY	OT DIE PRIOR	Х	061	BIS	QUALITY OF WORK	dh pewol	
Х	C†	nort	COMPLIANCE WITH RULES AND REGULATIONS				DO-H	0.9	PRODUCTIVITY / INITIATI	VEO entino	
X			PUBLIC CONTACTS						RESPONSIBILITY / DEPENDABILITY		
X			EMPLOYEE CONTACTS						ACCEPTS / FOLLOWS DIRECTIONS		
X			KNOWLEDGE OF WORK						EFFECTIVENESS UNDER	STRESS	
X			WORK JUDGMENTS / DECISION MAKING						JOB SKILL LEVEL	200	
X			PLANNING 8	& ORGANIZING		X			WRITTEN / ORAL COMMUNICATION		
					SUPERVISO	RYC	NLY				
			SUPERVISO	RY CONTROL							
			LEADERSHI	P							
			EVALUATIN	G SUBORDINATES							
Previ		ning, g		ment, and position of Employee's Initials:	description	RECO	OMMEN	IDED TR	AINING:		
10 Da	ys To C	ontest	Evaluation:			1					
	MPLOY!	EE SIG	NATURE/DAT	3-13	ASST. DIVISION CO	1	DER / D	10-13.	MI	PUTY/DATE	
Set.			ATURE / DATE		DIVISION COMM	ANDER			SHERII	FF / DATE	

PERFORMANCE EVALUATION REPORT	PAGE #2								
EMPLOYEE NAME (Last)	(First)	200 and	DATE: 1/03/13						
NARRATIVE:									
Corrections Officer Sheriff's Office since Officer. works thi linear floors, open style dormitor in officer.	. He is assignered watch.	ed to the Jail Div	ontgomery County vision as a Corrections orimarily housing areas, so works as the dress-						
has not received a period.	any negative per	sonnel actions of	during this rating						
received a favorable job performance entry in June 2012. followed up on an anonymous jail request form and recovered tobacco and a lighter from the cell which housed the C-Pod workers, showing initiative and attention to detail.									
Sgt. R. H. Creech #637									
			a						
F6.		4							
2° 2° 5° 68°									



EMPLOYE	E NAME	: (Last)	(First)	RANK: CORRECTION OFFICER	NS		P.S.N.:	ASSIGNMENT: JAIL DIVISION	DATE: 6/29/2011	
RATING P	ERIOD: 3/15/20	11 TO:	06/15/2011	SPECIAL ()		VUAL	()	PROBATIONARY (X)	MONTH (3)	
A - SATIS	FACTO	RY	This rating show	vs consistently sati	sfactor	y perfo	rmance	e, meeting or exceeding acce	ptable standards.	
B - IMPRO	OVEME	NT NEEDED	Total performan		periodi			rt of normal standards. Mind	or faults in the	
C - UNSA	TISFAC	TORY		ne position that the				The employee's performane employee has shown an in		
AE	3 C	RATING	CATEGORY		A	В	C	RATING CATEGORY		
X			CE / PUNCTUALITY		X			QUALITY OF WORK	DIRECTION ALL	
X		COMPLIANO	E WITH RULES ANI	REGULATIONS	Х			PRODUCTIVITY / INITIATIV	E	
X		PUBLIC CONTACTS						RESPONSIBILITY / DEPENDABILITY		
Х		EMPLOYEE CONTACTS						ACCEPTS / FOLLOWS DIRECTIONS		
Х		KNOWLEDGE OF WORK						EFFECTIVENESS UNDER S	STRESS	
Х		WORK JUDGMENTS / DECISION MAKING						JOB SKILL LEVEL	framework and	
Х		PLANNING 8	& ORGANIZING		Х			WRITTEN / ORAL COMMUN	NICATION	
				SUPERVISO	RYC	NLY				
	T	SUPERVISO	RY CONTROL							
		LEADERSHI	Р							
	-	EVALUATIN	G SUBORDINATES							
Previous t were revie	raining, wed:		ment, and position o Employee's Initials:	lescription	RECO	OMMEN	DED TI	RAINING:	N	
EMPL	ER SIGI	G/20	Les lu	DIVISION COMM	MMAN	1/2	ATE	7/1	UTY/DATE /2/	

PERFORMANCE EVALUATION RE	PORT	PAC	GE #2
EMPLOYEE NAME (Last)	(First)	DATE: 06/29/2011	
NARRATIVE:		00/23/2011	
This is Corrections Office period, has bee to various housing positions in	n assigned to the Jail Division	probationary evaluation. During n on second watch. He has bee	
Improvement Plans or discipling		formance entries, Employee Pe s FTO.	rformance
has not rece the completion of his FTO peri		rmance entries or Employee Aw	ards since
Respectfully Submitted,		en e	
Sergeant Shawn Lamb #244			
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			ť .



EMPL	OYEE N	IAME:	(Last)	(First)	RANK:			P.S.N.:	ASSIGNMENT:	DATE:	
OFFIC				CORRECT	IONS			JAIL	03/19/12		
RATIN	IG PERI	OD:		and the section	EVALUATION TYP	E:			1 (0.41)		
FROM	: 1:	2/15/1	11 <i>TO:</i>	03/15/12	SPECIAL ()	AN	VUAL	()	PROBATIONARY (X)	MONTH (12)	
A - S/	ATISFA	CTOR	RY		lows consistently sati				e, meeting or exceeding actions.	ceptable standards.	
B - IN	IPROVI	EMEN	T NEEDED		ance occasionally or erformance are appar		cally fa	Ils sho	rt of normal standards. Mi	nor faults in the	
C - UI	VSATIS	SFAC1	TORY		r the position that the				The employee's performa e employee has shown an		
Α	В	С	RATING	CATEGORY		Α	В	С	RATING CATEGO	RY	
Х			ATTENDANG	CE / PUNCTUALIT	Υ	Х			QUALITY OF WORK		
Х		100	COMPLIANO	E WITH RULES A	ND REGULATIONS	Х	TEL		PRODUCTIVITY / INITIAT	VE	
Х	110		PUBLIC CONTACTS					J-UC	RESPONSIBILITY / DEPE	NDABILITY	
X	n	1.0	EMPLOYEE CONTACTS						ACCEPTS / FOLLOWS DIRECTIONS		
X	tytu.		KNOWLEDO	15 15 10 TS 1 TW	X		-	EFFECTIVENESS UNDER	STRESS		
X			WORK JUDGMENTS / DECISION MAKING						JOB SKILL LEVEL	ar and market	
X	PLANNING & ORGANIZING					X			WRITTEN / ORAL COMM	UNICATION	
			e la Calcal		SUPERVISO		NLY				
			SUPERVISO	RY CONTROL							
			LEADERSH	A CHARLES DE LA TACAMAN PARTICIONAL PROPERTIES	THE GLASS						
			EVALUATIN	G SUBORDINATE	S	3.55					
Previo	ous train	ning, g	MPLOYEE:	ment, and position		REC	OMMEN	IDED TE	RAINING:	rāg Neja Ko	
vere i	reviewe	d:			<u> 19 7 au. 96</u>	344					
				Employee's Initials:							
10 Da	vs To C	ontest	Evaluation:	mado.		1					
					10-1					01	
				3-19-12	Corance ?	7	0320	012	826	032	
E	MPLOY	EE SIG	NATURE / DA	TE	ASST. DIVISION CO	MMAN	DER / D	DATE	CHIEF DE	PUTY/DATE	
	1 4	A	/	10.10	My M	111	6	032	In Ohk	3/23	
GT.	PATER	SIGN	上半8ab 3 - ATURE / DATE	19-12	DIVISION COMM	ANDE	SUDAT			IFF / DATE	
R	ma	ali		6100	, DIVISION COMM	-	(DAI	-	SHEN		

PERFORMANCE EVALUATION REPORT	Ţ	PAGE #2							
EMPLOYEE NAME (Last)	(First)	DATE: 03/19/12							
NARRATIVE:									
This is final 12 month probationary evaluation.									
Corrections Officer has been employed by the Montgomery County Sheriff's Office since March 2011. working third watch. works primarily housing areas; however, he has been assigned as the dress-in officer and receiving officer on several occasions and has done an excellent job in these positions.									
has not received period.	d any negative personnel a	actions during this reporting							
During this rating period, has written or contributed supplements to 11 jail incident reports. These reports documented a variety of incidents ranging from inmate non-compliance with jail rules, inmate against inmate fights and inmates in possession of contraband. In each case, the reports contained all of the necessary information and required little or no correction by supervisors.									
from the inmates he supervise supervisors and peers and massists other officers as and staff members.	has good command presence and has little difficulty gaining compliance from the inmates he supervises. He seeks critique on his performance from supervisors and peers and makes an effort to learn more about his duties assists other officers as his duties permit and gets along well with other officers								
Sgt. William T. Ables #826									
2 ∴	Que e								



EMPL	OYEE N	IAME: (Last)	(First)	(Gnou	RANK:	THORSE	27/12	P.S.N.:	ASSIGNMENT:	DATE:	
101					ugfel nemi	CORRI	ECTIONS ER	Vien.		JAIL	01/25/12	
RATIN	G PERI	IOD:	THE STATE	17 75 D 1947	EVAL	LUATION	TYPE:	25 10	25510	CIT SWELL LODE 3650	dus unione?	
ROM	: 09	/16/11	TO:	12/15/12	SI	PECIAL () AN	NUAL	()	PROBATIONARY (X)	MONTH (9)	
4 - SA	ATISFA	CTOR	Υ	This rating the employ						, meeting or exceeding aco ble.	ceptable standards.	
3 - IM	PROV	EMENT	T NEEDED	Total perfor employee's				ically fa	alls shor	t of normal standards. Min	nor faults in the	
C - UI	VSATIS	SFACT	ORY	Performanc acceptable acceptable	for the po	sition tha	uate in one it the emplo	or mor	e areas. Ids. The	The employee's performa e employee has shown an i	nce is not nability to meet	
Α	В	С	RATING	CATEGORY	1		Α	В	С	RATING CATEGOR	7Y	
Х			ATTENDANO	E / PUNCTUAL	ITY		X			QUALITY OF WORK		
X			COMPLIANC	E WITH RULES	AND REC	GULATION				PRODUCTIVITY / INITIATI	VE	
X			PUBLIC COM	NTACTS			X			RESPONSIBILITY / DEPENDABILITY		
X			EMPLOYEE	CONTACTS			X			ACCEPTS / FOLLOWS DIRECTIONS		
X			KNOWLEDG	E OF WORK			X			EFFECTIVENESS UNDER STRESS		
X			WORK JUDO	SMENTS / DECI	SION MAK	KING	X			JOB SKILL LEVEL		
X					X			WRITTEN / ORAL COMMU	JNICATION			
					SUI	PERVI	SORY	DNLY		A STATE OF THE STA		
		48458	SUPERVISO	RY CONTROL			THE REAL PROPERTY.					
			LEADERSHI				_					
				G SUBORDINAT	TES		_					
	IVED IA	<u> </u>	PLOYEE:	o oobonbiinn			DEC	OMMEN	IDED TO	RAINING:		
Previo		ning, go	pals, advancen	nent, and positi Employee's Initials:	on descri _l	ption	,,,,,					
0 Day	s To Co	ontest l	Evaluation:		73A						1	
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RI	EVIEWE	ER SIGN	NATURE / DAT	E								

PERFORMANCE EVALU	JATION REPORT		PAGE #2							
EMPLOYEE NAME (Last)	(First)		DATE: 01/25/12							
NARRATIVE:	-									
This is Corrections Officer s 9-month probationary evaluation. has been employed at the Montgomery County Sheriff's Office since March 15, 2011. is assigned to the Jail Division, working second watch. performance is at an acceptable level for a 9-month employee and I have no areas of concern with his performance at this point in his probation.										
period.	received no discipline or Employee Performance Improvement Plans during this rating period.									
received no positive employee job performance entries and was not presented with any awards or commendations during this rating period.										
Sgt. T. Jackson #266										
			(a)							
8										
	**									



EMPL	OYEE N	IAME:	(Last)	(First)	RANK: CORRECTIO OFFICER	NS		P.S.N.:	ASSIGNMENT: JAIL DIVISION	DATE: 9/18/2011
RATIN FROM	IG PERI : 6/1	OD: 15/2011	то:	09/15/2011	EVALUATION TYP SPECIAL ()		NUAL	()	PROBATIONARY (X)	MONTH (6)
A - SA	ATISFA	CTOF	RY	The employe	e's performance has	been e	ntirely a	acceptat	, meeting or exceeding acce ble.	
B - IM	PROVI	EMEN	T NEEDED	employee's p	erformance are appar	ent.			t of normal standards. Mind	
C - UI	VSATIS	SFACT	TORY		r the position that the				The employee's performand employee has shown an in	
Α	В	C	RATING	CATEGORY		Α	В	С	RATING CATEGOR	Y
X			The Control of the Co	E / PUNCTUALIT	Y	Х			QUALITY OF WORK	
Х			COMPLIANC	E WITH RULES A	ND REGULATIONS	Х			PRODUCTIVITY / INITIATIV	E
Х			PUBLIC CON	NTACTS		Х			RESPONSIBILITY / DEPEN	DABILITY
Х			EMPLOYEE	CONTACTS		Х			ACCEPTS / FOLLOWS DIRECTIONS	
Х			KNOWLEDGE OF WORK			Х			EFFECTIVENESS UNDER STRESS	
Х			WORK JUDGMENTS / DECISION MAKING		ON MAKING	X			JOB SKILL LEVEL	
Х			PLANNING 8	RORGANIZING		Х			WRITTEN / ORAL COMMUN	NICATION
FILLIES ST					SUPERVISO	RYC	NLY			
	T		SUPERVISO	RY CONTROL						
	\vdash		LEADERSHI	HER DAY ON THE STANDARD STANDARD STANDARD						
			EVALUATING	G SUBORDINATE	S					
REVIE	WED W	ITH EI	MPLOYEE:		150	REC	OMMEN	IDED TR	AINING:	
Previo	us trair	ning, g	oals, advancer	ment, and position	description					
were r	eviewe	d:								
				Employee's Initials:						
10 Days To Contact Evaluation:										
				0-18-11	Maarz	- 0	9191	(accion	1810
E	MPLOY	X	NATURE / DAT		ASST. DIVISION CO	10	DER/D		CHIEF DEP	DITY/DATE
7	RATER		ATURÉ / DATE	6-11	DIVISION COMM	ANDE	RIDAT	E	SHERIFI	F/DATE
R	EVIEWE	R SIG	NATURE / DAT	E						

PERFORMANCE EVALUATION REPORT			PAGE #2
EMPLOYEE NAME (Last)	(First)	DA 09/	TE: /18/2011
NARRATIVE:			
	gned to the Jail Divis	ion on second watch.	ation. During this rating He has been assigned
has not received Improvement Plans or discipline sind			Employee Performance
On September 10, 2011, located contraband on the inmate displayed great attention to detail in housing areas.	to include a lighter	and fleece crack c	
Respectfully Submitted,			
Sergeant Shawn Lamb #244			
	: <u>> :</u>	: 13x :	
			"
a × •			

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 24-099

SUBJECT PERSONNEL INFORMATION					
DATE OF APPROVAL October 19, 2024	DATE OF ISSUE October 21, 2024	EFFECTIVE DATE October 19, 2024			
ISSUED BY: Sheriff Rob Streck					

Effective October 19, 2024:

Sergeant Josh Walters PSN 203, is placed on paid administrative leave (36040015004-671).

Effective October 19, 2024:

is placed on paid administrative leave

(36040010004-584).

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 24-008

F	SUBJECT PERSONNEL INFORMATION	
DATE OF APPROVAL January 22, 2024	DATE OF ISSUE January 22, 2024	EFFECTIVE DATE Various
ISSUED BY:	eriff Rob Stre	ock

Effective January 22, 2024:

returns from paid administrative leave (36040010004-

584).

Effective January 22, 2024:

Reserve Deputy Richard Moebius PSN 4038, has resigned.

Effective January 27, 2024:

Civilian Dispatcher Danielle Dane PSN 871, voluntarily transfers to the classification of Clerk Typist assigned to the Jail Division (36040010004-583).

Position Posting:

The Personnel Director is accepting memoranda of interest from qualified employees for the following:

Sergeant - Community Services

Employees who are interested in this position must submit a memorandum of interest to the Personnel Director by the close of business January 31, 2024. An Interview may be a part of the selection process for this position. Employees who desire additional information about this assignment should contact Major Jeremy Roy, Community Services Commander.

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 23-016

SUBJECT PERSONNEL INFORMATION				
DATE OF APPROVAL	DATE OF ISSUE	EFFECTIVE DATE		
February 24, 2023	February 24, 2023	Various		

ISSUED BY:

Sheriff Rob Streck

Effective March 1, 2023:

The following personnel have been selected to fill the Deputy - Community Services (3) position as posted in Personnel Order 23-008:

Deputy Alec Pfaff PSN 664 (3604005) Deputy Sean Richards PSN 643 (3604020) Deputy Taylor Gianangeli PSN 804 (3604010)

Effective March 1, 2023:

Deputy Sandip Singh PSN 764, has been selected to fill the Deputy - Community Services position as posted in Personnel Order 23-012 (3604010-335)

Effective March 4, 2023:

is assigned to Community Services - Evidence

Technician (3603005-308).

Position Posting:

The Personnel Director is accepting memoranda of interest from qualified employees for the following:

Deputy - Community Services (2)

Employees who are interested in this position must submit a memorandum of interest to the Personnel Director by the close of business March 3, 2023. Employees who desire additional information about this position should contact Major Jeremy Roy, Community Services Commander.

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 22-053

SUBJECT PERSONNEL INFORMATION				
DATE OF APPROVAL June 27, 2022	DATE OF ISSUE June 27, 2022	EFFECTIVE DATE Various		

ISSUED BY:

Sheriff Rob Streck

Effective June 27, 2022:

The following employees are eligible for the Evidence Technician Program posted in Personnel Order 22-037:

Deputy Jeffrey Sanger, PSN 303 Deputy Travis Munn, PSN 325 Deputy Joshua Potter, PSN 761

These employees will be selected in the order posted on this Personnel Order. This list will expire one year from the date of issue.

Effective July 5, 2022:

Corrections Officer Jacob Hupp PSN 608, has resigned (3603005-219).

Effective July 9, 2022:

Civilian Dispatcher Riho Kano PSN 657, has resigned (3602030-074).

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 22-026

SUBJECT			
P	ERSONNEL INFORMATION	N	
DATE OF APPROVAL	DATE OF ISSUE	EFFECTIVE DATE	
March 15, 2022	March 15, 2022	Various	

ISSUED BY:

Sheriff Rob Streck

Effective March 24, 2022:

Civilian Dispatcher Brandon Ingalls PSN 652, has resigned (3602030-468).

Effective March 27, 2022:

Corrections Officer Trevor Hawley PSN 647, has resigned (3603005-161).

Effective April 2, 2022:

Civilian Dispatcher Thad Kauffman PSN 194, is appointed to the classification of Provisioning Coordinator and is assigned to the Regional Dispatch Center. (3602030-621).

Effective April 15, 2022:

The following personnel have been selected to fill the Field Training Officer (FTO) Deputy - Community Services position as posted in Personnel Order 22-025

Deputy Travis Munn PSN 325 (3604020-351)

(3604020-330)

Deputy Jeffrey Sanger PSN 303 (3604020-235)

Deputy Tierra Hopkins PSN 465 (3604010-253)

Deputy Alec Denker PSN 520 (3604010-318)

Deputy Cherish Isaacs PSN 606 (3603030-525)

Deputy Bradley Gulley PSN 644 (3603005-338)

Deputy Joshua Potter PSN 761 (3604015-300)

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 19-024

SUBJECT PERSONNEL INFORMATION					
DATE OF APPROVAL March 19, 2019	DATE OF ISSUE March 19, 2019	EFFECTIVE DATE March 19, 2019			
ISSUED BY:					

Effective March 19, 2019:

The following Deputies have been selected to become members of the Regional Crowd Control Management Team as posted in Personnel Order 19-019:

Deputy Travis Munn PSN 325 (236323-351)

(236323-330)

Deputy Kyle Chmiel PSN 269 (236323-352)

Deputy Jonathan Petry PSN 344 (236323-353)

Deputy Benjamin Hale PSN 407 (236305-358)

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 14- 052

SUBJECT PERSONNEL INFORMATION					
DATE OF APPROVAL August 4, 2014	DATE OF ISSUE August 4, 2014	EFFECTIVE DATE Various			
ISSUED BY:					
That Olim					

Effective July 13, 2014:

Call Evaluator Misty M. Rieger, PSN 1299 has resigned. (236350)

Effective August 7, 2014:

Emily K. Miller, PSN 1311 joins the office as a Corrections Officer assigned to the Jail Division. (136028).

Effective August 16, 2014:

Corrections Office is appointed to the rank of Deputy Sheriff and is assigned to the Jail Division. (136259)

MONTGOMERY COUNTY SHERIFF'S OFFICE PERSONNEL ORDER 11-024

SUBJECT PERSONNEL INFORMATION					
DATE OF APPROVAL March 1, 2011	DATE OF ISSUE March 1, 2011	EFFECTIVE DATE Various			
ISSUED BY:					
The Thum					

Effective February 23, 2011:

Call Evaluator Daniel L. Isaacs, PSN 1116 has resigned. (236350)

Effective March 2, 2011:

Robert J. Knox, PSN 1136 joins the office as a Reserve Deputy assigned to the Reserve Deputy Program.

Effective March 15, 2011:

The following individuals join the office as Call Evaluators assigned to the Support Services Regional Dispatch Center. (236350)

Shannon S. Scott, PSN 1138 Danielle M. Carsner, PSN 1140

Effective March 15, 2011:

The following individuals join the office as Corrections Officers assigned to the Jail Division. (136028)

Joshua A. Wolf, PSN 1139

POSITION DESCRIPTION

MONTGOMERY COUNTY BOARD OF COUNTY COMMISSIONERS PERSONNEL DIVISION

AGENCY/DEPARTMENT/OFFICE Sheriff	
DIVISION Support Services	
SECTION Community Services	

Do not write in shaded area County Agency **New Position** Change USUAL WORKING TITLE OF POSITION TITLE OF IMMEDIATE SUPERVISOR Deputy Sheriff - Forensic Services Unit Sergeant NORMAL WORKING HOURS (Explain unusual or rotating shift) FROM: TO: Assigned watch JOB DESCRIPTION AND WORKER CHARACTERISTICS Minimum Acceptable Characteristics % Job Duties in order of Importance & Physical Demand Qualifications Preserves the peace and enforces the laws of this state. Protects the life and Valid driver's license; 23. Law (Ohio Revised Code, local laws and regulations): property of citizens as a sworn officer of the County including patrolling assigned area; responding to criminal and civil calls as dispatched; 55% 30.h. Apply principles to solve practical problems;31.c. Add, subtract...; 32.j. apprehending violators of the law; performing vacant house and business Maintain accurate records; 34.f. Handle checks; controlling traffic; transporting prisoners/inmates; maintaining assigned vehicle and other equipment; and preparing accurate and complete reports sensitive inquiries: 35.a. Demonstrate applicable to the situation. physical fitness Ensures the collection of complete and accurate evidence of criminal activity Valid driver's license: 23. Law (Ohio including processing crime scenes to collect and preserve evidence; submitting Revised Code, local laws and regulations); 30.1. Define problems; 31.c. Add, 35% investigative reports to expedite review and follow-up investigations: transporting evidence from Property Room to laboratory for analysis; reporting subtract...; 32.i. Maintain accurate records; on results from laboratory analysis; and assisting detectives at the crime scene. 34.f. Handle sensitive inquiries: 35.a. Demonstrate physical fitness Represents the Sheriff's Office in the community including organizing and Valid driver's license: 23. Law (Ohio conducting community meetings and crime prevention programs; working Revised Code, local laws and regulations); 32.r. Prepare and deliver speeches; 34.f. 5% closely with residents and community management to resolve problems in assigned area; speaking to community groups, schools, and other Handle sensitive inquiries organizations on law enforcement issues: and educating the public in law enforcement practices and application of the law. Valid driver's license; 23. Law (Ohio Ensures the proper delivery of legal notices including executing warrants for 5% arrest, search warrants, and probate court orders; serving individuals with Revised Code, local laws and regulations); summons, attachments, and other legal notices as issued by the court; 32.j. Maintain accurate records; 34.f. receiving and coordinating requests for process service; and maintaining Handle sensitive inquiries: 35.a. accurate records of time, place, and manner of servicing legal notices. Demonstrate physical fitness MINIMUM QUALIFICATIONS: 21 years of age High school diploma or equivalent Successful completion of the operations Field Training Officer program Successful completion of the Miami Valley Regional Crime Lab (MVRCL) evidence technician training program Ability to meet established physical and training requirements for standing, using stairways, running, lifting light to heavy objects, and protecting self and others against physical assault Demonstrated ability to keyboard 30 words per minute with corrections List any other licensure or certification requirements for the List any statutory requirements for licensure or certification: Certification as a Peace Officer by the Ohio Peace Officers' position: Training Commission per Ohio Administrative Code Valid Ohio drivers license Current CPR and First Aid certification Current firearms certification **Current Ohio LEADS Certification**

CLASS NUMBER	CLASS TITLE:		POSITION CONTROL NUMBER:

PSN:

SIGNATURE OF EMPLOYEE

I certify that I HAVE READ the above statements and UNDERSTAND MY DUTIES AND RESPONSIBILITIES to the best of my knowledge.

Date: 31-2123

List Class Titles of positions directly supervised.

POSITION DESCRIPTION

MONTGOMERY COUNTY BOARD OF COUNTY COMMISSIONERS PERSONNEL DIVISION

AGENCY/DEPARTMENT/OF Sheriff	FICE
DIVISION Jail	
SECTION Courts	

Do not write in shaded area

	ounty Agency	New Position		Change
USUA	L WORKING TITLE OF POSITION		TITLE OF II	MMEDIATE SUPERVISOR
Deputy Sheriff- Court Unit Sergeant NORMAL WORKING HOURS (Explain unusual or rotating shift)				
FROM	· TO:	Assigned shift	CED CHARACTER	ICTICS
%	JOB DESC Job Duties in ord	CRIPTION AND WORK er of Importance	CER CHARACTER	Minimum Acceptable Characteristics & Physical Demand Qualifications
55%	Preserves the peace, protects life and state. Maintains the safety, order, and assigned county buildings, including prescorting judges, jurors, witnesses, or protection; maintaining security and c facilities; and escorting or transporting p			
20%	Ensures the safety and security of a including patrolling facilities and grous security and safety conditions; reporting action; operating and monitoring were access control, fire alarms, and classifications of courtrooms, lobbies, and persons, individuals wanted on warrantees.	assigned County build ands at regular interving on any situation no apon screening equiposed-circuit TV syste a public areas; and app	als to check on eeding corrective oment, perimeter ems; maintaining orehending unruly	23. Law (Ohio Revised Code); 30.f. Deal with problems involving several variables; 34.c. Cooperate with coworkers; 35.a. Demonstrate physical fitness
10%	law. Ensures the proper execution of probate court orders; and the delivery and service of summons attachments, protection orders, and other legal notices as issued by the court; and maintaining accurate records of time, place, and manner of servicing legal notices.			Valid Drivers License; 23. Law (Ohio Revised Code, Local Laws And Regulations); 32.J. Maintain Accurate Records; 34.F. Handle Sensitive Inquiries; 35.A. Demonstrate Physical Fitness
10%	the evacuation of County facilities during drills or emergencies; operating tire- fighting equipment (e.g. fire extinguisher) as required, and providing mutual aid to the Federal Building and City of Dayton buildings adjacent to the County		Valid Drivers License; 23. Law (Ohio Revised Code, Local Laws And Regulations); 32.J. Maintain Accurate Records; 34.F. Handle Sensitive Inquiries; 35.A. Demonstrate Physical Fitness	
5%	citizens as needed as a sworn officer of the county including responding to criminal and civil calls as dispatched; apprehending violators of the law; controlling traffic, transporting probates, and large number of arrests, maintaining assigned vehicle and other equipment; and preparing accurate and complete reports applicable to the situation.			Valid drivers license; 23. Law (Ohio Revised Code, local laws and regulations); 30.h. Apply principles to solve practical problems;31.c. Add, subtract; 32.j. Maintain accurate records; 34.f. Handle sensitive inquiries; 35.a. Demonstrate physical fitness
MINIMUM QUALIFICATIONS: 21 years of age High school diploma or equivalent Ability to meet established physical and training requirements for standing, using stairways, running, lifting light to heavy object and protecting self and others against physical assault Demonstrated ability to keyboard 30 words per minute with corrections List any statutory requirements for licensure or certification: Certification as a Peace Officer by the Ohio Peace Officers' Training Council per Ohio Administrative Code Current firearms certification List Class Titles of positions directly supervised. Demonstrated ability to keyboard 30 words per minute with corrections List any other licensure or certification requirements for position: VALID OHIO DRIVERS LICENSE Current CPR and First Aid certification SIGNATURE OF EMPLOYEE I certify that I have read the above statements and understand duties and responsibilities to the best of my knowledge. Signed:				
			PSN: _	Date: 8-5-14
CLAS	SS NUMBER CLASS TIT	LE:		POSITION CONTROL NUMBER:

POSITION DESCRIPTION

MONTGOMERY COUNTY BOARD OF COUNTY COMMISSIONERS PERSONNEL DIVISION

AGENCY/D Sheriff	EPARTMENT/OFFICE
DIVISION Jail	
SECTION Housing or	Booking

Do not write in shaded area						
Action to the Control of the Control	ounty Agency New Position		☐ Change			
	USUAL WORKING TITLE OF POSITION TITLE OF IMMEDIATE SUPERVISOR					
	tions Officer AL WORKING HOURS (Explain unusual or rotating shift)	Sergeant				
FROM:						
1110111	JOB DESCRIPTION AND WOR	KER CHARACTER	ISTICS			
%	Job Duties in order of Importance		Minimum Acceptable Characteristics & Physical Demand Qualifications			
40%	Maintains the security of the Jail and ensures the care and we consistent with established procedures including ensuring measures are followed as required and inspecting as conformance to security standards; supervising the cleaning and ensuring that cleaning supplies are stored properly; feestablished times and accounting for all eating utensils and after meals; and distributing personal hygiene supplies, clinens, and other items to prisoners at specified times.	g that all security signed posts for of the housing unit eding prisoners at d trays before and clean clothing and	23. Law (Ohio Revised Code); 30.f. Deal with problems with several variables; 34.h. Develop good rapport with inmates; 35.a. Demonstrate physical fitness			
40%	Collects and maintains information on prisoners including maintaining all required documentation using established logs (e.g. Work Station, Jail Daily); accurately; 32.i. Complete routine forms					
20%	Provides general supervision of prisoners and prisoner workers including monitoring the movement of all persons to and from the Jail; moving prisoners					
MINIM	UM QUALIFICATIONS:					
	years of age					
 Attach 	gh school diploma or equivalent pility to meet established physical and training requirements for nd protecting self and others against physical assault emonstrated ability to keyboard 30 words per minute with corre		rways, running, lifting light to heavy objects,			
List an	y statutory requirements for licensure or certification: ertification as a Corrections Officer from the Basic Corrections cademy per Ohio Revised Code	List any other lice position:	ensure or certification requirements for the First Aid certification			
List Cla	ass Titles of positions directly supervised.		EMPLOYEE READ the above statements and UNDERSTAND ESPUNSIBILITIES to the best of my knowledge. Date: 3-15-1 (
CLASS	S NUMBER CLASS TITLE:		POSITION CONTROL NUMBER:			

MONTGOMERY COUNTY SHERIFF'S OFFICE DEPUTY SHERIFF COMMISSION

After the oath hereinafter taken, I, Phil Plummer, Sheriff of Montgomery County, Ohio, do hereby appoint the following persons as Deputy Sheriffs of Montgomery County, Ohio, pursuant to the authority vested in me by Section 311.04 of the Ohio Revised Code.

The State of Ohio Montgomery County, I do solemnly swear that I will support the of Ohio, and that I will faithfully discharmy continuance in office.	OATH OF OFFICE ss. the Constitution of the United States and the Conge the duties of Deputy Sheriff of Montgomery Constitution of the United States and the Conge the duties of Deputy Sheriff of Montgomery Constitution of the United States and the Congressive Congressive Constitution of the United States and the Congressive Con	R, SHERIFF
PRINT FULL NAME & PSN	SIGNATURE OF APPOINTEE	DOB
A THE E CALL THAT WE ARE		
	-	
Sworn to and subscribed in my presence Notary Public, State of Ohio My Commission Expires 6/29/2015 Recorded in Montgomery County	e, this 16 day of August	, 2014.





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

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

NOTICE OF PEACE OFFICER APPOINTMENT

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

1. Name (Last)	(First)	(Middle) 2 So	cial Security Number
OFFICER INFORMATION			
3. Alias (Last) (F	First)	(Middle)	7
4. Birth date (mm/dd/yyyy) 5. Email Address		6. Pho	one Number
4. Birth date (miniodryyyy)	The second second		
7. Home Mailing Address (#/Street/PO Box)	(City)	(State) (Zip Code)	(County Name)
Basic Training Academy (Academy Name) (Only complete if this is the	(0.000 m) 3 (100 m)	, (0	ates of framing)
officer's first appointment or OSP) Greene Co Career Center			
I & A N			
AGENCY INFORMATION 9. Agency Name Montgomery County St	neriff's Office		
10. Agency Email Address	11. Agency Phone		
duibleyk@mcohiosheriff.org	937-225-618		(County Name)
12. Agency Mailing Address (#/Street/PO Box)	(City) Dayton	(Zip Code) 45422	(County Name) Montgomery
345 W. 2nd St. PO Box 972	Dayton	40422	montgeniery
	13. New Appointm	nent Date 14. Status Ch	nange Date
APPOINTMENT INFORMATION (Complete Date, Status	and ORC)	1	1
15. Select New Status	Auxiliary Reser	ve Special Seasonal	
16. Select New ORC			
City/Municipality Full-Time/Part-Time (737.02) City/Mur	nicipality Auxiliary/Reserve/S	pecial (737.051) City/Municipality	Chief (737.02)
☐ Village Full-Time/Part-Time/Special (737.16) ☐ Village A	Auxiliary/Reserve (737.161)	Village Chief (7	37.15)
	ip Constable (509.01)	Other Chief - Li	st ORC/Charter
<u> </u>	Sheriff (311.04)	Sheriff (311)	
Other Entertoronalist			
	Lattest that the informat	ion provided on this form is true and co	rrect and is based on my
ATTESTATION OF REPORTING AUTHORITY	personal knowledge or	inquiry.	
17. Signature of Reporting Authority 18. Name and		19. Date	₁₆ / 2014
NOTARY	mer Sheriff Montgomer	y County 007	10: 2014
	August, 20_14	in the county of Montgomery	, Ohio.
		Service Control of the Control of th	Can C
Signature of Notary My co	ommission expires 6/29/20	15 Af	fix Seal Here
Signature of rectary			

SF400adm Page 1 of 2 Revised 04/07/2011 This form may be emailed to: SF400@ohioattorneygeneral.gov

KD



Officer Name (Last)	(First)		(Middle)	Social Security Number
20. OATH OF OFFICE				
I do solemnly swear or affirm that I will su Laws of the State of Ohio, and Laws and	Ordinances of the	on and Laws of the political subdivision e the duties of this o	to which I am appoi	erica, the Constitution and nted and to the best of my
Signature of Appointing Authority		Sheriff	mmer pointing Authority (Typed or P Montgomery County pinting Authority (Typed or Pri	y
OH Please list all prior appointment	IO PEACE OFFICE s. Use additional copi	R APPOINTMENT ies of page 2, as neede	HISTORY ed, to list the entire app	pointment history.
21. Appointed By (Agency Name and County): Montgomery County Sheriff's Office Mo	ntgomery County	22. F <u>ror</u>	n(mm/dd/yyyy):	To(mm/dd/yyyy): / /
23. Appointment Status (Check Appropriate Box) Full-Time Part-Time	Auxiliary	Reserve	Special	Seasonal
24. Appointed By (Agency Name and County):		25. From	m(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
26. Appointment Status (Check Appropriate Box) Full-Time Part-Time	Auxiliary	Reserve	☐ Special	Seasonal
27. Appointed By (Agency Name and County):		28. Fro	m(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
29. Appointment Status (Check Appropriate Box) Full-Time Part-Time	Auxiliary	Reserve	☐ Special	Seasonal
30. Appointed By (Agency Name and County):		31. Fro	m(mm/dd/yyyy):	To(mm/dd/yyyy):
32. Appointment Status (Check Appropriate Box) Full-Time Part-Time	Auxiliary	Reserve	☐ Special	Seasonal
33. Appointed By (Agency Name and County):		34. Fro	m(mm/dd/yyyy):	To(mm/dd/yyyy):
35. Appointment Status (Check Appropriate Box) Full-Time Part-Time	Auxiliary	Reserve	Special	Seasonal
36. Appointed By (Agency Name and County):		37. Fro	om(mm/dd/yyyy): / /	To(mm/dd/yyyy): / /
38. Appointment Status (Check Appropriate Box) Full-Time Part-Time	Auxiliary	Reserve	☐ Special	Seasonal

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DESTINATION ADDRESS DESTINATION ID	917408452675	
ST. TIME	08/15 08:39	
TIME USE	01'03	
PAGES SENT	2	
RESULT	OK	





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

(Middle) 2. Social Security Number

(Middle)

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

NOTICE OF PEACE OFFICER APPOINTMENT

- . Within ten days of the appointment or status change, submit one copy of this form either by email, fax or mail.
- Type or print legibly and complete all blanks. Enter N/A if not applicable.

1. Name (Last)

OFFICER INFORMATION

3. Alias (Last)

3. Submit pages 1 and 2 for a New Appointment. A new appointment occurs when an officer is first sworn into your agency, or has previously left the agency and returns.

(First)

- 4. Submit only page 1 for a Status Change. A status change occurs when an officer continues to be appointed by your agency, but has a change from one status, as listed in Box 15, to a different status.
- 5. Enter any necessary information for a Correction to Record, submitting all affected pages, and attach a letter explaining the requested change.

(First)

4. Birth date (mm/dd/yyyy)	5. Emeil Address			6. Phone Number	
7. Home Mailing Address (#/Street/PO Box	()	(City)	(State)	(Zip Code)	(County Name)
Basic Training Academy (Only complete if this is the officer's first appointment or OSP) Green	(Academy Name) eene Co Career Center	(Academy Number)			/-rnana
AGENCY INFORMATION	9. Agency Name Montgomery County Sheriff's C	Office			
10. Agency Email Address		11. Agency Phone Number 937-225-6187			
duibleyk@mcohiosheriff.org 12. Agency Mailing Address (#Street/PO B 345 W. 2nd St. PO Box 972	ox)	(City) Dayton	(Zip Code) 45422		(County Name) Montgomery
APPOINTMENT INFORMAT	ION (Complete Date, Status and ORC)	13. New Appointment Date		4. Status Change Date	
15. Select New Status	ull-Time Part-Time Auxi	iliary Reserve	Special S	Seasonal	
16. Select New ORC City/Municipality Full-Time/Par Village Full-Time/Part-Time/Sp	t-Time (737.02) City/Municipality /			Municipality Chief (73)	7.02)

MONTGOMERY COUNTY SHERIFF

345 W. Second Street, Dayton, Ohio 45422-2427 • www.mcohio.org/sheriff • (937) 225-HELP (4357)

Sheriff Phil Plummer

To: Supervisor & Command Staff

From:

Reason: Patrol Rifle

Date: 9-16-15

To whom it may concern,

This memo is to inform you of my interest in attending the patrol rifle course. I spoke with Sgt. Worley and verified I still had time to submit my memo. The rifle I intend on carrying is a Smith and Wesson M&P. It is a 223/556 caliber rifle with serial number.

I will take the rifle to the training center to have it inspected before the course on my own time. Thanks for your time and consideration in this matter.

Respectfully,

9/15/15

Wamps. Loone

Mighis

MEMORANDUM



MONTGOMERY COUNTY SHERIFF

345 W. Second Street, Dayton, Ohio 45422-2427 • www.mcohiosheriff.org • (937) 225-HELP (4357)

Sheriff Rob Streck



To: Personnel Director

From:

Reason: Field Training Officer

Date: 11-15-23

This memo is to inform you that I no longer wish to be a Field Training Officer for Community Services Division. Thank you for your time in this matter

Respectfully Submitted,



MEMORANDUM



Montgomery County Sheriff's Office

REQUEST FOR OFF-DUTY EMPLOYMENT

0			
8/64/19 30/19 30/19	THE REPORT OF THE	MPLOYEE PROFILE	
Employee Name:		PSN:	
Date Submitted:	January 05, 2024	Division Commander: Major Jeremy Roy	
G.O.M. 3.2.3 – Condition		HE MONTGOMERY COUNTY SHERIFF'S OFFICE	
I understand that I may en with the Sheriff's office. I written exception granted be Direct Sales of Bail bonds ago Investigative Uniform privation Collection age Strikes or laborations.	gage in off-duty employme further understand that I can by the Sheriff: r distribution of alcoholic be encies. work for an insurance agen the guard services. ency services. or disputes.	-	nt without
absence due to illness or i		ient while on approved sick leave or approved leave t	51
services to provide verificated deducting all applicable st employee will be required	0.01 requires employees invation from the employer to ate and federal employmento submit, with their writte pursuant to Ohio Revised (volved in the delivery of security or law enforcement whom they are providing services, that the employer it taxes. If the employer is not deducting such taxes on request, a copy of the appropriate license issued becomes § 4749.01.	r is s, the
Employer Name: Target [Dayton Ministries		
Address: 111 Xenia Ave.	Dayton, OH 45410		
Dates & Times of work: V	arious/ongoing		
Job Description: Church	Security		
Likelihood of Court Appea	rance: Yes No		
Liability Concerns: Gene	ral Security		
Name & Contact Number	of Supervisor or Commandi	ing Officer: Cindi Stevens 937-902-3849	
By signing below I ackn	The first sense of the American Street, and the sense of	ACKNOWLEDGEMENT OF G.O.M. & O.R.C. g to G.O.M. 3.2.3 Conditions of Work and O.R.C. § 47	749.01.
Request Approved:	utto	Date: 1/15/24	
Request Denied:		Date:	

THE SHERIFF RESERVES THE RIGHT TO REVIEW AND REVOKE PERMISSION TO ENGAGE IN OFF DUTY WORK AT ANY TIME

RECEIPT OF WRITTEN DIRECTIVES

Employee's Name

PSN

Date of Directive	Directive Number	Title of Written Directive	Officer Signature	Supv's Initial	Date Received
03/12/10	2.1.1	Organizational Structure and Subdivisions		X	3-15-1
03/12/10	2.2.1	Direction			3-15-11
03/26/10	3.2.2	Benefits		XX	3-15-11
09/17/09	3.5.1	Professional Conduct Rules, Code of Ethics and Saluting and Paying Respects			3-15-11
08/27/10	3.5.2	Disciplinary Procedures		20	3-15-11
10/01/07	3.5.3	Award System		10	3-15-11
03/12/10	3.5.4	Uniform Requirements and Appearance Standards		M	3-15-11
				1	
				,	

	EN DIR	ECTIVES	
Employee's Nar		PSN	

Date of Directive	Directive Number	Title of Written Directive	Officer Signature	Supv's Initial	Date Received
3/5/10	5.1.11	Handling Persons with Mental Illness			6/11/11
3/3/10					
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1					
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	20-20-20				

RECEIPT OF WRITTEN DIRECTIVES

NAME			PSN:		
Date of	Directive	Title of Written Directive	Officer	Supv's	Date
Directive	Number		Signature	Initial	Received
7-1-11	2.1.1	Organizational Structure + Subdivisions		2	
8-5-11	4.3.1	Training Administration		8	9-4-11
9-22-11	Special	IT acceptable use policy			
11-4-11	4.3.5	In-server roll calls advanced training		h	11-05-11
11-4-11	5.1.3	Patrolegupment		2	11-05-11
11-4-11	4.3.4	Specialized training		r	11-05-11
11-4-11	8.4.1	Legal process		R	11-05-11
11-4-11	a.u.(Property & Ecidena Internal		L	11-11-11
11-1-11	Special order	Leave Reacrosts		L	//-//-1/
17-1-11	2.1.1	Organizational Structure + Subdivisions		h	11-11-17
)3-17-"	2.7.4	accountingà		Si	12-15-11
12-17-11	9.4.1	Property - Evidenced Internal Control Policy		R	17-15-11
12-17-11	4.5.1	Performance Evaluations		R	12-15-11
1-18-12	1.1.3	use of Force		R	1-17-12
2-3-12	9.4.1	Property Fundance Internal		S-	2-14-12
2-3-12	4.1.1	Recruitment Administrative Practices + Procedures,		R	2-14-12
2-3-12	4.2.1	Projessional - Legate Requirement	2) \	2-14-12
					1 -1
				5 20.00	
	I am and a second				

Acknowledgement of Policy

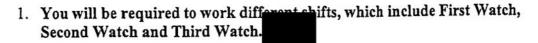
I have read and understand the Montgomery County Sheriff's Office Acceptable Use Policy. I will also maintain a copy for my records.

Employee Name	Unit #
Employee Signature	Date: <u>Q-28-11</u>

M

Requirements

Please initial after each item, once you understand the same. If you have any questions ask the assigned investigator to clarify any questions you may have in reference to this.



- 2. You may be required to work MANDATORY overtime (4 hour slo
- 3. You will be required to wear departmental issued uniforms
- 4. You will be required to cut your hair to meet departmental standards.
- 5. You will be restricted as the type of jewelry and items you can wear while on duty.
- 6. You will be required to attend the departmental mandated training
- 7. You will be required to report to duty ON TIME.
- 8. You will be required to deal with the general public in a courteous and professional manner.
- 9. You will be required to make reports anytime involved in an incident as a member of the Montgomery County Sheriff's Office.
- 10. You will be required to follow the rules and regulations of the Montgomery County Sheriff's Office
- 11. The Sheriff's Office has a <u>no smoking</u> and <u>no tobacco</u> use policy, during work hours.
- 12. While this position does offer opportunities for promotion, there are NO GUARANTEES that you, in fact, qualify to be promoted

3-15-11 DATE

Employee Signature/PSN

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

Employee Name	Employee ID#
Employer Name	Employer ID#

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

Windfall Elimination Provision

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

Government Pension Offset Provision

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

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

For More Information

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

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

Signature of Employee	Date 3-15-11



Ohio Public Employees Retirement System

277 East Town Street, Columbus, Ohio 43215-4642



Personal History Record

INSTRUCTIONS

- As a public employee you are required to complete and file this Form within 30 days of commencing employment. Failure to do
 so may limit the options available to you as well as delay transactions. Please fill out the form in blue or black ink.
- For elected officials: An elected official, or person appointed to a publicly elected position, who is not retired from an Ohio
 retirement system and does not have contributions on deposit with OPERS through previous elected service, has the option of
 contributing to OPERS or Social Security. Elected officials who choose OPERS membership are required to contribute to OPERS
 for all subsequent elected positions.

- 3. Be sure your date of birth and Social Security Number, which are used to identify your account, are entered correctly.
- 4. Sign the form in SECTION 4 EMPLOYEE CERTIFICATION. DO NOT print or type.
- The employer is required to complete SECTION 5 EMPLOYER CERTIFICATION.
- 6. The employer is required to mail the completed form to OPERS at the above address immediately upon hire.

Section 1 - Personal Information	•
Social Socurity Number	100
Last Name First Name MI	
Street or Mailing Address Apt. Number	
City State ZIP Code	3
]
Province Country Postal Code	_
Gender	
Date Of Birth Male Female	
X	
Yes No Maiden Name	1
Are you legally married?	J
Work Phone Number Cell Phone Number	
9372254357	
E-mail Address	7
]
Section 2 - Current Employment Information	
Job Title	_
corrections officer	
If this is an elected position or if you have been appointed to an elected position, provide date present elective service began.	

THE HUNDRED CLUB OF DAYTON

1401 S. Main Street, Suite 100, Dayton, OH 45409

December 14, 2020

OFFICERS

Peter A. Luongo Chairman

Gary L. Hunt President

Craig A. Voss 1st Vice President

Diane K. Timmons 2nd Vice President

Michelle L. Brown Secretary

Robert J. Suttman, II Treasurer

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Michelle L. Brown J. Norman Eckstein Richard L. Emmons Patricia A. Giering Gary L. Hunt Peter A. Luongo Patrick L. McGohan P. Scott McGohan Michael M. Parks R. Daniel Sadlier Gregory R. Stout Robert J. Suttman, II Diane K. Timmons David E. VanArtsdalen Craig A. Voss Stephen E. Walker Frederick E. Weber

Montgomery County Sheriff 345 W. Second Street Dayton, OH 45422

Dear

Congratulations! You, along with your fellow deputy, Kyle Chmiel, have been awarded the 2020 RBJ Award of Merit by The Hundred Club of Dayton for your meritorious and extraordinary service to our community.

One of the primary missions of The Hundred Club is to recognize and thank those police and fire personnel who have gone above and beyond the call of duty with the Robert B. Jacob Award of Merit. According to Personnel Director Julie Droessler, on the evening of September 19, 2019, you and fellow Deputy Chmiel risked your own safety to rescue a mother and her three small children from a structure fire under heavy smoke and life-threatening conditions. Because of your expertise, selfless dedication and rapid response all the victims survived the fire.

In appreciation for your dedicated service and commitment, The Hundred Club has awarded you the enclosed Robert B. Jacobs Award Plaque and pin and have sent to Sheriff Streck a check in the amount of \$4,000 to be used to enhance your department's training, development or equipment needs.

We are grateful for your service and wish you continued success in your work. Again, congratulations!

Sincerely,

cc:

Pete Luongo, Chairman

Montgomery County Sheriff Robert Streck

Julie Droessler, Personnel Director

Sergeant Laravie Captain Mike Brem

Montgomery County Sheriff's Office

Letter of Caution





Issued By: Sgt. Jack Shaw #78

MRC MAR This will serve as notification that you are hereby issued a letter of caution.

The reason for this action is that improper conduct has been established on your part for violation of Rule 32 - use of equipment, as specified in the Professional Conduct Rules in section 3.5.1 B

The circumstances surrounding this violation are to wit: On June 21, 2019, at approximately 1847 hours, you discovered an unknown subject had stolen your Montgomery County Sheriff's Office issued riot helmet, gas mask, P.P.E. kit, 4 different M.C.S.O. jackets and coats, riot baton and riot suit. The equipment was in 2 large plastic totes that were unsecure and unlocked in the bed of your truck.

You reported the items stolen with the Fairborn Police Department, report

On June 23, 2019, the Dayton Police Department located some of your issued Montgomery County Sheriff's Office equipment, but it was severely damaged and unserviceable.

Further misconduct on your part may result in more severe discipline.

Employee's Signature: Supervisor's Signature: Sar Jan ! Alans p 78	Date:	7/1/19	
Witness' Signature:	_ Date:		
Employee Performance Improvement Plan Attached.		13/36	7/2/19
Distribution: Original - Personnel File	1/25	2000	'5'
Copy - Employee	U	Page 1	AND



MONTGOMERY COUNTY SHERIFF'S OFFICE

Employee Performance Improvement Plan

Employee:	Date: July 1, 2019					
Description of the Incident: On June 21, 2019, at approximately 1847 hours, you discovered an unknown subject had stolen your Montgomery County Sheriff's Office issued riot helmet, gas mask, P.P.E. kit, 4 different M.C.S.O. jackets and coats, riot baton and riot suit. The equipment was in 2 large plastic totes that were unsecure and unlocked in the bed of your truck.						
You reported the items stolen with the Fairborn Police D	Department, report					
On June 23, 2019, the Dayton Police Department located Montgomery County Sheriff's Office equipment, but it wunserviceable.						
Measurable/Tangible Improvement Goals: Take better cayou.	are of items that are issued to					
Training/Direction Provided: Verbal counseling and a pr 3.5.1 B, Rule 32, Use of equipment.	ovided with a copy of G.O.M.					
Reasonable Improvement Expectation Time Frame: Impercented.	nediate improvement					
Positive Consequences: No lowering of evaluations and Progressive Discipline.	d/or implementation of					
Negative Consequences: Further violations of Policy and Procedure may result in lowered evaluations and/or Progressive Discipline.						
Employee Input/Rebuttal:						
Employee Signature:	Date: 7///9					
Supervisor Signature: 527 Jan C. Slum 7 18	Date: 7/1/19					
Witness Signature (Optional):	Date:					

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Revised 07/07/08

Montgomery County Sheriff's Office

Letter of Caution

September 3, 2013 Date: **Issued To: Corrections Officer** Issued By: Captain Charles Crosby #182 This will serve as notification that you are hereby issued a letter of caution. The reason for this action is that improper conduct has been established on your part for violation of Rule 36 – Use of Force and Rule 29 – Official Reports as specified in the Professional Conduct Rules in section 3.5.1 (B) of the G.O.M. The circumstances surrounding this violation are to wit: On May 24, 2013, you assisted in securing an uncooperative inmate in the emergency restraint chair. During this incident, you used force and failed to document all of the strikes you used during the use of force incident. You also delivered two strikes to the inmate after restraints had been applied. Further misconduct on your part may result in more severe discipline. Employee's Signature Date: 9-3-13 Supervisor's Signature: _______ (Witness' Signature: Date: Employee Performance Improvement Plan Attached. Distribution: Original - Personnel File Copy - Employee Page 1

MONTGOMERY COUNTY SHERIFF'S OFFICE

Date: September 3, 2013

Revised 07/07/08

Employee Performance Improvement Plan

Employee: Corrections Officer		Date: September 3, 2013
Description of the Incident: On uncooperative inmate in the en force and failed to document al inmate after restraints had bee Rule 36 – Use of Force and Rul	nergency restraint cha Il of the strikes. You al n applied. Your actions	ir. During this incident, you used so delivered two strikes to the s are in violation of the G.O.M.
Measurable/Tangible Improvem your actions and involvement i sustains the public confidence professional manner.	n incidents in critical t	o the Office mission as it
Training/Direction Provided: Rule 29.	was provi	ded a copy of G.O.M. Rule 36 and
Reasonable Improvement Expe	ectation Time Frame: Ir	nmediate.
Positive Consequences: No fut progressive discipline.	ture occurrences will e	liminate concerns regarding
Negative Consequences: Futur evaluations and/or progressive		could result in lowered
Employee Input/Rebuttal:		
Employee Signature:		Date: 9-3-13
Supervisor Signature:	Chl. Ofer	Date: 090303
Witness Signature (Optional):	1	Date:
1		

Jay Vitali

Sent: Tuesday, March 25, 2014 12:58 AM

To: Julie Stephens

My overall impression is favorable. Good employee, level head, hard worker, wants to succeed.

Jay Vitali

Sergeant Jay Vitali, PSN 377 Montgomery County Sheriff's Office Jail Division (937)225-4034 Booking Office (937)225-4084 Housing Office

From: Julie Stephens

Sent: Monday, March 24, 2014 3:48 PM

To: Curtis Laravie; Doug Reed; Eric Banks; Jay Vitali; Mark Shively; Ransley Creech; Richard Whalen; Scott

Chapman; Shawn Lamb; Ted Jackson; Thomas Feehan

Subject: need your feedback

just passed his oral interview. Please provide any positive or negative feedback you have on him as an employee.

After I receive your feedback on him I can submit the entire list of candidates to the Sheriff for promotional consideration.

I really appreciate the time and effort you've given in this process.

Sergeant Julie A. Stephens Montgomery County Sheriff's Office SORN/Personnel (937)224-3995 desk (937)224-3620 fax stephensj@mcohiosheriff.org

Doug Reed

Sent: Monday, March 24, 2014 5:11 PM

To: Julie Stephens

Julie,

Just wanted to take a second and comment on the second He is one of our troops in the jail on third watch. I hate the idea of loosing him, he is one of our top workers and can always be counted on. Never complains, and always does the job to the best of his ability. I have no doubt he will excel as a Deputy Sheriff. Without hesitation, I would recommend him for the position.

Sergeant D. Reed, #817 Jail Division Montgomery County Sheriff's Office 330 W. Second Street Dayton, Ohio 45422

From: Julie Stephens

Sent: Monday, March 24, 2014 15:48

To: Curtis Laravie; Doug Reed; Eric Banks; Jay Vitali; Mark Shively; Ransley Creech;

Richard Whalen; Scott Chapman; Shawn Lamb; Ted Jackson; Thomas Feehan

Subject: need your feedback

just passed his oral interview. Please provide any positive or negative feedback you have on him as an employee.

After I receive your feedback on him I can submit the entire list of candidates to the Sheriff for promotional consideration.

I really appreciate the time and effort you've given in this process.

Sergeant Julie A. Stephens

Montgomery County Sheriff's Office

SORN/Personnel

(937)224-3995 desk

(937)224-3620 fax

stephensj@mcohiosheriff.org<mailto:stephensj@mcohiosheriff.org>

Thomas Feehan

Sent: Tuesday, March 25, 2014 3:03 AM

To: Julie Stephens

со

would be an excellent deputy. He is a hard working and extremely dependable employee.

Feehan

From: Julie Stephens

Sent: Monday, March 24, 2014 3:48 PM

To: Curtis Laravie; Doug Reed; Eric Banks; Jay Vitali; Mark Shively; Ransley Creech; Richard Whalen; Scott

Chapman; Shawn Lamb; Ted Jackson; Thomas Feehan

Subject: need your feedback

just passed his oral interview. Please provide any positive or negative feedback you have on him as an employee.

After I receive your feedback on him I can submit the entire list of candidates to the Sheriff for promotional consideration.

I really appreciate the time and effort you've given in this process.

Sergeant Julie A. Stephens Montgomery County Sheriff's Office SORN/Personnel (937)224-3995 desk (937)224-3620 fax stephensi@mcohiosheriff.org

Richard Whalen

Sent: Tuesday, March 25, 2014 6:51 PM

To: Julie Stephens

Ma'am,

Without hesitation I recommend for Deputy Sheriff. Over the last two years I have worked with him and have been able to see him in a variety of situations. He always demonstrates excellent judgment, ability to handle stressful situations, and outstanding communications skills both oral and written. In addition he has been crucial in conducting fire response training to third watch personnel to include writing, conducting, and evaluating quarterly fire drills for third watch. would make an outstanding deputy and continue to be a valuable asset to the Montgomery County Sheriff's Office.

Sgt. Richard J. Whalen Montgomery County Sheriff's Office, Jail Division (937) 225-4034 (937) 225-4052 (Fax) whalenr@mcohiosheriff.org

From: Julie Stephens

Sent: Monday, March 24, 2014 3:48 PM

To: Curtis Laravie; Doug Reed; Eric Banks; Jay Vitali; Mark Shively; Ransley Creech; Richard Whalen; Scott

Chapman; Shawn Lamb; Ted Jackson; Thomas Feehan

Subject: need your feedback

just passed his oral interview. Please provide any positive or negative feedback you have on him as an employee.

After I receive your feedback on him I can submit the entire list of candidates to the Sheriff for promotional consideration.

I really appreciate the time and effort you've given in this process.

Sergeant Julie A. Stephens Montgomery County Sheriff's Office SORN/Personnel (937)224-3995 desk (937)224-3620 fax stephensj@mcohiosheriff.org

MONTGOMERY COUNTY SHERIFF'S OFFICE

APPLICATION FOR EMPLOYMENT

Print clearly. Use black ink. Press firmly and answer all questions.

	Last	First			Middle	_
Address:					• •	
	Street	· City	County	State	Ziþ	
Telephone Num	nber: Hom					
Social Security	Number:		g			
[] Dep [] Res) Corr [] Cler	uty Sheriff erve Deputy rections Officer k Typist	(Mark only one per applicat [] Security Officer [] Dispatcher [] Bookkeeper [] Other, (specify				_
B. Have you ev	ver applied here before?					
If yes, v	when?	Position _				_
C. Were you e	ver employed here? Yes	s No				
If yes,	when?	Position				_
When will you !	oe available for employm	nent? A.S.A.P. 0	us soon c	as poss	عطاء	
Are you 18 or o	over? Yes X No	; Are you 21 or over?	Yes X	No	-	
Do you meet th	ne minimum qualifications	s for the classification for wh	nich you are app	olying? Yu	5	_
Place of Birth:	Dayton	Montgom	ery	O H State		
A. Drivers Lic	ense Number: State: Q	H Number				
B. For driving		suspended or revoked?	Yes	No X		
If yes, give	details:					
If hired, can yo	ou provide the documents	s to prove you are authorize	d to work in the	United State	es?	

Date	Conviction	Place	Current Status
OTE: Certain conviction lave you ever had a f		loyment. Each case is consid	lered on its own merit.
fyes, State OH	License	e Numbe	_
	ed:		
Total Length of Service	e Time:Re	serve or National Guard	Status:
FINANCIAL INFORM	ATION (If yes, explain on	last page)	
	ATION (If yes, explain on re you now delinquent in any		
a.[]Yes 💢 No A		financial obligation?	
a.[]Yes 🎉 No A b.[]Yes 🂢 No D	re you now delinquent in any	financial obligation? our take-home pay?	e civil action pending agai
a.[]Yes X No A b.[]Yes X No D c.[]Yes X No D	re you now delinquent in any	financial obligation? our take-home pay? ouses have any immediat	

16. EMPLOYMENT HISTORY

Account for *all times* for the past *ten* years, including periods of unemployment. Indicate the name used, if other than the signature on this application. Begin with present position or occupation. In addition, list any other qualifying experience *prior* to the last ten years. (If you need more room, use a separate sheet of paper.) A resume is both welcomed and urged in addition to completion of this application. It will become an official part of the application, but may not be substituted for any part of this application.

۹.	Company Name: Cassady Woodworks	_ Salary: <u>39,0</u>	<u>U</u> TP	er: VQCC	
	Company Address: 446 North 5mithri	the Rd Day	yton !	O H State	45431 Zip
	Supervisor's Name: Dave Davis	Telephone Numbe	er:(937)	256-791	18
	Your Title: Cabinet builder Date: from mo. 28	yr2007 t	o mo. <u>Dec</u>	. yr. <u>2010</u>	_
	Your Duties: Build cabinets + count	ertops for	COMM	ercial	_
	yobs. (Hospitals, banks)				-
	Reason for Leaving: <u>current euployer</u>				_
	May we contact? Yes No				
В.	Company Name: J.D. Waridge Construction				- 117.000
	Company Address: P.O. Box 70, 247 E				
	Supervisor's Name: Dave Aldridge	Telephone Numb	er.(937)	477-111:	3
	Your Title: Concrete Man Date: from mo. Ma	V yr. 2005	to mo. <u>50 C</u>	st_yr. <u>2007</u>	<u></u>
	Your Duties: Poursal concrete bas				
	for new home construction				J
	Reason for Leaving: Aound a better				
		-000			_
	May we contact? Yes No				
C.	Company Name:	Salary:	·I	Per:	_
	Company Address:Street		City	State	Zip
	Supervisor's Name:	Telephone Numb			· _
	Your Title: Date: from mo			Vr.	_
					
	Your Duties:				
					-
•,	Reason for Leaving:				
	May we contact? Yes No				

	Company Name:		_ Salary:		Per:	-
	Company Address:Street			City	State	Zip
	Supervisor's Name:		Telephone	Number:		-
	Your Title:	_Date: from mo	уг	to mo	yr	
	Your Duties:					_
	Reason for Leaving:					_
	May we contact?Yes	No				
	TON LUCY	TORY				
7. (GOVERNMENT APPLICATION HIST	ORT			or other govern	ment agency?
	a. X Yes [] No Have you ev	er applied for a pos	tion with any l	aw enforcement	or other govern	mont agoney.
8	Name of Department or Agency		Accepted	If No. give	e reason for reje	ction
	Name of Department of Agency	Date Applied	710000100	71.	S - 11- 00	ciril socri
		11-20-20to	Yes No	awaiting	results of	ciril servi
		Manager Street Co. Company Association at		awaiting	results of	ciril servi
	Dayton Police Dept.	11-20-3010	Yes No Yes No Yes No	awaiting	results of	ciril seri
	b. [] Yes [X No Have you e page.	N-20-2010	Yes No Yes No Yes No ed or asked to	awaiting	results of	ciril servi
18	b. [] Yes [X] No Have you e page.	ever been discharg	Yes No Yes No Yes No ed or asked to	awaiting	a job? If yes, ex	ciril servi
	b. [] Yes [X] No Have you e page.	ever been discharg	Yes No Yes No Yes No ed or asked to	awaiting	a job? If yes, ex	ciril servi
18. A.	b. [] Yes [X No Have you e page.	ever been discharg	Yes No Yes No Yes No ed or asked to	awaiting	a job? If yes, ex	ciril servi
	b. [] Yes [X] No Have you e page.	ever been discharg	Yes No Yes No Yes No ed or asked to	awaiting	a job? If yes, ex	ciril servi
	b.[]Yes [X No Have you e page. REFERENCES (List a minimum of 3 Name: Michael F	ever been discharg	Yes No Yes No Yes No ed or asked to ted to you)	o resign from a	results of	ciril servi
	b.[]Yes [X]No Have you e page. REFERENCES (List a minimum of 3 Name: Michael F	ever been discharge references not rela	Yes No Yes No Yes No ed or asked to ted to you)	awaiting	results of	ciril servi
A.	b.[]Yes [X No Have you e page. REFERENCES (List a minimum of 3 Name: Michael F. Address:	ever been discharge references not rela	Yes No Yes No Yes No ed or asked to ted to you)	o resign from a	results of	ciril servi
A.	b. [] Yes [X] No Have you e page. REFERENCES (List a minimum of 3 Name: Michael F. Address: Phone: India Massi.	ever been discharge references not rela	Yes No Yes No Yes No ed or asked to ted to you)	o resign from a	results of	ciril servi

C.	Name: Julianne Mohr	Relationship: Arund
	Address:	
	Phone:	
D.	Name: Danielle Crank	Relationship: high school Arriend
	Address:	
	Phone:	
E.	Name:	Relationship:
	Address: Street	City State Zip
	Phone: Home: ()	Work: ()

9. EDUCATION Are you currently enrolled in scho Have you completed an Ohio Pea If yes, what academy?	Name of i	demy? Yes	No.X	ime Full Time
·	Number of Years Completed	Did you Graduate ?	Course of Study	Give types of degree, credits earned, or other documents awarded.
High School Chaminade High School Tulianne Or GED Name Dayton OH City State	4	X		
College:				
College: Name City State			·	
Business/ Technical:Name				
City State Military/ Correspondence:				
City State Other:				

Name

State

City

19. **GENERAL INFORMATION INQUIRY**

NOTE: The following questions and answers will be verified through a thorough background investigation.

If the answer to any of the following is yes – it will be necessary for you to explain, in detail, on the continuation sheet provided. Full and comprehensive explanations are necessary.

1.	If it became necessary in the course of your duties to take a human life, would you have any reluctance to do so because of religious or other belief?	YES	×
2.	Have you ever traveled outside the United States? (If yes, what countries)	YES	×
3.	Have you ever been involved in an automobile accident?	YES	₩.
4.	Do you have any hatreds or prejudices toward others because of their race, sex, national origin, religion or color that would be detrimental to your performing your job?	YES	NX.
5.	Do you have any problem controlling your temper?	YES	NX.
6.	Do you have any problems because of gambling?	YES	NK
7.	Do you drink alcohol?	YE	NO
8.	Have you ever been involved in glue sniffing or used any other such chemical agents for the purpose of obtaining a state of intoxication?	YES	NX
9.	Have you ever used any prescription drugs or any other drug for any purpose other than the purpose for which they were intended, or used any such drugs for an extended period of time without a prescription for any reason?	YES	×
10	. Have you ever used a hallucinogen? (Including marijuana)	YPS	NO
11	. Have you ever illegally used any narcotic drug at any time?	YES	NA
12	. Have you knowingly bought or sold stolen property?	YES	ŊX
13	. Have you ever filed for, or received, compensation, the amounts of which you were not eligible to receive?	YES	ŊX
14	. Have you ever received compensation through any welfare services agency, i.e., A.D.C. or general assistance, to which you were not lawfully entitled to receive?	YES	×
15	. As an adult, have you ever stolen anything?	YES	34
16	6. Have you ever been committed to any penal institution as a result of either a felony or a misdemeanor?	YES	M
17	. Are you presently under indictment or a defendant in any pending criminal or traffic charges?	YES	NX
18	B. Have you ever been arrested for, or charged with, a criminal violation?	YES	₩.
1			

CONTINUATION SHEET

NOTE: In using this section to explain or further add to answers, make reference to the particular section number, page number, and question number in the columns below before writing your answer. Your answers must be clear in meaning, explain all facets of the particular question. CAUTION: In signing the certificate on page 8, you are attesting to the validity of all answers noted within this continuation, as well as all areas of this questionnaire. Should you require further space, attach an 8 ½ x 11 inch sheet of plain paper and affix your signature to the page.

Page Number	Question Number	Continuation
ક	7	yes I do drink alcohol during the week
		On tuesday I shoot in a pool league more and
		occasionally have a few beers on the
		weekends I will also have a few beers
		at my own house. By a few beers I mean
		2 or 3 at the most
	10	
8	10	yes I have used Marijiana when I was
		It was the cool thing to do at the
		times I used it only once More after
		that + realized I was making a Mistake
		and bessel have not used itsince 1999.
		WIN THE STATE OF T
		, and the second
	<u> </u>	
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<u> </u>	<u></u>	

PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this employment application is true and complete. I understand that any false information or omission may disqualify me from further consideration for employment and may result in my dismissal if discovered at a later date.

I authorize and agree to cooperate in a thorough investigation of all statements made herein and other matters relating to my background and qualifications. I understand that any investigation conducted may include a request for employment and educational history, credit reports, consumer reports, investigative consumer reports, driving record, and criminal history. I authorize any person, school, current and former employer, consumer reporting agency, and any other organization or agency to provide information relevant to such investigation, and I hereby release all persons and corporations requesting or supplying information pursuant to such investigation from all liability or responsibility to me for doing so. I understand that I have the right to make a written request within a reasonable period of time for complete disclosure of the nature and scope of any investigation. I further authorize any physician or hospital to release any information which may be necessary to determine my ability to perform the job for which I am being considered or any future job in the event that I am hired.

I understand that compliance with the Sheriff's Code of Professional Conduct is a condition of my employment.

I understand I will be required to successfully pass a drug-screening examination. I hereby consent to a pre- and/or post-employment drug screen as a condition of my employment.

I understand that this application or subsequent employment does not create a contract of employment nor guarantee employment for any definite period of time.

I have read, understand, and by my signature consent to these statements.

Signature of Applicant::
Print Name:
Date: 12-22-2010
1 1/1m
Signature of Witness:: Junity Wood
Print Name: Timothy W BEACH
Date: 12-22-2010

Section Number	Page Number	Question Number	Continuation
			·
			•
			•
			·



MONTGOMERY COUNTY SHERIFF'S OFFICE

Phil Plummer, Sheriff 345 West Second Street P.O. Box 972 Dayton, OH 45422-2427

PERMISSION FOR RELEASE OF INFORMATION FOR BACKGROUND INVESTIGATION

I hereby give my permission to the Montgomery County Sheriff's Office, to seek criminal justice information about me in conjunction with my application for employment with them.

Further, I give my permission for any person within the criminal justice agency, to whom this waiver is directed, to release any and all information and do hereby release such person and/or agency from any and all liability for providing correct information.

I recognize the right of the Montgomery County Sheriff's Office to treat as confidential sources of information and to withhold the same from me, or my agent.

Signature:	
Print Name: ,	
Social Security Numbers	
Witness Signature:	W W Beach





MONTGOMERY COUNTY SHERIFF'S OFFICE

MONTGOMERY COUNTY SHERIFF'S OFFICE

Phil Plummer, Sheriff 345 West Second Street P.O. Box 972 Dayton, OH 45422-2427

DAYTON, OHIO

PERMISSION FOR RELEASE OF INFORMATION FOR BACKGROUND INVESTIGATION

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

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

I recognize the right of the Montgomery County Sheriff's Office to treat, at its discretion, certain sources as confidential, and its right to withhold from me, or my agent, the names of such confidential sources, and information obtained therefrom.

Signature:

Print Name:

Social Security Number

Witness Signature: January W Beach

Print Name: Timothy W Beach

AN EQUAL OPPORTUNITY EMPLOYER





LAST NAM

Ohio Department of Public Safety DIVISION OF HOMELAND SECURITY

http://www.homelandsecurity.ohio.gov

PUBLIC EMPLOYMENT

In accordance with section 2909.34 of the Ohio Revised Code

DECLARATION REGARDING MATERIAL ASSISTANCE/NO ASSISTANCE TO A TERRORIST ORGANIZATION

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

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

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

EIRST NAME

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DE	CLARATION	
	accordance with section 2909.32 (A)(2)(b) of the Ohio Revised Code	
	r each question, indicate either "yes," or "no" in the space provided. Responses must be truthful to the best of your kno Are you a member of an organization on the U.S. Department of State Terrorist Exclusion List?	wledge. Yes XNo
2.	Have you used any position of prominence you have with any country to persuade others to support an organization on the U.S. Department of State Terrorist Exclusion List?	Yes No
3.	Have you knowingly solicited funds or other things of value for an organization on the U.S. Department of State Terrorist Exclusion List?	☐ Yes ⊠ No
4.	Have you solicited any individual for membership in an organization on the U.S. Department of State Terrorist Exclusion List?	☐ Yes ⊠ No
5.	Have you committed an act that you know, or reasonably should have known, affords "material support or resources" to an organization on the U.S. Department of State Terrorist Exclusion List?	☐ Yes 🖾 No
6.	Have you hired or compensated a person you knew to be a member of an organization on the U.S. Department of State Terrorist Exclusion List, or a person you knew to be engaged in planning, assisting, or carrying out an act of terrorism?	☐ Yes ☒ No

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

CERTIFICATION

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

rganization referenced above.	
	12-22-10
X	10 dd 10
APPEICANT SIGNATURE	DATE

MIDDLE INITIAL

To Whom It May Concern

I have known for several years now. He has been a loyal and great friend to me since the day we met. He's an extraordinary person with many great qualities. He is full of ambition and very trustworthy. It is also one of the most reliable people I know, he's never once let me down. He has high expectations for himself and always finds a way to succeed.
just like anyone else has had many ups and downs in life. One thing I have noticed
about him is he always handles all situations in a positive manner. His strong ambition inspires him to go after the things he wants in life even if there are obstacles. I have witnessed him
achieved many goals he has set for himself personally and in the work place. He has good decision making skills and is able to draw from the experiences and expertise of those around
him in order to better himself. He is always open for learning new ways and ideas.
I believe will make an excellent choice for a corrections officer at The Montgomery
County Jail. He has the self control needed to handle certain situations he may come across as
well as an open mind which I believe will help him keep everyone on a non biased level. He will definitely show up to work, on time and ready to do whatever may be asked of him. He is a team
player and will not let his fellow employees or supervisors down. is always willing to help others.
and provided the second
In closing, I believe that would be an asset to the Sherriff's Office. In that regard and for your convenience I can be reached at you have any questions about this letter of
recommendation or if you would like to know more about

Anaka Bushman

Sincerely



Cassady Woodworks

446 N. SMITHVILLE ROAD DAYTON, OHIO 45431 937•256-7948 FAX 937•256-1832

Architectural
Woodworking
Custom
Cabinetry
Display
Fixtures
Design Service
Available

December 23, 2010

To Whom It May Concern:

has worked at Cassady Woodworks since 9/10/07.

has always been on time, gave 100% effort and is a pleasure to work with.

I highly recommend to any employer.

Sincerely,

Janet D. Rosser Personnel Manager To Whom It May Concern:

I have known in my capacity as an educator, both while he was a student and as a young adult.

is a hard-working, conscientious, well-mannered young man. He demonstrates leadership qualities and has educational skills that are of the highest quality.

has the ability to work with others with outstanding listening skills and a value-added belief system. He can assess a situation and make it a positive experience for everyone involved.

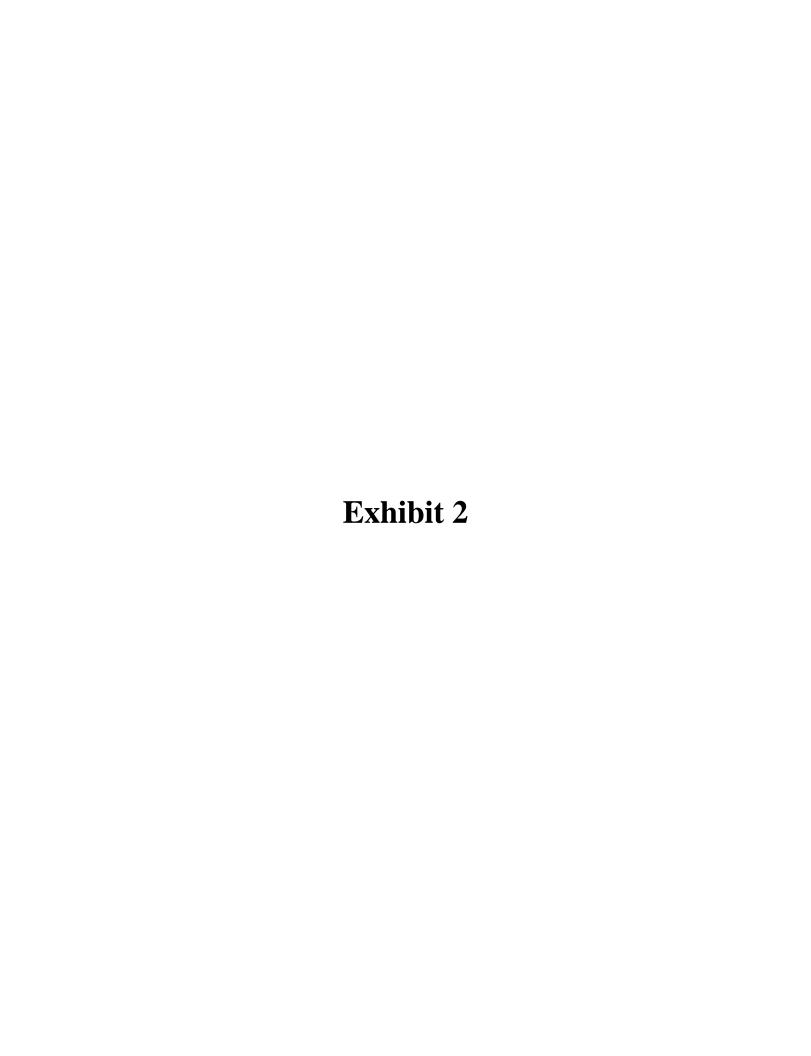
In summary, I recommend for any position that he might endeavor to pursue. I know that he will be successful.

Sincerely,

Anthony J. Ferraro Jr. Master Educator

PHYSICAL ACTIVITY READINESS QUESTIONNAIRE

Υ	N	Has your doctor ever said that you have a heart condition and that you should only participate in physical activity recommended by a doctor?		
Υ	N	Do you feel pain in your chest when you do physical activity?		
Υ	N	In the past month have you experienced chest pain when you were not doing physical activities?		
Υ	N	Do you lose your balance because of dizziness or do you ever lose consciousness?		
Υ	N	Do you have a bone or joint problem that could worsen by a change in your physical activity?		
Υ	N	Is your doctor currently prescribing medications for your blood pressure or heart condition?		
Υ	N	Do you know of any other reason you should not participate in today's physical activity?		
If you have a temporary illness or are not feeling well at this time, you may postpone the test.				
	ou are p	regnant, you are advised to consult with your physician prior to		
IF AT ANY TIME DURING THE PHYSICAL ACTIVITY YOU FEEL FAINT, DIZZY OR HAVE CHEST PAINS, STOP IMMEDIATLEY AND NOTIFY A SHERIFF'S OFFICE EMPLOYEE.				
LIABILITY WAIVER I UNDERSTAND THAT I AM VOLUNTARILY PARTICIPATING IN THIS PROCESS AND AS SUCH, I THE UNDERSIGNED RELEASE THE MONTGOMERY COUNTY SHERIFF'S OFFICE OF ALL LIABILITY.				
		2-16-11		
Sig	gnature	Date		
Pri	nt Name	Sheriff' Office employee signature / PSN		



MONTGOMERY COUNTY SHERIFF'S OFFICE IN-SERVICE TRAINING RECORD

RANK / TITLE		DATE:_	1-10-3	24
LAST NAME:	FIRST			MI
AGENCY: MCSO	9	PSN/ID#:_		
LOCATION: Training Cen	terRange	Other:		
Course Title OPOTA Pi-	stal Qualifica	tion.		
Hours AttendedV	Vritten Exam	PASS	FAIL	
Firearms Training Re-Certification Basic Class				
WEAPON: Make	Model	Caliber	S	erial Number:
1. Glock	17	944		
1. Glock 2. 3. 4.				
3.				
*LIST ON-DUTY WEAPON IN BLOCK NUM SHOOTING SCORE: 1.	MBER I.	Safety Che	ck: (Instructo	or Use Only)
COMMENTS:				
Instructor / Trainer Name & PSN	Tulah	n 89		
White: Training Center	Yellow: Agency C	opy Pinl	k: Individ	ual Copy
Revised 2-01				Form 0048

MONTGOMERY COUNTY SHERIFF'S OFFICE IN-SERVICE TRAINING RECORD

RANK / TITLE:	_	-	DATE: <u>©</u>	1.2.5.	
LAST NAME:	F	IRST		М	
AGENCY: MGO			PSN/ID#:		
LOCATION: Training Center	r <u>/O</u> Ra	ange	Other:		
Course Title Phose 1					
Hours Attended & Wr	itten Exam		PASS	FAIL	
Firearms Training Re-Certification Basic Class					
WEAPON: Make	Model		Caliber	Serial	Number:
1. Glack	M		9MM		
3.					
4.					
*LIST ON-DUTY WEAPON IN BLOCK NUMB	ERI.	\$5000k			
SHOOTING SCORE:			Safety Chec	K: (Instructor Use C	Only)
1. Poss 2.		OK .			
3.					
4.		SPITTLE			
COMMENTS: Use of pace lacture + test. OIS lecture, subject control + hardouting carotid restraint recentification. Pastol qualification, sow light lively possible drills (new duty and issued.					
Instructor / Trainer Name & PSN:			1 = FE	7262	
White: Training Center	Yellow: Ag	ency Co	py Pink:	Individual C	ору
Revised 2-01				For	m 0048



Montgomery County Sheriff's Office Regional Training Center Range Safety Rules

Cardinal Rules of Firearms Safety:

- 1. Treat all firearms as though they are loaded
- 2. keep your finger on an index point until you are on target and have decided to fire
- 3. Point the muzzle in a safe direction at all times
- 4. Be sure of your target and what is beyond it

Remember the "Laser Rule":

Treat your firearm as if it is a laser gun with the beam always on: Whatever the laser touches it cuts through.

- B. Specific Rules:
 - 1. Do you have any physical disability, limitation, illness, or other condition that would affect your ability to participate safely in any aspect of this program? () Yes No Initials
 - 2. Are you under the influence of any prescription/non-prescription drug or alcohol that would influence your safe participation in any aspect of this program? () Yes () No Initials
 - 3. Ear and eye protection (ANSI Z87.1-2003 approved) and a hat with a brim are required to be worn **at all times** while firing is being conducted on the range.
 - Immediately upon picking up a firearm, keep your finger off the trigger, point the
 muzzle in a safe direction, open the action, and check both visually and physically to
 see that it is unloaded.
 - 5. Check the condition a second time.
 - Never give a firearm to, or take a firearm from anyone unless the action is open for inspection.
 - 7. Load/reload/unload only after position is taken at the firing point and on command.
 - 8. Keep the firearm pointed down range at all times.
 - Never draw a handgun from a holster on the range unless instructed. If necessary, reload with gun holstered.
 - 10. Never draw/reholster with your finger in the trigger guard or on the trigger.
 - 11. Never holster a cocked firearm. (Cocked and locked firearms excluded). Initials
 - 12. Always wash face and hands after leaving the range and shower and change clothing at the end of a shooting day to reduce the possibility of lead contamination.
 - 13. Never go forward of the firing line unless instructed.
 - 14. Never step back from the firing line unless your handgun is safely holstered and the instructor directs you to do so.
 - 15. While on the firing line never bend over to retrieve dropped articles until instructed to
 - 16. No talking on the firing line except by or with an instructor.
 - 17. No eating, chewing, or smoking on the firing line.
 - 18. Pay strict attention to the instructors.
 - 19. Never anticipate a command.
 - 20. Never permit the muzzle of a firearm to touch the ground.
 - 21. Conduct a safety check of the firearm before and after a training session.
 - 22. Never dry fire on the range unless instructed to do so.
 - 23. All safety precautions must be adhered to and will be enforced.
 - 24. You are expected to use good judgment and to refrain from attempting any exercise which you may not be able to perform safely based on your own ability, equipment, prior training, or physical condition. Initials
 - 25. Remember: Everyone has the responsibility for range safety.

I have read and understand the Range Safety Rules and Regulations

Signature and Date	25-24
Print Name	



2024 Action Response Review Test

Name:		
Unit#		est per house a service of
Date#	2-5-24	-Mac n art art

- 1.) Use of force and the objective reasonableness standard is based on what constitutional amendment?
- A. 1st Amendment
- B. 5th Amendment
- C. 10th Amendment
- D. 4th Amendment
- 2.) A suspect, while refusing lawful orders, makes a verbal threat to assault the peace officer as they tense their muscles and take a bladed stance with closed fists, the officer should consider this as what level of resistance?
- A. Aggressive Active Resistance
- B. Low level Active Subject
- C. Passive Resistance
- D. No Resistance
- 3.) A suspect is refusing to exit their vehicle during a traffic stop after being lawfully ordered to do so by a peace officer, the suspect is not displaying any verbal hostility and presenting no credible threats, however, the suspect is continually asking the officer why they must exit the vehicle. Currently, what level of resistance is the suspect displaying?
- A. Aggressive Active Resistance

B. Low Level Active Resistance

C. Passive Resistance

D. No Resistance

· -		-	e depending on officer/subject factor ber of subjects and/or officers?	's such
A) True				
B. False				
• •		n officer's use of force do	ecisions based on 20/20 hindsight, ar ctice in a criminal court.	nd why
Brefors to J	læ faets d	iscovered ofter o	le use of force. Facts cont be u	l tt√
-				
6.) List four (4) pre		s. d Fist, poring, t	arzet glancing	
7.) Circle all that ap	oply. Pain target a	areas used to subdue a re	esistant subject include:	
A. Head	BTibial	C Radial	D.Median	
E. Lower Back	F. Neck	G. Supra Scapular	H)Common Peroneal	
I. Spine	J. Ribs	K. Brachial Plexus	L. Eye Socket	
	=	-	mporary or long-term injury to a susponent the officer from sustaining su	-

bodily injury?

9.) The continuum of arrest lists five facets: select the answer that lists them in order as they appear the Action-Response continuum guideline: A. Search, Handcuff, Control, Evaluate, Transport B. Control, Handcuff, Search, Evaluate, Transport C. Handcuff, Control, Transport, Evaluate, Search 10.) Per policy, employees are permitted to utilize the defensive tactic of neck restraints only in defensive situations where deadly force is justified. A. True B. False 11.) Age, Sex, Size, Skill Level, Multiple Subjects/Officers, and relative strength are factors you should put in an action response report and are examples of what? Offices Society Foctors 12.) Employees may only use the force which is reasonably necessary to affect lawful objectives including: A. Affecting a lawful arrest or overcoming resistance to a lawful arrest. B. Preventing the escape of an offender. C. Protecting or defending others or themselves from physical harm. D. All the above E. None of the above 13.) Closeness of a weapon, Injury or Exhaustion, being on the Ground, Distance from the Subject, Special Knowledge, Availability of Other Options, and environmental Conditions are factors you should be a considered to the process of the subject, Special Knowledge, Availability of Other Options, and environmental Conditions are factors you should be a considered to the constructions are factors you should be a considered to the constructions are factors you should be a considered to the constructions are factors you should be a construction of the constructions are factors you should be a construction of the constructi	0 \ Th = -	andingues of agency lists five facetor callest the angues that lists them in order as they appear
B. Control, Handcuff, Search, Evaluate, Transport C. Handcuff, Control, Transport, Evaluate, Search 10.) Per policy, employees are permitted to utilize the defensive tactic of neck restraints only in defensive situations where deadly force is justified. (A) True B. False 11.) Age, Sex, Size, Skill Level, Multiple Subjects/Officers, and relative strength are factors you should put in an action response report and are examples of what? Officer habback factors 12.) Employees may only use the force which is reasonably necessary to affect lawful objectives including: A. Affecting a lawful arrest or overcoming resistance to a lawful arrest. B. Preventing the escape of an offender. C. Protecting or defending others or themselves from physical harm. D. All the above E. None of the above 13.) Closeness of a weapon, Injury or Exhaustion, being on the Ground, Distance from the Subject, Special Knowledge, Availability of Other Options, and environmental Conditions are factors you shot put in an action response report and are examples of what?	•	• • •
C. Handcuff, Control, Transport, Evaluate, Search 10.) Per policy, employees are permitted to utilize the defensive tactic of neck restraints only in defensive situations where deadly force is justified. (A) True B. False 11.) Age, Sex, Size, Skill Level, Multiple Subjects/Officers, and relative strength are factors you should put in an action response report and are examples of what? Offices Subject Factors 12.) Employees may only use the force which is reasonably necessary to affect lawful objectives including: A. Affecting a lawful arrest or overcoming resistance to a lawful arrest. B. Preventing the escape of an offender. C. Protecting or defending others or themselves from physical harm. D. All the above E. None of the above 13.) Closeness of a weapon, Injury or Exhaustion, being on the Ground, Distance from the Subject, Special Knowledge, Availability of Other Options, and environmental Conditions are factors you should be a control of the subject of the properties of the subject of the subjec	A. Searc	h, Handcuff, Control, Evaluate, Transport
10.) Per policy, employees are permitted to utilize the defensive tactic of neck restraints only in defensive situations where deadly force is justified. (A) True B. False 11.) Age, Sex, Size, Skill Level, Multiple Subjects/Officers, and relative strength are factors you should put in an action response report and are examples of what? Officer Subject Foctors 12.) Employees may only use the force which is reasonably necessary to affect lawful objectives including: A. Affecting a lawful arrest or overcoming resistance to a lawful arrest. B. Preventing the escape of an offender. C. Protecting or defending others or themselves from physical harm. D. All the above E. None of the above 13.) Closeness of a weapon, injury or Exhaustion, being on the Ground, Distance from the Subject, Special Knowledge, Availability of Other Options, and environmental Conditions are factors you should be a support of the proposed for the proposed for the subject, Special Knowledge, Availability of Other Options, and environmental Conditions are factors you should be a support of the subject of the proposed for the subject of th	B. Contr	ol, Handcuff, Search, Evaluate, Transport
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	Specie	l ci rumstamus

14.) What factors are used to determine objective reasonableness.
A. Perspective of a reasonable officer on the scene
B. Totality of the circumstances
C. Officer/ Subject factors
D. Pre-Attack Indicators
E. Action-vs-Reaction
F. All the above
G. None of the above
15.) An Injury that creates a substantial risk of death, serious permanent disfigurement, or long-term loss or impairment of the function of any bodily member or organ. (A.)Serious bodily Injury
B. Reasonable Belief
C. Deadly Force
D. Imminent Danger
16.) Employees must have an objectively reasonable belief that deadly force is necessary to protect life before the use of deadly force. Deadly force may be used only under the following circumstances:
A. To defend themselves from serious physical injury or death.
B. To defend another person from serious physical injury or death in accordance with U.S. and Ohio Supreme Court decisions, specifically, Tennessee v. Garner and Graham v. Conner
C. Both A & B
D. None of the above
17.) When facts or circumstances the employee knows, or should know, are such as to cause an ordinary and prudent person to act or think in a similar way under similar circumstances:
A. Serious bodily Injury
B. Reasonable Belief
C. Deadly Force
D. Imminent Danger

18.) An appea his instant de	arance of threatened and impending injury would put a reasonable and prudent person to fense.
A. Serious bo	dily Injury
B. Reasonable	e Belief
C. Deadly For	се
D. mminent	Danger
long-term inj	strike options or control holds to pain target areas are least likely to cause temporary or ury and could be used as a reasonable response based on the subject's actions to cause he subject to gain compliance.
A.)True	
B. False	
	nemical repellant spray is deployed to the subject's face, the subject must be ted as soon as it is safe and practical to do so:
(A.)True	
B. False	
21.) Any force	e that carries a substantial risk that it will proximately result in the death of any person:
A. Serious bo	dily Injury
B. Reasonable	e Belief
C. Deadly For	ce
D. Imminent	
•	tempting to control a grounded suspect, any pressure used should not be placed on the he officer is in imminent threat of death or serious bodily injury and deadly force is

23.) The escort position utilized by itself is a use of force and requires an action response report:
A. True
B.)False
24.) A choke hold or similar weaponless control technique is a use of force that relies on the restriction of oxygen which could potentially result in serious injury or death: A. True B. False
25.) A carotid restraint, carotid control holds, or vascular neck restraint is a technique which relies on the temporary disruption of blood flow to the brain for incapacitation which could potentially result in the serious injury or death: (A.) True
B. False

RANK / TITLE		DATE: <u>ち</u>	1-24
LAST NAME:	FIRST		MI:
AGENCY: MCSO		PSN/ID#:	
LOCATION: Maining Cente	r <u> </u>	Other:	
Course Title Phase II			
Hours Attended & Wr	itten Exam	PASS	FAIL
Firearms Training Re-Certification Basic Class			
WEAPON: Make	Model	Caliber	Serial Number:
1. Glock	17	GMM	
2. Revenation	870	1299	Range Grun
3. Glock 4.	26	ANK	
*LIST ON-DUTY WEAPON IN BLOCK NUMB SHOOTING SCORE: 1. Pass 2. Pass 3. Pass	ERI. O(C) O(C)	Safety Check:	(Instructor Use Only)
4.			
COMMENTS: Pursuit Policy of lecture + recert, or recert Pistal shooting drills	ecture, stop 5 t, baton recen	tick lecture t, Pistol qu	+ recert, taser als, shotgun guals
Instructor / Trainer Name & PSN: _		J FEI	V7242
White: Training Center	Yellow: Agency Co	ppy Pink: Ir	ndividual Copy
Revised 2-01			Form 0048



TASER X2 & X26P OPERATOR CERTIFICATION / ANNUAL RECERTIFICATION FORM

This document is not needed if the class is registered in Axon Academy (email <u>training@taser.com</u> for details).

Select the TASER Energy Wes	apon certified on:	□ X2 🛛 X26	P	
Name		Agency: Hon	tgomery county S.O.	
Email: N/A		Phone:	N/A	
Address/State/Zip:	N/A			r. vol. vo
	se warnings PRIC	OR to participating	duct Warnings. I understand th ng in any hands-on TASER Ene	
Student Signature: (Required)				
	TASER INSTRU	ICTOR USE ON	LY	
The instructor is required to v Weapon Operator Recertificati			ully completed all TASER Ene	ergy
TW Review current Annual Recertification Course PowerF Presentation(s) and Training E applicable). TW Demonstrate safe hand loading and unloading, proper positioning, and aiming and depreferred target area.	Point sulletins (if ling during finger	(for each very probes in the second probes in the s	ploy a minimum of 2 live cartrid veapon certification), placing be the preferred target zones form a proper warning ARC trning: remove cartridge from the conducting Arc warning) tize the ARC switch to reenergizations. (X2)	oth
	nual Recertifications specified angle(s	on training progr) for one year.	y completed all components of am and is hereby recertified as	
		(Print Name)	(Signature)	
Date: 5-1-24	Location of	Training: MCS	O Training Center	

This form is for internal use only. Please do not send to the TASER Training Department.



Instructor and Operator: Warnings, Risks & Release Agreement

(For Use with Any TASER Energy Weapon Training and TASER Energy Weapon Exposure)



ortissue damage. Infection could result in death or serious injury. Scarring risk may be increased when using an energy weapon in drive-stun mode. Increased skin irritation, abrasion, mark, burning, or scarring may occur with an energy weapon with multiple cartridge bays when used in drive-stun or three-point deployment modes.

CWARNING Penetration Injury. The TASER probe has a small dart point which may cause a penetration injury to a blood vessel or internal organ, including lung, bone, or nerve. The probe or dart point (which may detach or break) can puncture or become embedded into a bone, organ, or tissue, which may require immediate medical care, surgical removal, or may result in scarring, infection, or other serious injury.

SAFETY INFORMATION: ENERGY WEAPON DEPLOYMENT AND USE

CWARNING Energy weapons and cartridges are weapons, and as with any weapon, follow safe weapon-handling practices and store your energy weapon securely. Significant differences exist between different TASER energy weapon models. Before using any energy weapon, including a multi-shot energy weapon, ensure you understand the functioning and effects of that model. Follow practices in Axon's TASER warnings and training materials and any additional requirements in your agency's Guidance. Failure to follow the warnings may result in death or serious injury to the operator or others.

AWARNING Confusing Handgun with Energy Weapon. Confusing a handgun with an energy weapon could result in death or serious injury. Learn the differences in the physical feel and holstering characteristics between your energy weapon and your handgun to help avoid confusion. Always follow your agency's Guidance and training.

AWARNING Trigger Hold-Back Model Differences. If the trigger is held back, most energy weapons will continue to discharge until the trigger is released or the power source is expended. With an APPM installed, the X2 and X26P can be programmed to stop an energy weapon discharge at 5 seconds even if the operator continues to hold back the trigger, requiring a deliberate action to re-energize the deployed cartridge. The TASER 7 and TASER 10 offer similar options incorporated into the device (independent of the battery pack). Know your model and how it works. Avoid repeated, prolonged, or continuous energy weapon applications when practicable.

SAFETY INFORMATION: ENERGY WEAPON EFFECTIVENESS

could increase the risk of death or serious injury to the operator, the subject, or others. If an energy weapon does not operate as intended or if subject is not incapacitated, disengage, redeploy the energy weapon, or use other force options in accordance with agency Guidance. An energy weapon's effects may be limited by many factors, including absence of delivered electrical charge due to misses, clothing disconnect, intermittent connection, or wire breakage; probe locations or spread; subject's muscle mass; or movement. Some of the factors that may influence the effectiveness of energy weapon use in effecting or achieving control of a subject include:

Subject may not be fully incapacitated. Even though a subject may be affected by a energy weapon in one part of his body, the subject may maintain full muscle control of other portions of his body. Control and restrain a subject as soon as possible, and be prepared in case the subject is not fully incapacitated.

Subject may recover immediately. A subject receiving an energy weapon discharge may immediately regain physical or cognitive abilities upon cessation of the delivered energy weapon discharge. Control and restrain a subject as soon as possible, and be prepared in case the subject immediately recovers.

Drive-stun mode is for pain compliance only. The use of a handheld energy weapon in drive-stun mode is painful, but generally does not cause incapacitation. Drive-stun use may not be effective on emotionally disturbed persons or others who may not respond to pain due to a mind-body disconnect. Avoid using repeated drive-stuns on such individuals if compliance is not achieved.

SAFETY INFORMATION: GENERAL PRECAUTIONS

Unintentional Energy Weapon Deployment or Discharge Hazard.
Unintentional energy weapon activation or unexpected cartridge discharge could result in death or serious injury to the operator, subject, or others.

Avoid static electricity. Keep cartridge away from sources of static electricity. Static electricity can cause an energy weapon or X26, X26P, or M26 cartridge to discharge unexpectedly, possibly resulting in serious injury.

Keep body parts away from front of energy weapon or cartridge. Always keep your hands and body parts away from the front of the energy weapon and cartridge. If the energy weapon discharges unexpectedly you could be injured.

IF YOU HAVE A CONDITION OR PRE-EXISTING INJURY THAT COULD BE AGGRAVATED BY PARTICIPATING IN TASER TRAINING OR RECEIVING A TASER ENERGY WEAPON EXPOSURE, NOTIFY YOUR INSTRUCTOR.

Please check the appropriate boxes:

☑ I am currently deemed fit for duty by my agency.

- ☐ I want to receive a voluntary TASER energy weapon exposure.
 - I do NOT have any pre-existing injuries or conditions that could be aggravated by a voluntary exposure.
 - I understand the risks associated with receiving a voluntary exposure and fully assume all risks.

LIABILITY RELEASE AGREEMENT

I acknowledge and agree as follows:

I have read, fully understand and accept the risks. I have read, fully understand, and accept the risks as stated in this document and Axon's current warnings ("Risks") and that these Risks exist whether or not I have pre-existing injuries. With full knowledge of the Risks, I voluntarily agree to participating in TASER energy weapon training.

Axon does not require an energy weapon Exposure. I understand that Axon does not require a energy weapon exposure as part of Instructor or Operator training. It is up to each agency to determine whether its instructors and operators experience an energy weapon exposure as part of training and it is exclusively my decision to voluntarily experience an energy weapon exposure.

I accept the Risks. Understanding the Risks, I assume all Risks inherent in TASER energy weapon training and, if applicable, voluntary energy weapon exposures, whether known or unknown, foreseen or unforeseen.

Release and hold harmless. I release and hold harmless Axon, its agents, officers, directors, employees, and distributors, my instructor, my law enforcement agency, and the host agency (collectively "Released Parties"), from any and all claims, including but not limited to, claims for strict liability, breach of warranty, failure to warn, or any other theory of liability whatsoever even if due to the NEGLIGENCE or GROSS NEGLIGENCE of the Released Parties. I specifically waive any statutory rights I may have regarding the release of unknown claims.

I agree no one will sue Released Parties. I promise that neither I nor anyone on my behalf will ever sue or bring any other legal action or claim against the Released Parties for anything related to my TASER energy weapon training or, if applicable, voluntary exposure.

Workers' Compensation Rights. This release does not waive any rights I may have under Workers' Compensation Laws. I agree that any recovery under Workers' Compensation Laws does not change, extend or enlarge the waivers and protections inherent in this agreement.

This agreement supersedes any other representation. This release supersedes any other statement, agreement or representation, written or oral, concerning my TASER energy weapon training and/or exposure. I affirm that this is my entire agreement with Axon and I am not relying on any representation by my instructor or agency inconsistent with Axon's TASER warnings and the Risks set forth in this document or in Axon's TASER training materials.

This agreement is a binding contract. I intend this form be legally binding upon me, my heirs, executors, administrators, attorneys and assigns. This agreement is contractual and not a mere recital. If any part of this agreement is held vague, invalid, or otherwise unenforceable, the rest of the agreement will continue in full force and effect.

I am competent to be bound by this agreement. I affirm that I am competent to enter into and be bound by this agreement; that I have read and understand this Liability Release Agreement in its entirety; that I have not been induced to sign this agreement by any promise or representation; and that I sign it voluntarily and of my own free will. By signing below I understand that I am giving up certain legal rights, including the right to recover damages in case of injury.

Date 5-1-24	Signed		
Printed Name			
Agency MCSO		- N	

This signed, completed form shall be retained by the agency or employer for the duration of the student's employment or longer as deemed necessary. Questions should be directed to legal@axon.com



revisions.

Instructor and Operator: Warnings, Risks & Release Agreement

Energy Wespon

Car hangestin required to specific to the Carried t

(For Use with Any TASER Energy Weapon Training and TASER Energy Weapon Exposure)

or contribute to sudden death.

Axon Enterprise, Inc. (Axon) TASER energy weapon training courses are physically strenuous and there is a risk of personal injury. BEFORE participating in any TASER energy weapon training or voluntary exposure, each participant MUST read the most current TASER energy weapon warnings and read and sign this form. This document incorporates all current TASER energy weapon warnings by reference. This document is effective March 1, 2023, and supersedes all prior

IMPORTANT SAFETY AND HEALTH INFORMATION

Read, understand, and follow all current instructions, warnings, and relevant TASER training materials before participating in TASER energy weapon training or experiencing a energy weapon exposure. Failure to do so could increase the risk of death or serious injury to the trainee, operator, force recipient, instructor, participants or others. Always follow all current instructions, warnings, and TASER training materials to minimize energy weapon risks.

TRAINING ENERGY WEAPON EXPOSURES

Voluntary. Axon does <u>not</u> require an energy weapon exposure as a condition for Instructor or Operator Certification. It is up to each agency to determine whether its instructors and operators experience an energy weapon exposure as part of training. If energy weapon exposures are performed, they must be limited to a single exposure not exceeding 5 seconds and performed in accordance with Axon's guidelines and by a Certified TASER Instructor.¹

Probe Deployments to Back Only. Cartridge deployed probes must be to the back of the torso or back of the legs only.

Spotters. All persons taking an energy weapon exposure must be properly supported by spotters to prevent falls unless lying down on a mat. Each spotter must hold the person and support the arm under the armpit to prevent arm or shoulder injuries. Eye Protection. Eye protection is required for the energy weapon operator, observers, spotters and the person being exposed to any probe deployment during ALL times.

SAFETY INFORMATION: ENERGY WEAPON RISKS AND RISK AVOIDANCE

AWARNING Muscle Contraction or Strain-Related Injury. Energy weapons in probe- deployment mode can cause muscle contractions that may result in injury, including bone fractures. Energy weapons in probe-deployment mode can cause muscle contractions resulting in injuries similar to those from physical exertion, athletics, or sports, including hernia rupture, dislocation, tear, or other injury to soft tissue, organ, muscle, tendon, ligament, cartilage, disc, nerve, bone, or joint; or injury or damage associated with or to orthopedic or other hardware. Fractures to bone, including compression fracture to vertebrae, may occur. These injuries may be more serious and more likely to occur in people with pre-existing injuries, orthopedic hardware, conditions or special susceptibilities, including pregnancy; low bone density; spinal injury; or previous muscle, disc, ligament, joint, bone, or tendon damage or surgery. Such injuries may also occur in drive-stun applications or when a person reacts to the energy weapon deployment by making a rapid or unexpected movement. AWARNING Secondary Injury. The loss of control resulting from an energy weapon exposure may result in injuries due to a fall or other uncontrolled movement. When possible, avoid using an energy weapon when secondary injuries are likely. Seizure. Repetitive stimuli (e.g., flashing light or electrical stimuli) can induce seizure in some people, which may result in death or serious injury. This risk may be increased in a person with epilepsy, a seizure history, or if electrical stimuli pass through the head. Emotional stress and physical exertion, both likely in incidents involving energy weapons and other uses of force, are reported as seizure-precipitating factors. Fainting. A person may experience an exaggerated response to an energy weapon exposure, or threatened exposure, which may result in fainting or falling. Muscle contraction, incapacitation, or startle response. Energy weapon use may cause loss of control from muscle contraction, incapacitation, or startleresponse.

CAMARNING Cumulative Effects. Energy weapon exposure causes certain effects, including physiologic and metabolic changes, stress, and pain. In some individuals, the risk of death or serious injury may increase with cumulative energy weapon exposure. Repeated, prolonged, or continuous energy weapon applications may contribute to cumulative exhaustion, stress, cardiac, physiologic, metabolic, respiratory, and associated medical risks which could increase the risk of death or

serious injury. Minimize repeated, continuous, or simultaneous exposures.
Physiologic and Metabolic Effects. Energy weapon use causes physiologic and/or metabolic effects that may increase the risk of death or serious injury. These effects include changes in blood chemistry, blood pressure, respiration, heart rate and rhythm, and adrenaline and stress hormones, among others. In human studies of electrical discharge from a single energy weapon of up to 15 seconds, the effects on acid/base balance, creatine kinase, electrolytes, stress hormones, and vital signs were comparable to or less than changes expected from physical exertion similar to struggling, resistance, fighting, fleeing, or from the application of some other force tools or techniques. Some individuals may be particularly susceptible to the effects of energy weapon use. These susceptible individuals include the elderly, those with heart conditions, asthma or other pulmonary conditions, and people suffering from excited delirium, profound agitation, severe exhaustion, drug intoxication or chronic drug abuse, and/or over-exertion from physical struggle. In a physiologically or

Stress and Pain. Energy weapon use, anticipation of use, or response to use can cause startle, panic, fear, anger, rage, temporary discomfort, pain, or stress which may be injurious or fatal to some people.

metabolically compromised person, any physiologic or metabolic change may cause

Minimize the number and duration of energy weapon exposures. Most human energy weapon lab testing has not exceeded 15 seconds of energy weapon application, and none has exceeded 45 seconds. Use the shortest duration of energy weapon exposure objectively reasonable to accomplish lawful objectives, and reassess the subject's behavior, reaction, and resistance before initiating or continuing the exposure. If an energy weapon deployment is ineffective in incapacitating a subject or achieving compliance, consider alternative control measures in conjunction with or separate from the energy weapon.

Avoid simultaneous energy weapon exposures. Do not use multiple energy weapons or multiple completed circuits at the same time without justification. Multiple energy weapons or multiple completed circuits at the same time could have cumulative effects and result in increased risks.

Control and restrain immediately. Begin control and restraint procedures, including during energy weapon exposure (cuffing under power), as soon as reasonably safe and practical to minimize energy weapon cumulative effects and the total duration of exertion and stress experienced by the subject.

Avoid touching probes/wires during energy weapon discharge. Controlling and restraining a subject during energy weapon exposure may put the energy weapon operator and those assisting at risk of accidental or unintended shock. Avoid touching the probes and wires and the areas between the probes during the electrical discharge.

heart has a low probability of inducing extra heart beats (cardiac capture). In rare circumstances, cardiac capture could lead to cardiac arrest. When possible, avoid targeting the frontal chest area near the heart to reduce the risk of potential serious injury or death. Cardiac capture may be more likely in children and thin adults because the heart is usually closer to the energy weapon-delivered discharge (the dart-to-heart distance). Serious complications could also arise in those with impaired heart function or in those with an implanted cardiac pacemaker or defibrillator.

Use preferred target areas. The preferred target areas are below the neck area for back shots and the lower center mass (below chest) for front shots. The preferred target areas increase dart-to-heart distance and reduce cardiac risks. Back shots are preferable to front shots when practicable.

Avoid sensitive areas. When practicable, avoid intentionally targeting the energy weapon on sensitive areas of the body such as the face, eyes, head, throat, chest area (area of the heart), breast, groin, genitals, or known pre-existing injury areas.

SAFETY INFORMATION: INJURY OR INFECTION

EXAMPLING Eye Injury Hazard. A TASER probe, electrode, or electrical discharge that contacts or comes close to an eye can result in serious injury, including permanent vision loss. DO NOT intentionally aim an energy weapon, including the LASER, at the eye of a person or animal without justification.

Energy weapon use may cause a permanent mark, burn, scar, puncture, or other skin

complies with Axon's most current training requirements, materials and license agreement. Representations inconsistent with this document made by any Certified TASER Instructor are expressly disclaimed.

¹ A Certified TASER Instructor is not an Axon agent, but maintains a current TASER instructor certification and

RANK / TITLE:			DATE:	6-6	- 9U
LAST NAME:	F	IRST			MI:
AGENCY: MCSO			PSN/ID#:		
LOCATION: Training Cente	rR	ange	Other:		
Course Title Annual Reppo	er ball C	artific	cation		
Hours Attended & Wr	itten Exam	· (PASS	FA	IL
Firearms Training Re-Certification Basic Class					
WEAPON: Make	Model		Calibe	r	Serial Number:
1. Repperhall Launcher	TACSA		N/A		POUTLauncher
2. 3. 4.					
3.			V 32		
*LIST ON-DUTY WEAPON IN BLOCK NUMB SHOOTING SCORE: 1. "Poss	ERI.	I segrepa	Safety Che	eck: (Ins	structor Use Only)
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Revised 2-01					Form 0048



TRAINING DEPLOYMENT SAFETY GUIDELINES

Although the PepperBall System is a weapon that is used for compliance and does not fall into the same category as lethal weapons, it is important to follow precautions whenever handling or using any of the PepperBall Launchers or Projectiles.

THE 6 BASICS

There are six basic projectile launcher safety rules that every PepperBall System operator must remember:

- 1. Treat all launchers as loaded.
- 2. Keep your finger outside (above or below) the trigger guard until you are on target and ready to fire.
- 3. Point the muzzle in a safe direction at all times. Use the Laser Rule to remember to keep the PepperBall Launcher safe during operations. Always treat the muzzle of the projectile launcher as if it is a laser gun with the beam on--whatever the laser beam touches, it cuts through!
- 4. Be sure of your target and what is beyond it.
- 5. Do not shoot at the head, neck, or spine. As with other less lethal projectiles, head shots could result in unintentional, severe, and permanent injury, or death. (Officers may be faced with a deadly force situation while armed with a PepperBall launcher. This may require the officer to specifically target the head, neck, or spine of a suspect with the PepperBall launcher. Officers should always follow department policy when dealing with these types of situations)
- Wear safety glasses or turn head to side when filling HPA bottles.

In addition to the six basics, operators will be required to adhere to the following precautions during training with a PepperBall System:

In training, eye protection must be worn at all times when shooting the PepperBall System. Test eye protection prior to training with PepperBall Projectiles, which may reach velocities in excess of 350 plus feet per second.

Additional mandatory safety equipment for participants in force-on-force training with the PepperBall System includes protection for the face, throat, and groin. Coveralls or long-sleeve sweatshirts are also recommended to protect against accidental discharges.

During training, one person should be designated as safety officer. The safety officer is in charge of inspecting the training area and all participants to ensure there is no live ammunition in the training area. The safety officer shall not participate in scenario training other than as a safety officer.

No live PAVA projectiles should be launched indoors, except in approved facilities. If live PAVA projectiles are launched outdoors, appropriate protective masks must be available for participants.

If at any time someone perceives a situation to be hazardous, they are to shout, "cease fire" until everyone complies. Upon hearing "cease fire" all participants and observers will immediately stop all action and keep launchers pointed in what they consider a safe direction until receiving further instructions.

- Unsafe or frivolous behavior will not be tolerated.
- This class is designed to give all participants a clear understanding of the PepperBall System. Students should ask the instructor for clarification on any information presented if it is unclear or more detail is required.
- Any and all injuries should be immediately reported to the instructor.
- It is the responsibility of participants to disclose any existing health conditions to the instructor prior to the beginning of class.
- Activities that may aggravate a health condition or chronic injury are to be avoided.

All participants and spectators must wear protective equipment during PepperBall Projectiles training exercises.

PEPPERBALL LAUNCHER AND PROJECTILE SAFETY GUIDELINES

The PepperBall Projectiles are hard frangible spheres filled with PAVA powder (training rounds are also available) that are designed to bring suspects into compliance. As with any weapon, there are precautions that must be taken to ensure safe operations with the PepperBall Projectiles:

Eye protections are mandatory for all persons participating in training and live scenario situations. Test eye protection prior to training with PepperBall Projectiles, which may reach velocities in excess of 350 plus feet per second. Additional mandatory safety equipment for participants in force-on-force training with the PepperBall System includes protection for the face, throat, and groin. Coveralls or long-sleeve sweatshirts are also recommended to protect against accidental discharges. Shots to exposed skin are strongly discouraged. Hits may break skin, or cause welts or bruises.

PepperBall Launchers utilize a compressed air delivery mechanism that, on occasion, can fail to function the launcher. This is an excellent opportunity to drill officers on launcher malfunction reactions. In the event of a stoppage or malfunction, attempt to clear it using normal stoppage clearing procedures that are taught with each launcher system. If several attempts do not clear the weapon, unless there is a safety violation or a situation that necessitates the stopping of the scenario, finish the scenario. Then, deal with the launcher malfunction. Getting into the habit of finishing the scenario will translate into effective action on the street in the event of a "real world" launcher failure.

Individual officers/users shall be responsible for ensuring that their launcher is clean and made ready for active duty following a real-world situation or a training session, which will help to prevent launcher malfunction.

<u>WARNING:</u> Frivolous use of PepperBall Launchers and Projectiles is irresponsible, dangerous and can result in serious injury to a participant. All participants should strictly follow Training Safety Guidelines for the use of PepperBall Systems.

I have carefully and thoroughly read the PepperBall Training/Deployment Safety Guidelines and agree to follow and abide by the terms of the guidelines.

		100
	19	6-6-24
SIGNATURE		DATE
	· •	8 9 8 8
PRINTED NAME		





Operator Test

Name:	Agency: Montgomery County Sheriffs Office
Date: 6-24	
PepperBall operators must certify how often	en:
A. Yearly B. When high profile events occur Every 2 years D. Every 5 years	
2. PepperBall systems are considered:	
A Non-Lethal B. Less Lethal C. Mostly Lethal D. Weapons of War	diaconunque Miligin es estumptos sonteste MMV a et 1 - 0
3. PepperBall systems combine kinetic impa	ct with organic irritant delivery.
A. True B. False	
4. PepperBall LIVE and LIVE-X projectiles uti of the hottest of the sic capsaicinoids four	lize the organic irritant PAVA, a powder based on one nd in pepper plants.
A. True B. False	
The kinetic impact force of a round of plas pounds.	tic frangible PepperBall projectile is foot
A. 100 to 120 B. 3 to 7 C. 19 to 20 D. 10 to 12	

6.	What is the minimum stand-off distance for directly impacting persons with round PepperBall projectiles?
	A. 5 feet B. 5 to 7 meters C. 0 feet D. 3 to 5 meters
7.	When deploying round PepperBall projectiles, what is the maximum recommended range for direct impact?
	A. Powder filled 60 feet B. Powder filled 30 feet
8.	For <u>area saturation</u> , what is the maximum recommended range for round powder filled projectiles?
(A. 30 feet B. 60 feet 150 feet D. 300 feet
9.	The VXR shaped projectiles weights approximately
	A. 3 grams B. 3.4 grams C. 4 grams D. 4.5 grams
10.	. VXR shaped projectiles can be utilized in all PepperBall launchers?
	A. True B. False
11.	. What is the minimum stand-off distance for <u>direct impact</u> when deploying VXR shaped projectiles?
(A. 0 feet (the same as round projectiles B. 3 feet C. 7 feet D. 12 feet
12	. VXR shaped projectiles can be launched from both the hopper and the magazine? A. True B. False

	Peppe	rt
13. PepperBall glass-shattering project a deadly force situation exists, and	ctiles should not be used for direct impact on persons (unle d it is within agency policy).	SS
A. True B. False	·	
14. Indicate the correct color identifier	rs for the following PepperBall projectiles:	
LIVE: red+white	Glass Shattering: White	
Inert: Purple + white	Marking: <u>Pink</u> LIVE-MAXX: white+black	
LIVE-X: Red+black	LIVE-MAXX: white+black	
15. Inert PepperBall projectiles can be u	used:	
 A. To quickly deescalate disruptive sit B. To distract C. In areas where chemical agents ca D. When kinetic impact is needed E. All the above 		
16. After impacting persons with a Pepp for unusual reactions and follow age A. True B. False	perBall projectile(s), officers should closely monitor the person ency policy for obtaining medical attention.	l
17. After exposing persons to PAVA fro and consider the following actions:	om PepperBall projectiles, officers should follow agency policy	
A. Keep the person calm and expose B. Rinse with cool, clean water C. Ensure incarcerated persons receive D. Monitor for unusual reactions E. All the above		
18. When utilizing PAVA, PepperBall us cleaned prior to permitting incarcera	ers should ensure that areas exposed to organic irritant are ated persons to return to that area.	
A True B. False		
19. Whenever possible, officers deploying	ing the PepperBall system should have cover officers and a ba	ck

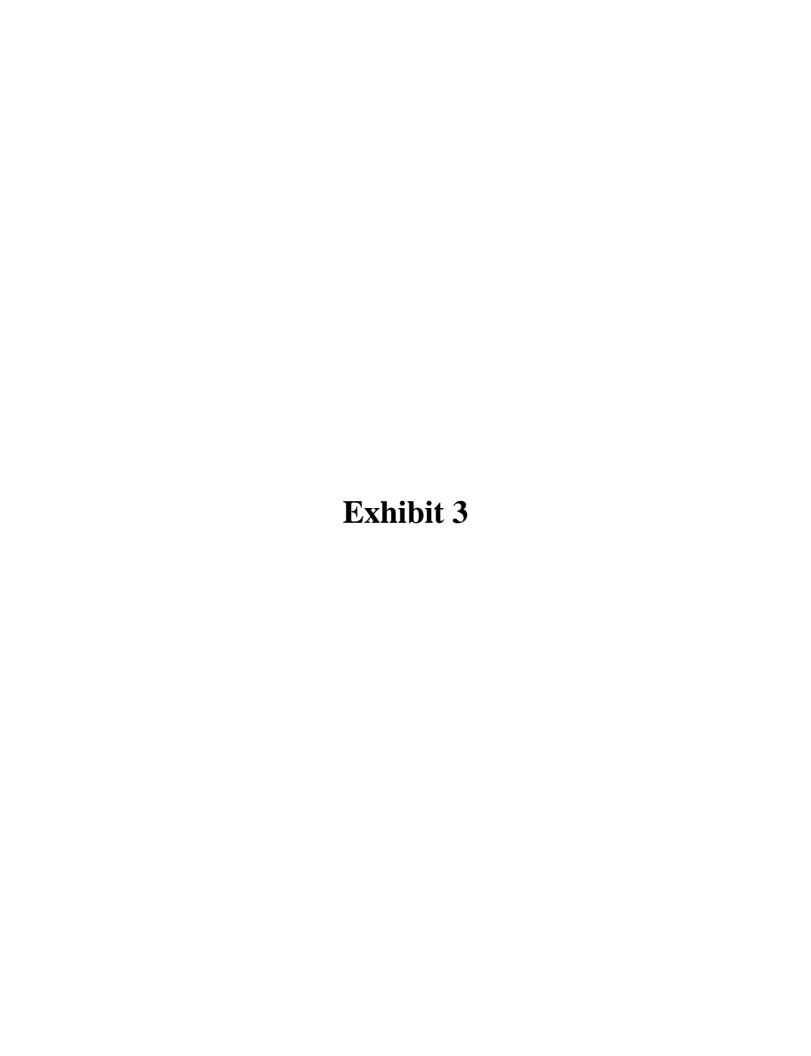
B. False

a deadly force thro	neck			
<u> </u>				
. If a person does n areas should be c	ot have a reaction after b onsidered.	eing impacted with Pep	perBall projectiles, a	Iternate ta
A. True B. I	False	•		
. PepperBall users The purpose of th	are instructed to perform is pause is to:	a "tactical pause" when	launching PepperB	all projecti
B. Contemplate allC. Evaluate safety	irritant/kinetic impact effect ternate target areas on the at the scene tion to an alternate strategy	subject or surrounding ar	eas	
		•		
-	es inspection and testing	•	nt time intervals:	
-	_	•	at time intervals:	
-	res inspection and testing 1 years	•	at time intervals:	
Visually: Hydrostatically:	ا مہودر مروض S A tanks and PepperBall I	· · · · · · · · · · · · · · · · · · ·		naximum
Visually: Hydrostatically: When filling SCUE pounds per square A. 375	ا مہودر مروض S A tanks and PepperBall I	· · · · · · · · · · · · · · · · · · ·		naximum
Visually: Hydrostatically: When filling SCUE pounds per square A. 375 B. 1,250	ا مہودر مروض S A tanks and PepperBall I	· · · · · · · · · · · · · · · · · · ·		naximum
Visually: Hydrostatically: When filling SCUE pounds per square A. 375	ا مہودر مروض S A tanks and PepperBall I	· · · · · · · · · · · · · · · · · · ·		naximum
Visually: Hydrostatically: When filling SCUE pounds per square A. 375 B. 1,250	ا مہودر مروض S A tanks and PepperBall I	· · · · · · · · · · · · · · · · · · ·		naximum
Visually: Hydrostatically: When filling SCUE pounds per square A. 375 B. 1,250 C. 3,000 D. 5,000	ا مہودر مروض S A tanks and PepperBall I	high-pressure air (HPA)	bottles, what is the r	
Visually: Hydrostatically: When filling SCUE pounds per square A. 375 B. 1,250 C. 3,000 D. 5,000 When filling HPA be side.	5 years BA tanks and PepperBall I e inch (PSI)?	high-pressure air (HPA)	bottles, what is the r	
Visually: Hydrostatically: When filling SCUE pounds per square A. 375 B. 1,250 C. 3,000 D. 5,000 When filling HPA be side.	1 years 5 years BA tanks and PepperBall I e inch (PSI)?	high-pressure air (HPA)	bottles, what is the r	
Visually: Hydrostatically: When filling SCUE pounds per square A. 375 B. 1,250 C. 3,000 D. 5,000 When filling HPA be side.	5 years BA tanks and PepperBall I e inch (PSI)?	high-pressure air (HPA)	bottles, what is the r	

20. When possible or if legally required, verbal warnings or announcements should be given prior to

using the PepperBall system.

RANK / TITLE:_		DATE:_8-2	DE.34
LAST NAME	FIRST		MI:
AGENCY: MCSO		PSN/ID#:	
LOCATION: Praining Cente	r_XQ Range	Other:	
Course Title Phase			
Hours Attended & Wr	itten Exam	PASS FA	IL
Firearms Training Re-Certification Basic Class			
WEAPON: Make	Model	Caliber	Serial Number:
1. Gelocx	17	amm	
2.			
3. 4.			
*LIST ON-DUTY WEAPON IN BLOCK NUMB SHOOTING SCORE: 1.	ER I.	Safety Check: (In	structor Use Only)
comments: Active shoots techniques. Active shoots sunatios. Gas Mask to 24CPT 1039 (7 gene	ur Shooting d		idding cleasing
Instructor / Trainer Name & RSN:	Sep 75	SEFER	
White: Training Center	Yellow: Agency Co	py Pink: Indi	ividual Copy
Revised 2-01			Form 0048



RANK/TITLE: Deputy there	77:		DATE:_	8-1-8	3
LAST NAME:	FI	IRST:_			MI:
AGENCY: MCSO			PSN/ID#:		
LOCATION:Training Cente	r Ra	ange	Other:		· · · · · · · · · · · · · · · · · · ·
Course Title Potrol Tyle re	lage.			3-11	
Hours Attended	itten Exam		PASS	FAIL	6
Firearms Training Re-Certification Basic Class					
WEAPON: Make	Model		Caliber	ti 1961	Serial Number:
1.5Mithawsson HAPI	MPII		223		
2. 3.					y)
4.					
SHOOTING SCORE: 1. PASS	ER I.	οK	Safety Che	eCK: (Instru	ictor Use Only)
2. 3.		ATT WOLD			
3.				Barth	10年編號2007。
4.					
COMMENTS: 5000000					

Instructor / Trainer Name & PSN:		7	- Fer	TJU)
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Revised 2-01					Form 0048

RANK/TITLE: Deputy 5	reciff		DATE: <u>5</u>	· 3	.33
LAST NAME		RST:			MI
AGENCY: NGO			PSN/ID#: <u>_</u> 3	V	
LOCATION: X Training Cente	r <u> </u>	ange	Other:		
Course Title Phase II	OPOTA F	STOL	QUAL		
Hours Attended & Wr	itten Exam		PASS	FA	IL
Firearms Training Re-Certification Basic Class					
WEAPON: Make	Model		Caliber		Serial Number:
1. Glock	海口		MMP		
2. Glock	26		GHM		
3. Rewington 4.	870		12ga		Range Gun
*LIST ON-DUTY WEAPON IN BLOCK NUMB SHOOTING SCORE:	ER I.		Safety Check	k: (Ins	structor Use Only)
1. Poss		OK	列亞主義派委员 斯	Ç 34.	超图的 电流性系统 医
2. Pass		OK		5.3	
3. Pass		OK	LY ELLAPONE	4 34	些 10 本文字、司董多四十
4.					
COMMENTS: Use of Jorce lectures of Jorce lecture	1. Carnti	J Kreet	citate con autic		sertification tion. Ristal
Instructor / Trainer Name & PSN:			2		
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Revised 2-01					Form 0048

RANK/TITLE: Deputy She	ANK/TITLE: Deputy Sheriff			DATE: 10-17-23			
LAST NAME:	F	IRST			MI:		
AGENCY: NCSO			PSN/ID#				
LOCATION: Maining Cent	er <u> </u>	ange	Other:				
Course Title Phose 3							
Hours Attended 8 W	/ritten Exam	1	PASS	FAII	_		
Firearms Training Re-Certification Basic Class							
WEAPON: Make	Model	_	Calibe	r .	Serial Number:		
1. Glock	17		QHH				
2. 3.							
3.							
4.							
*LIST ON-DUTY WEAPON IN BLOCK NUM SHOOTING SCORE:	IBER I.		Safety Ch	eck. (lost	nuctor Lieo Only)		
1. N/A		OK	- Callety Cit.	ring, inter-	ucior ose oray)		
2. 3.		4.5	já				
4.							
COMMENTS: Porsoit Policy Lacture + recert. River co	lecture :	stop st	ick lactus Injused of	n reace	cert Toser bootingdrills		
Instructor / Trainer Name & PSN:	9		2+	en a) (4)		
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Revised 2-01					Form 0048		



Instructor and Operator: Warnings, Risks & Release Agreement

Chergy Weapon

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(For Use with Any TASER Energy Weapon Training and TASER Energy Weapon Exposure)

ortissue damage. Infection could result in death or serious injury. Scarring risk may be increased when using an energy weapon in drive-stun mode. Increased skin irritation, abrasion, mark, burning, or scarring may occur with an energy weapon with multiple cartridge bays when used in drive-stun or three-point deployment modes.

CWARNING Penetration Injury. The TASER probe has a small dart point which may cause a penetration injury to a blood vessel or internal organ, including lung, bone, or nerve. The probe or dart point (which may detach or break) can puncture or become embedded into a bone, organ, or tissue, which may require immediate medical care, surgical removal, or may result in scarring, infection, or other serious injury.

SAFETY INFORMATION: ENERGY WEAPON DEPLOYMENT AND USE

CWARNING Energy weapons and cartridges are weapons, and as with any weapon, follow safe weapon-handling practices and store your energy weapon securely. Significant differences exist between different TASER energy weapon models. Before using any energy weapon, including a multi-shot energy weapon, ensure you understand the functioning and effects of that model. Follow practices in Axon's TASER warnings and training materials and any additional requirements in your agency's Guidance. Failure to follow the warnings may result in death or serious injury to the operator or others.

AWARNING Confusing Handgun with Energy Weapon. Confusing a handgun with an energy weapon could result in death or serious injury. Learn the differences in the physical feel and holstering characteristics between your energy weapon and your handgun to help avoid confusion. Always follow your agency's Guidance and training.

AWARNING Trigger Hold-Back Model Differences. If the trigger is held back, most energy weapons will continue to discharge until the trigger is released or the power source is expended. With an APPM installed, the X2 and X26P can be programmed to stop an energy weapon discharge at 5 seconds even if the operator continues to hold back the trigger, requiring a deliberate action to re-energize the deployed cartridge. The TASER 7 and TASER 10 offer similar options incorporated into the device (independent of the battery pack). Know your model and how it works. Avoid repeated, prolonged, or continuous energy weapon applications when practicable.

SAFETY INFORMATION: ENERGY WEAPON EFFECTIVENESS

could increase the risk of death or serious injury to the operator, the subject, or others. If an energy weapon does not operate as intended or if subject is not incapacitated, disengage, redeploy the energy weapon, or use other force options in accordance with agency Guidance. An energy weapon's effects may be limited by many factors, including absence of delivered electrical charge due to misses, clothing disconnect, intermittent connection, or wire breakage; probe locations or spread; subject's muscle mass; or movement. Some of the factors that may influence the effectiveness of energy weapon use in effecting or achieving control of a subject include:

Subject may not be fully incapacitated. Even though a subject may be affected by a energy weapon in one part of his body, the subject may maintain full muscle control of other portions of his body. Control and restrain a subject as soon as possible, and be prepared in case the subject is not fully incapacitated.

Subject may recover immediately. A subject receiving an energy weapon discharge may immediately regain physical or cognitive abilities upon cessation of the delivered energy weapon discharge. Control and restrain a subject as soon as possible, and be prepared in case the subject immediately recovers.

Drive-stun mode is for pain compliance only. The use of a handheld energy weapon in drive-stun mode is painful, but generally does not cause incapacitation. Drive-stun use may not be effective on emotionally disturbed persons or others who may not respond to pain due to a mind-body disconnect. Avoid using repeated drive-stuns on such individuals if compliance is not achieved.

SAFETY INFORMATION: GENERAL PRECAUTIONS

CWARNING Unintentional Energy Weapon Deployment or Discharge Hazard. Unintentional energy weapon activation or unexpected cartridge discharge could result in death or serious injury to the operator, subject, or others.

Avoid static electricity. Keep cartridge away from sources of static electricity. Static electricity can cause an energy weapon or X26, X26P, or M26 cartridge to discharge unexpectedly, possibly resulting in serious injury.

Keep body parts away from front of energy weapon or cartridge. Always keep your hands and body parts away from the front of the energy weapon and cartridge. If the energy weapon discharges unexpectedly you could be injured.

IF YOU HAVE A CONDITION OR PRE-EXISTING INJURY THAT COULD BE AGGRAVATED BY PARTICIPATING IN TASER TRAINING OR RECEIVING A TASER ENERGY WEAPON EXPOSURE, NOTIFY YOUR INSTRUCTOR.

Please check the appropriate boxes:

☑ I am currently deemed fit for duty by my agency.

- ☐ I want to receive a voluntary TASER energy weapon exposure.
 - I do NOT have any pre-existing injuries or conditions that could be aggravated by a voluntary exposure.
 - I understand the risks associated with receiving a voluntary exposure and fully assume all risks.

LIABILITY RELEASE AGREEMENT

I acknowledge and agree as follows:

I have read, fully understand and accept the risks. I have read, fully understand, and accept the risks as stated in this document and Axon's current warnings ("Risks") and that these Risks exist whether or not I have pre-existing injuries. With full knowledge of the Risks, I voluntarily agree to participating in TASER energy weapon training.

Axon does not require an energy weapon Exposure. I understand that Axon does not require a energy weapon exposure as part of Instructor or Operator training. It is up to each agency to determine whether its instructors and operators experience an energy weapon exposure as part of training and it is exclusively my decision to voluntarily experience an energy weapon exposure.

I accept the Risks. Understanding the Risks, I assume all Risks inherent in TASER energy weapon training and, if applicable, voluntary energy weapon exposures, whether known or unknown, foreseen or unforeseen.

Release and hold harmless. I release and hold harmless Axon, its agents, officers, directors, employees, and distributors, my instructor, my law enforcement agency, and the host agency (collectively "Released Parties"), from any and all claims, including but not limited to, claims for strict liability, breach of warranty, failure to warn, or any other theory of liability whatsoever even if due to the NEGLIGENCE or GROSS NEGLIGENCE of the Released Parties. I specifically waive any statutory rights I may have regarding the release of unknown claims.

I agree no one will sue Released Parties. I promise that neither I nor anyone on my behalf will ever sue or bring any other legal action or claim against the Released Parties for anything related to my TASER energy weapon training or, if applicable, voluntary exposure.

Workers' Compensation Rights. This release does not waive any rights I may have under Workers' Compensation Laws. I agree that any recovery under Workers' Compensation Laws does not change, extend or enlarge the waivers and protections inherent in this agreement.

This agreement supersedes any other representation. This release supersedes any other statement, agreement or representation, written or oral, concerning my TASER energy weapon training and/or exposure. I affirm that this is my entire agreement with Axon and I am not relying on any representation by my instructor or agency inconsistent with Axon's TASER warnings and the Risks set forth in this document or in Axon's TASER training materials.

This agreement is a binding contract. I intend this form be legally binding upon me, my heirs, executors, administrators, attorneys and assigns. This agreement is contractual and not a mere recital. If any part of this agreement is held vague, invalid, or otherwise unenforceable, the rest of the agreement will continue in full force and effect.

I am competent to be bound by this agreement. I affirm that I am competent to enter into and be bound by this agreement; that I have read and understand this Liability Release Agreement in its entirety; that I have not been induced to sign this agreement by any promise or representation; and that I sign it voluntarily and of my own free will. By signing below I understand that I am giving up certain legal rights, including the right to recover damages in case of injury.

Date 10-17-53 S Printed Name	gnec		N.
Agency Montgoner	County	Sheriffs	OFFICE



TASER X2 & X26P OPERATOR CERTIFICATION / ANNUAL RECERTIFICATION FORM

This document is not needed if the class is registered in Axon Academy (email <u>training@taser.com</u> for details).

Select the TASER Energy Weapon certified on:	☐ X2 ☑ X26P
Name	Agency: Montgomery County Sheriffs Office
Email:	Phone:
Address/State/Zip:	
	t of Axon's Product Warnings. I understand that I R to participating in any hands-on TASER Energy se.
Student Signature: (Required)	
TASER INSTRU	CTOR USE ONLY
The instructor is required to verify that the app Weapon Operator Recertification requirements (licant successfully completed all TASER Energy initial below).
Review current Annual Operator Recertification Course PowerPoint Presentation(s) and Training Bulletins (if applicable). Demonstrate safe handling during loading and unloading, proper finger positioning, and aiming and deploying at the preferred target area.	Deploy a minimum of 2 live cartridges (for each weapon certification), placing both probes in the preferred target zones Perform a proper warning ARC (Safety warning: remove cartridge from X26P before conducting Arc warning) Utilize the ARC switch to reenergize deployed probes. (X2)
	nas satisfactorily completed all components of the n training program and is hereby recertified as an for one year.
Attested by Certifying Instructor: JAY	FENT FINT
Date: $10/17/3$ Location of	Training: MCSO Training Center
This form is for internal use only. Please do i	not send to the TASER Training Department.

Version 23 | TASER X2 and X26P Operator Certification/Annual Recertification Form | Effective 05/01/2023 | Page 1 of 1 Axon, TASER, and the Axon Shield Logo are trademarks of Axon Enterprise, Inc., some of which are registered in the US and other countries. Non-Axon Enterprise, Inc. trademarks are property of their respective owners. For more information, visit www.axon.com/legal@2023 Axon Enterprise, Inc.



Montgomery County Sheriff's Office Regional Training Center Range Safety Rules

A. Cardinal Rules of Firearms Safety:

- 1. Treat all firearms as though they are loaded
- 2. keep your finger on an index point until you are on target and have decided to fire
- 3. Point the muzzle in a safe direction at all times
- 4. Be sure of your target and what is beyond it

Remember the "Laser Rule":

Treat your firearm as if it is a laser gun with the beam always on: Whatever the laser touches it cuts through.

- B. Specific Rules:
 - Do you have any physical disability, limitation, illness, or other condition that would affect your ability to participate safely in any aspect of this program? () Yes No Initials
 - 2. Are you under the influence of any prescription/non-prescription drug or alcohol that would influence your safe participation in any aspect of this program? () Yes 💢 No Initials
 - 3. Ear and eye protection (ANSI Z87.1-2003 approved) and a hat with a brim are required to be worn at all times while firing is being conducted on the range.
 - Immediately upon picking up a firearm, keep your finger off the trigger, point the
 muzzle in a safe direction, open the action, and check both visually and physically to
 see that it is unloaded.
 - 5. Check the condition a second time.
 - Never give a firearm to, or take a firearm from anyone unless the action is open for inspection.
 - 7. Load/reload/unload only after position is taken at the firing point and on command.
 - 8. Keep the firearm pointed down range at all times.
 - Never draw a handgun from a holster on the range unless instructed. If necessary, reload with gun holstered.
 - 10. Never draw/reholster with your finger in the trigger guard or on the trigger.
 - 11. Never holster a cocked firearm. (Cocked and locked firearms excluded). Initials
 - 12. Always wash face and hands after leaving the range and shower and change clothing at the end of a shooting day to reduce the possibility of lead contamination.
 - 13. Never go forward of the firing line unless instructed.
 - Never step back from the firing line unless your handgun is safely holstered and the instructor directs you to do so.
 - While on the firing line never bend over to retrieve dropped articles until instructed to do so.
 - 16. No talking on the firing line except by or with an instructor.
 - 17. No eating, chewing, or smoking on the firing line.
 - 18. Pay strict attention to the instructors.
 - Never anticipate a command.
 - 20. Never permit the muzzle of a firearm to touch the ground.
 - 21. Conduct a safety check of the firearm before and after a training session.
 - 22. Never dry fire on the range unless instructed to do so.
 - 23. All safety precautions must be adhered to and will be enforced.
 - 24. You are expected to use good judgment and to refrain from attempting any exercise which you may not be able to perform safely based on your own ability, equipment, prior training, or physical condition. Initials
 - 25. Remember: Everyone has the responsibility for range safety.

I have read and understand the Range Safety Rules and Regulations

Signature and Date	Z4-5-3
Print Name_	



2023 Action Response Review Test

Name:		. 1990
Unit#		
Date# 5	5-3-23	

1.)	When a pe	rson exhibits no	resistive m	novement in	response to	verbal	or other	direction	is defined	as:
-----	-----------	------------------	-------------	-------------	-------------	--------	----------	-----------	------------	-----

- A. Active Resistance
- B. Verbal Defiance
- C Passive Resistance
- D. Dead Weight
- 2.) When a person exhibits resistive movement to avoid physical control or, as a passive resistor, presents a credible threat to an officer is defined as:
- A. Active Resistance
- B. Combative Subject
- C. Passive Resistance
- D. Physical Resistance
- 3.) Severity of the crime suspected, immediacy of the threat, actively resisting, suspect attempting to evade by flight are relative factors considered to determine if the force used was:
- (A) Excessive
- B. Not-Excessive

	4.) In general, courts have ruled that officers have the right to use force that is reasonable and not excessive.
	(A) True
	B. False
	5.) The use of power to affect, influence or persuade an individual's behavior is defined as force, per the MCSO policy.
	(A.)True
	B. False
	6.) Applications of force are typically judged by the 5th amendment.
	A. True
(B. False
	7.) After the incident is brought under control, an officer involved in a use of force incident must document what happened. What report(s) should you complete?
	A. Action Response
	B. Incident/Offense Report
(C. Both A & B
	D. None of the above
	8.) If the suspect/subject is potentially injured as a result of your actions, an action response report needs to be completed & documented appropriately
(A True
	B. False

9.) The continuum of arrest lists five facets: select the answer that lists them in order as they appear on the Action-Response continuum guideline:	
A. Search, Handcuff, Control, Evaluate, Transport	
B. Control, Handcuff, Search, Evaluate, Transport	
C. Handcuff, Control, Transport, Evaluate, Search	
10.) Per policy, employees are permitted to utilize the defensive tactic of neck restraints as a routine measure.	
A. True	
(B.) False	
11.) Age, Sex, Size, Skill Level, Multiple Subjects/ Officers and relative strength are:	
A. Special Circumstances	
BOfficer/ Subject Factors	
12.) Employees may only use the force which is reasonably necessary to affect lawful objectives including:	
A. Affecting a lawful arrest or overcoming resistance to a lawful arrest	
B. Preventing the escape of an offender	
C. Protecting or defending other or themselves from physical harm	
D. All of the above	
E. None of the above	
13.) Closeness of a weapon, Injury or Exhaustion, Being on the Ground, Distance from the Subject, Special Knowledge, Availability of Other Options. Environmental Conditions and Subject Handcuffed are:	
A Special Circumstances	
B. Officer/ Subject Factors	
B. Officer/ Subject Factors	
B. Officer/ Subject Factors	

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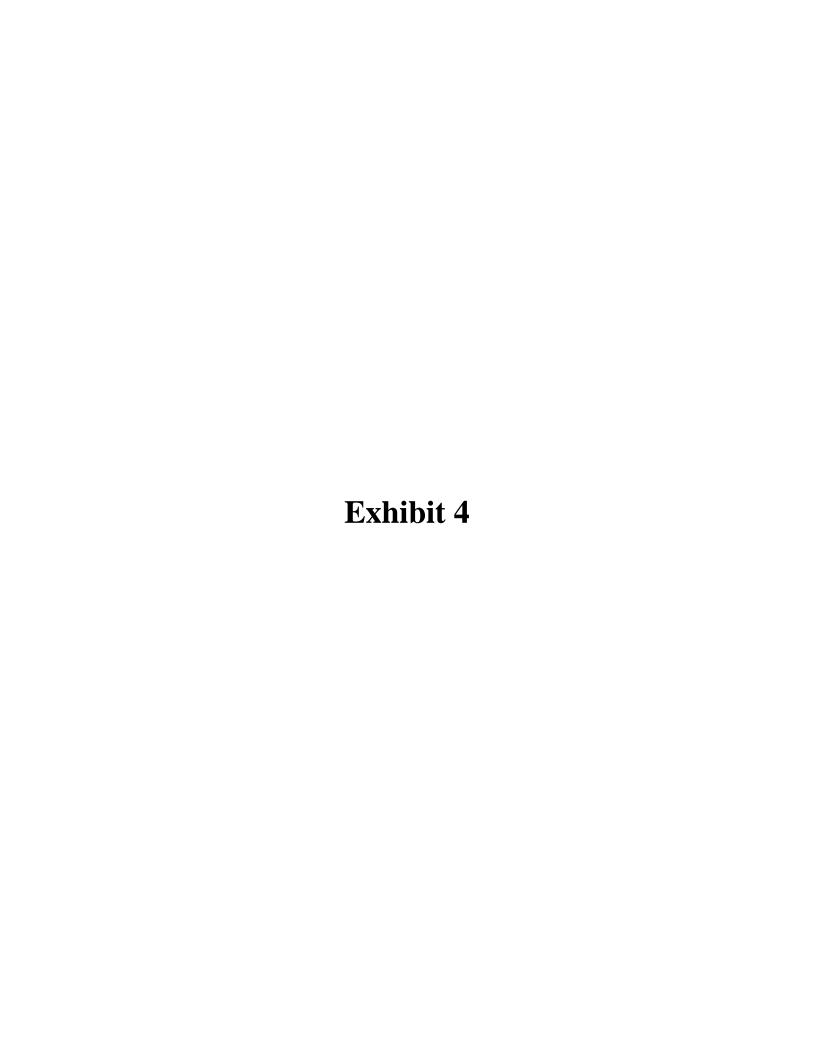
14.) What factors are used to determine objective reasonableness.
A. Perspective of a reasonable officer on the scene
B. Totality of the circumstances
C. Officer/ Subject factors
D. Pre-Attack Indicators
E. Action-vs-Reaction
F. All of the above
G. None of the above
15.) An Injury that creates a substantial risk of death, serious permanent disfigurement, or long-term loss or impairment of the function of any bodily member or organ.
A. Serious bodily Injury
B. Reasonable Belief
C. Deadly Force
D. Imminent Danger
16.) Employees must have an objectively reasonable belief deadly force is necessary to protect life before the use of deadly force. Deadly force may be used only under the following circumstances:
A. To defend themselves from serious physical injury or death
B. To defend another person from serious physical injury or death in accordance with U.S. and Ohio Supreme Court decisions, specifically, Tennessee v. Garner and Graham v. Conner
C.)Both A & B
D. None of the above
17.) When facts or circumstances the employee knows, or should know, are such as to cause an ordinary and prudent person to act or think in a similar way under similar circumstances:
A. Serious bodily Injury
B. Reasonable Belief
C. Deadly Force
D. Imminent Danger

	dily Injury
B. Reasonable	
C. Deadly For	
D.)mminent	
• •	strike options activate large motor/ nerve points located in human extremities (arms, legs, areas). When hit, nerve point may:
A. Generate i	ntense, but brief periods of pain
B. Stun	
C. Temporari	y disable extremities used to resist
D) All of the a	bove
acceptable to	C./Pepper spray is deployed to the subject's face and the desired effect is not achieved, it is manually rub the pepper spray in the subject's face and eyes to gain compliance:
acceptable to	• •• • • • • • • • • • • • • • • • • • •
acceptable to A. True B False	• •• • • • • • • • • • • • • • • • • • •
acceptable to A. True B False	manually rub the pepper spray in the subject's face and eyes to gain compliance: e that carries a substantial risk that it will proximately result in the death of any person:
A. True B False 21.) Any force	manually rub the pepper spray in the subject's face and eyes to gain compliance: e that carries a substantial risk that it will proximately result in the death of any person: dily Injury
A. True B. False 21.) Any force A. Serious bo	manually rub the pepper spray in the subject's face and eyes to gain compliance: e that carries a substantial risk that it will proximately result in the death of any person: dily Injury e Belief

23.) The Sheriff's Office prohibits personnel from using choke holds, vascular neck restraints or similar weaponless control techniques except in situations where deadly force is justified:
(A) True
B. False
24.) A choke hold or similar weaponless control technique is a use of force that relies on the restriction of oxygen intake which could potentially result in serious injury or death:
(A.)True
B. False
25.) A carotid restraint, carotid control hold or vascular neck restraint is a technique which relies on the temporary disruption of blood flow to the brain for incapacitation which could potentially result in the serious injury or death:
(A) True
B. False

GLOCK Pistol Inspection Form

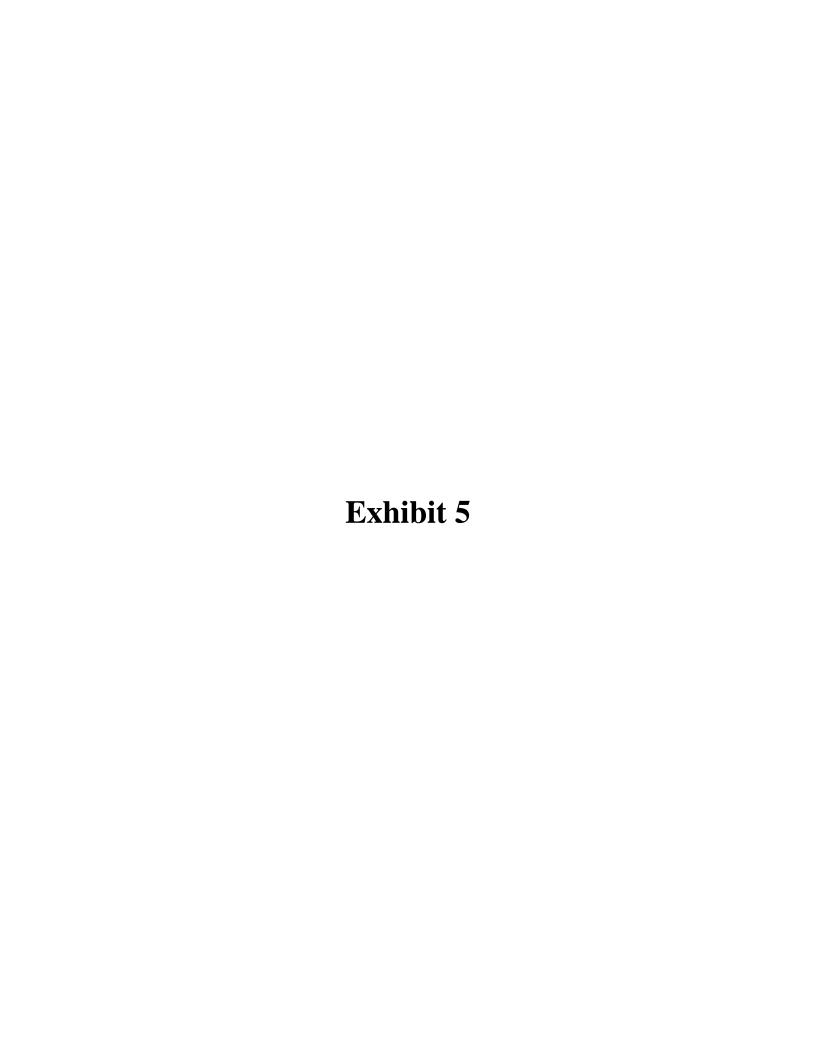
WARNING: NO LIVE AMMUNITION IN INSPECTION AREA; CHECK THAT PISTOLS AND MAGAZINES ARE UNLOADED AND CLEAR. Date: 3-23-22 Model: 17 Serial Numb Name: INSPECTION OF ASSEMBLED PISTOL (Mark Pass/Fail) 1. External visual inspection Trigger reset check f 6. Does empty magazine lock slide back _/ 2. Trigger safety check 7 7. Are component parts correct 3. Trigger pull 4. "Locking up" and "unlocking" 8. Engagement INSPECTION OF FIELD STRIPPED AND DETAILED STRIPPED PISTOL Fail Component Pass Fail Component Pass FIELD STRIPPED EXAM Firing pin spring A. Spacer sleeve Firing pin channel liner 1. Barrel bulged Cracks at muzzle or chamber C. Extractor depressor plunger assembly Longitudinal cracks Installed properly Condition of lugs Spring straight and undamaged Correct spring loaded bearing B. Slide Sights/Night Sights (inspection) D. Extractor 1. 2. Front Sight pin/screw present Upgrade present 3. Grooves (condition of) Condition of extractor 4 Guide ring E. Firing pin safety Cracks, especially under ejection port Upgrade present 5. 6 Slide "stop" lever notch Firing pin safety spring in place 7. Brass deposits (excessive?) Firing pin safety test 8. Extractor clearance (clean?) Locking block pin - upgrade Receiver G. Trigger pin Magazine catch H. Locking block 1. 2. Receiver cracks Trigger spring — installed correctly 3. Slide stop lever tension With proper connector Correct ejector Trigger with trigger bar 4. Correct for the pistol Condition of rails 5 Slide lock (up & to the rear) Unusual wear D. Recoil spring assembly Trigger mechanism housing 11 DETAIL STRIPPED EXAM 1. Ejector condition Connector tight A. Slide cover plate B. Firing pin assembly Magazine Upgrade present Tube-lips damaged 1. Correct firing pin Spring-correct, undamaged Nose chipped or broken Follower, cracked, broken Firing pin spring cups Correct for pistol KUVILED & Reassembly—After the component parts of the "detailed stripped" pistol have been found to be acceptable (or have been corrected), and they have been cleaned, the pistol will be reassembled. The reassembled pistol will then be reinspected to ensure functionability Inspected By:



Certificate History

Certificate	Awarded	Expires
LEADS Certified Operator	11/8/2022	11/8/2024
LEADS Certified Operator	11/19/2020	11/20/2022
LEADS Certified Operator	11/29/2018	11/29/2020
LEADS Certified Operator	12/22/2016	12/22/2018
PREA - Sexual Assault Prevention and Response to Complaints	8/13/2019	Never
PREA 2 - Cross-Gender and Transgender Pat Searches	8/13/2019	Never
BiasSworn	8/11/2024	8/31/2024
BiasSworn	9/8/2022	8/31/2023
BiasSworn	9/1/2021	8/31/2022
BiasSworn	9/6/2020	8/31/2021
BiasSworn	9/2/2019	8/31/2020
BiasSworn	8/24/2018	8/31/2019
CJIS Security and Privacy - General User	9/15/2023	11/8/2024
LEADS Certified User Training	5/15/2019	5/30/2019
LEADS Certified User Training	5/26/2019	Never
LEADS Practitioner Training	5/15/2019	5/30/2019
LEADS Practitioner Training	5/26/2019	Never
Annual Code of Ethics Read and Sign	3/28/2024	3/17/2025
Annual Code of Ethics Read and Sign	2/13/2024	3/17/2024
Annual Code of Ethics Read and Sign	3/19/2023	3/17/2024
Annual Code of Ethics Read and Sign	3/24/2022	3/17/2023
Annual Code of Ethics Read and Sign	2/16/2022	3/17/2022
Annual Code of Ethics Read and Sign	3/20/2021	3/17/2022
Annual Code of Ethics Read and Sign	1/25/2021	3/17/2021
Annual Ethics and LGBTQ Presentation	3/28/2024	3/15/2025
Annual Ethics and LGBTQ Presentation	3/19/2023	3/15/2024
Annual Ethics and LGBTQ Presentation	3/16/2022	3/15/2023
Annual Ethics and LGBTQ Presentation	7/5/2021	3/15/2022
All Hazard Plan annual certificate	5/20/2024	5/15/2025
All Hazard Plan annual certificate	5/19/2023	5/15/2024
All Hazard Plan annual certificate	5/16/2022	5/15/2023
All Hazard Plan annual certificate	4/18/2022	5/15/2022
All Hazard Plan annual certificate	7/5/2021	5/15/2022
AOS - Fraud Reporting and Training	7/21/2024	7/1/2028
ADA- Interacting With People With Disabilities	8/11/2024	6/30/2026

This report has been generated using PowerDMS $^{\scriptscriptstyle\mathsf{TM}}$



Course Number	Course Name	Section	Start	End	Score	Status
0000000000	Employee Appreciation Day 2022	001	3/9/2022 15:40	3/9/2022 16:55	0/0 (0%)	Passed
09-2015	September 2015 Roll Call Training	001	10/3/2015 23:30	10/3/2015 23:33	0/0 (0%)	Passed
11	2020 November Roll Call Training	001	12/7/2020 23:44	12/7/2020 23:44	0/0 (0%)	Passed
110113	2013 - November Roll Call Traininig - Hazard Communication & Global Harmonization	001	10/29/2013 17:50	10/29/2013 17:55	0/0 (0%)	Passed
12-002	Security Awarness IT Training	001	6/9/2012 15:47	6/17/2012 22:17	100 / 100 (100%)	Passed
12-003	Anti-Virus Training Bulletin	001	3/16/2012 21:51	3/16/2012 21:56	100 / 100 (100%)	Passed
13 CO	2013 CO In-Service	3-13 CO's		3/15/2013 11:20	0/0 (0%)	Passed
13 Ethics	2013 Ethics and Core Values	001	12/21/2013 17:27	12/21/2013 21:47	0/0 (0%)	Passed
13 FTO	Basic Field Training Officer	001		3/18/2013 08:16	0/0 (0%)	Passed
13 Legal U	2013 Legal Updates: The Conviction	001	12/30/2013 22:24	12/30/2013 22:28	0/0 (0%)	Passed
13 Phase 1	Phase 1-AHA Heartsaver: First Aid	2013- 018	1/31/2013 00:07	1/31/2013 08:21	0/0 (0%)	Passed
14 CO	2014 CO In-Service Training	003		3/18/2014 15:21	0/0 (0%)	Passed
14 Phase 1	Phase 1 2014	Phase 1- 30		11/12/2014 16:00	0/0 (0%)	Passed
14 Phase 2	Phase 2 2014	037		12/8/2014 14:10	0/0 (0%)	Passed
14 Phase 3	Phase 3	010		9/18/2014 14:25	0/0 (0%)	Passed
14 PREA	Review of JM 6.14.1	001	6/30/2014 19:43	7/1/2014 18:47	0/0 (0%)	Passed
14 RC TRNG	2014 October Roll Call Training	001	10/10/2014 17:20	10/10/2014 17:24	0/0 (0%)	Passed
14 Sov Cit	2014 Sovereign Citizen Roll Call Training	001	4/12/2014 16:50	4/12/2014 22:25	0/0 (0%)	Passed
14-ACCRED	2014 Accreditation Training	001	7/11/2014 16:08	7/11/2014 16:09	0/0 (0%)	Passed
15 Phase 1	2015 FIRST AID/CPR/AED	011		2/3/2015 11:06	0/0 (0%)	Passed
15 Phase 2	2015 Phase 2	025		7/21/2015 16:00	0 / 0 (0%)	Passed
15 Phase 3	Phase 3 2015	009		9/11/2015 14:09	0/0 (0%)	Passed
15 RP Trng	2015 M.C.S.O. Racial Profiling Training	001	5/30/2015 02:53	5/31/2015 05:52	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
15-OLEIS	OLEIS Crash Module	001	10/8/2015 15:38	11/1/2015 09:34	0/0 (0%)	Passed
15-OLEIS	OLEIS Crash Module	002	2/3/2016 11:26	2/9/2016 18:19	0/0 (0%)	Passed
15-Update	ORC Review - Breastfeeding	001	11/1/2015 09:36	11/1/2015 09:38	0/0 (0%)	Passed
16 AUG -RC	Rescue Task Force for Law Enforcement Officers	001	8/9/2016 15:27	8/23/2016 21:00	0/0 (0%)	Passed
16 DEC RC	Police Ambush	001	12/10/2016 23:55	12/15/2016 15:02	0/0 (0%)	Passed
16 Fall RC	2016 Fall Roll-Call Training - HB110	001	9/24/2016 15:24	9/24/2016 15:28	0/0 (0%)	Passed
16 Phase 1	2016 Phase 1	018		4/4/2016 12:51	0/0 (0%)	Passed
16 Phase 2	2016 Phase 2 Advanced Training	014		8/2/2016 15:06	0/0 (0%)	Passed
16 Phase 3	2016 Phase 3 Advanced Training	004		9/8/2016 22:00	0/0 (0%)	Passed
16 RC Trng	2016 Spring Legal Update Training	001	5/4/2016 15:19	5/4/2016 15:20	0/0 (0%)	Passed
16 Rifle	2016 Patrol Rifle Advanced Training	009		9/23/2016 13:58	0/0 (0%)	Passed
16 SEP - R	Suspicious Packages	001	9/1/2016 15:19	9/1/2016 15:19	0/0 (0%)	Passed
16-ACCRED	2016 Accreditation Training	001	7/12/2016 15:14	7/12/2016 15:15	0/0 (0%)	Passed
17 LEADS	2017 CJI and LEADS Secuirty	001	11/4/2017 00:00	11/4/2017 00:01	0/0 (0%)	Passed
17 NOVRC	SFM guidance on Explosive Targets in Ohio	001	11/12/2017 19:30	11/12/2017 19:31	0/0 (0%)	Passed
17 Phase 1	2017 First Aid/CPR/AED/NARCAN Training	020		2/13/2017 15:07	0 / 0 (0%)	Passed
17 Phase 2	2017 Phase 2 Advanced Training	005		3/15/2017 08:50	0/0 (0%)	Passed
17 Phase 3	2017 Phase 3 Advanced Training	008		7/20/2017 11:27	0/0 (0%)	Passed
17 Phase 4	2017 Phase 4 Advanced Training	005		9/18/2017 19:23	0/0 (0%)	Passed
17 Rifle 4	2017 Patrol Rifle Advanced Training 4 hr	006		11/6/2017 14:19	0/0 (0%)	Passed
17-ACCRED	2017 CALEA On-Site Accreditation Training	001	5/16/2017 15:38	5/16/2017 15:38	0/0 (0%)	Passed
17Motorola	Motorola Training	024		8/16/2017 16:00		In Progress
17RadioTX	Best practices for radio communications, Say it loud and clear.	2017	3/2/2017 15:24	3/2/2017 15:24	0/0 (0%)	Passed
18 Phase 1	2018 Phase 1 Advanced Training	012		2/27/2018 15:01	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
18 Phase 2	2018 Phase 2 Advanced Training	002		6/12/2018 08:05	0/0 (0%)	Passed
18 Phase 3	2018 Phase 3 Advanced Training	001		9/10/2018 12:17	0/0 (0%)	Passed
18 Rifle 4	2018 Patrol Rifle Advanced Trng 4hr	002		6/4/2018 13:56	0/0 (0%)	Passed
18-New OH1	New OH1 Training Video	001	1/4/2019 20:15	1/15/2019 20:59	0/0 (0%)	Passed
18-OCT-RD	Disability Awareness	001	11/5/2018 19:51	11/5/2018 19:52	100 / 100 (100%)	Passed
18-SEP-RC	Fentanyl Safety Recommendations for First Responders	001	9/7/2018 17:50	9/7/2018 17:51	0/0 (0%)	Passed
19 Phase 1	2019 Phase 1 -CPR/1st Aid/AED/Narcan	019		2/7/2019 16:00	0/0 (0%)	Passed
19 Phase 2	2019 Phase 2 Advanced Training	019		5/20/2019 12:54	0/0 (0%)	Passed
19 Phase 3	2019 Phase 3 Advanced Training	030		11/20/2019 13:26	0/0 (0%)	Passed
19 Rifle 4	2019 Patrol Rifle Advanced Trng 4 hour	006		8/19/2019 12:07	0/0 (0%)	Passed
19-06	OLEIS Citation Module	001	11/16/2019 04:03	11/16/2019 04:04	0/0 (0%)	Passed
19-06	OLEIS Citation Module	001	5/9/2019 23:20	10/6/2019 05:52	0/0 (0%)	Passed
19-AED	AED - Inside the Rescue	002	7/1/2019 23:21	7/1/2019 23:21	0/0 (0%)	Passed
19-AED	AED - Inside the Rescue	001	6/27/2019 04:59	6/27/2019 05:00	0/0 (0%)	Passed
19-Dec	Vehicular Homicide Review	001	12/20/2019 05:51	12/20/2019 05:52	0/0 (0%)	Passed
19-Stop	2019 Stop Stick Student Lesson Plan	001	8/7/2019 04:46	10/6/2019 05:35	0/0 (0%)	Passed
19-TASER	2019 CEW Use Guidelines and Law Enforcement Warnings	001	3/5/2019 23:22	3/5/2019 23:23	0/0 (0%)	Passed
20 Feb-3	2020 Feb-3 LEADS changes	002	2/27/2020 04:19	2/27/2020 04:19	0 / 0 (0%)	Passed
20 Jun-3	2020 Front License Plate	001	6/30/2020 15:14	6/30/2020 15:14	0/0 (0%)	Passed
20 Phase 1	2020 Phase 1 Advanced Training	005		2/3/2020 08:08	0/0 (0%)	Passed
20 Phase 2	2020 Phase 2 Advanced Training	027		8/20/2020 16:00	0/0 (0%)	Passed
20 RC	20-October Axon/Taser Bulletin	001	10/23/2020 20:52	10/23/2020 20:52	0/0 (0%)	Passed
20 Rifle 4	2020 Patrol Rifle Advanced Trng	009		9/1/2020 10:41	0/0 (0%)	Passed
20-02 Feb	2020-02 Ventricular Assist Device	002	2/12/2020 04:11	2/12/2020 04:12	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
20-02-Oct	2020-02 Oct Opioids RC	001	10/23/2020 20:53	10/23/2020 20:54	0/0 (0%)	Passed
20-03-Oct	2020-02 Oct Ohio Election Responsibility RC	001	10/23/2020 20:54	10/23/2020 20:56	0/0 (0%)	Passed
20-04- Oct	ORC 3599.38 Illegally influencing voters while performing election duties	001	10/30/2020 21:07	10/30/2020 21:07	0/0 (0%)	Passed
2012-013	November 2012 Roll Call Training	001	10/28/2012 17:03	10/28/2012 17:04	0/0 (0%)	Passed
2012-014	FAQ REFERENCE DANGEROUS WILD ANIMALS & REGISTRATION	001	11/3/2012 18:51	11/3/2012 18:51	0/0 (0%)	Passed
2013 - Oct	Accreditation Training - October 2013	001	10/6/2013 19:39	10/6/2013 22:33	0/0 (0%)	Passed
2013-Aug-2	Suspicious Activity Reporting (SAR) - CO	001	8/10/2013 00:00	8/10/2013 00:00	0/0 (0%)	Passed
2013-Jan	January 2013 Training Bulletin	001	1/18/2013 22:51	1/25/2013 17:14	0/0 (0%)	Passed
2013-Jul	Appropriate Use of LEADS/NCIC	001	7/21/2013 20:33	7/21/2013 20:36	0/0 (0%)	Passed
2013-Mar 1	2013 - March Roll Call Training Part 1	001	3/9/2013 22:46	3/9/2013 22:49	0/0 (0%)	Passed
2013-Mar 2	2013 - March Roll Call Training Part 2	001	3/22/2013 22:38	3/22/2013 22:39	0/0 (0%)	Passed
2013-Mar 3	2013 - March Roll Call Training Part 3	001	3/22/2013 22:39	3/22/2013 22:40	0/0 (0%)	Passed
2013-RCT	Scrap Metal and Bulk Merchandise Container Dealers	001	2/8/2013 18:02	2/8/2013 18:03	0/0 (0%)	Passed
2014 RC	Fall 2014 Roll Call Training	001	10/2/2014 13:30	10/2/2014 13:32	0/0 (0%)	Passed
2014 WMD	2014 WMD RESPONSE TRAINING	001	1/10/2015 10:53	2/4/2015 08:36	0/0 (0%)	Passed
2014-Dec	Professional Traffic Stops and Contacts	001	1/10/2015 10:51	1/10/2015 10:53	0/0 (0%)	Passed
2015 Oct	Addition to September 2015 Roll Call Training	001	11/1/2015 09:35	11/1/2015 09:36	0/0 (0%)	Passed
2016 - RC	MCSO Recruitment Plan and AAEEO Plan Training	001	2/16/2016 11:55	2/16/2016 18:12	0/0 (0%)	Passed
2017 - RC	Sheriff Plummer's Message to the employees.	001	2/14/2017 15:13	2/14/2017 15:13	0/0 (0%)	Passed
2017-April	Private Investigator/Security Guard Services	001	4/22/2017 00:01	4/24/2017 23:54	0/0 (0%)	Passed
2017-Aug	2017-August-Narcan Update Roll Call Training	001	8/15/2017 02:42	8/22/2017 12:03	0 / 0 (0%)	Passed
2017-Dec	The Prosecutor newsletter- Fall 2017	001	12/14/2017 20:37	12/14/2017 20:40	0/0 (0%)	Passed
2017-July	2017-July-Roll Call- TASER Warnings, Updated Information and Selected Use Guidelines	001	7/6/2017 15:36	7/6/2017 15:37	0 / 0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
2017-June	2017 Use of Force Report Writing	001	6/2/2017 23:48	6/2/2017 23:49	0 / 0 (0%)	Passed
2017-May	Roll Call - FBI Assailant Study	001	5/16/2017 15:39	5/23/2017 15:23	0 / 0 (0%)	Passed
2017-May#2	Emerging Trend: Grey Death	001	5/16/2017 15:38	5/16/2017 15:39	0 / 0 (0%)	Passed
2017-SEPT	2017 SITUATIONAL AWARENESS BULLETIN	001	9/6/2017 15:14	9/6/2017 15:15	0 / 0 (0%)	Passed
2018-Dec	Understanding Elder Abuse	001	12/5/2018 15:18	12/5/2018 15:18	0 / 0 (0%)	Passed
2018-JAN	Compressed Natural Gas (CNG) powered vehicles	001	1/26/2018 20:22	1/26/2018 20:26	0 / 0 (0%)	Passed
2018-JUL	New Drivers License and ID Cards for Ohio	001	7/6/2018 15:43	7/17/2018 15:27	0 / 0 (0%)	Passed
2018-MAR	Crime Scene Refresher	001	2/23/2018 15:19	2/23/2018 15:23	0 / 0 (0%)	Passed
2018-MAY	CODIS Reminders for Law Enforcement	001	5/25/2018 15:13	5/25/2018 15:14	0 / 0 (0%)	Passed
2019-AugRC	2019-Aug-Communicable Diseases	001	8/7/2019 04:42	8/7/2019 04:46	0 / 0 (0%)	Passed
2019-Feb	Fentanyl: The Real Deal	001	2/4/2019 15:24	2/11/2019 15:25	0 / 0 (0%)	Passed
2019-Jan	Methamphetamine and Opioids: What are the differences?	001	1/15/2019 20:59	1/15/2019 21:05	0/0 (0%)	Passed
2019-June	Law Enforcement Needle Sticks-Sharps	001	6/15/2019 05:50	6/15/2019 05:51	0 / 0 (0%)	Passed
2019-MAR	House Bill 137 and House Bill 497	001	4/1/2019 02:29	4/1/2019 02:29	0 / 0 (0%)	Passed
2019-March	Mobile Field Force Formations and Commands	001	3/4/2019 03:15	3/4/2019 03:16	0 / 0 (0%)	Passed
2019-May	Chemical Suicide and Food Tampering	001	5/10/2019 23:38	5/10/2019 23:40	0/0 (0%)	Passed
2019MayRC	House Bill 228 and Senate Bill 158	001	5/31/2019 06:12	5/31/2019 06:19	0 / 0 (0%)	Passed
2019-Oct	First Amendment Audit	2022	9/5/2022 16:35	9/5/2022 16:35	0 / 0 (0%)	Passed
2019-Oct	First Amendment Audit	2019	10/6/2019 05:24	10/6/2019 05:27	0 / 0 (0%)	Passed
2019-Sep	Vaping Device Safe Guidelines	001	9/12/2019 23:24	9/12/2019 23:25	0 / 0 (0%)	Passed
2019-Sep-2	Montgomery County Sheriff's Office Property Receipt	002	10/6/2019 05:22	10/6/2019 05:23	0/0 (0%)	Passed
2020 Feb	Vape Pens Warning	001	2/12/2020 04:12	2/12/2020 04:22	0 / 0 (0%)	Passed
2020 Jan1	Naloxbox - Opioid Emergency Overdose Kits	001	1/18/2020 22:51	1/18/2020 22:51	0 / 0 (0%)	Passed
2020 Jan2	Canine Usage Training	001	1/18/2020 22:52	1/18/2020 23:00	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
2020 June	Ohio Bureau of Motor Vehicles	001	6/24/2020 15:20	6/24/2020 15:20	0/0 (0%)	Passed
2020-AHP	Biennial All Hazard Plan Training	001	7/30/2020 18:19	7/30/2020 18:35	100 / 100 (100%)	Passed
2023-Photo	Employee Photo Schedule	6/10- 13:30		6/10/2023 13:45		In Progress
20-APR-1	COVID-19 Bulletin 8B	001	4/23/2020 23:44	4/23/2020 23:45	0/0 (0%)	Passed
20-April-1	Code of Ethics Training	001	4/30/2020 18:09	4/30/2020 18:12	0/0 (0%)	Passed
20-Aug-1	2020 Summer Conviction Newsletter	2020	8/7/2020 03:08	8/7/2020 03:08	0/0 (0%)	Passed
20-Dec	Vehicle-Borne Attacks	001	1/6/2021 19:59	1/6/2021 20:00	0/0 (0%)	Passed
20-Jun-1	20-Jun-1 ARC Information Sheet	001	6/15/2020 21:52	6/15/2020 21:53	0/0 (0%)	Passed
20-Mar-	Pursuit Policy 5.1.4	001	3/5/2020 21:07	3/5/2020 21:15	0/0 (0%)	Passed
20-Mar 4	CCW Memo	001	4/1/2020 17:22	4/1/2020 17:24	0/0 (0%)	Passed
20-Mar-2	Coronavirus (COVID-19) What Law Enforcement Need to Know	001	3/14/2020 02:47	3/14/2020 02:48	0/0 (0%)	Passed
20-Mar-3	Coronavirus Disease-COVID 19-Law Enforcement-	001	3/14/2020 02:46	3/14/2020 02:46	0/0 (0%)	Passed
20-May3	Mobile Field Force Formations	001	5/17/2020 20:22	5/17/2020 20:25	0/0 (0%)	Passed
20-May3	Mobile Field Force Formations	001	2/26/2024 08:09	3/14/2024 06:01	0/0 (0%)	Passed
20-MP1-1	Motorola - 4.5.3 Upgrade Information	001	10/23/2020 21:06	10/23/2020 21:12	0/0 (0%)	Passed
20-MP1-2	Motorola - Adding Vehicles and Persons to Calls for Service	001	10/23/2020 21:03	10/23/2020 21:05	0/0 (0%)	Passed
20-MP1-3	Motorola EV Set-up Card	001	10/23/2020 21:12	10/23/2020 21:20	0/0 (0%)	Passed
20-MP1-4	Motorola - Intel Sheet in P1 Records	001	10/23/2020 20:56	10/23/2020 21:00	0/0 (0%)	Passed
20-MP1-5	Motorola - Messaging in P1 Records	001	10/23/2020 21:01	10/23/2020 21:03	0/0 (0%)	Passed
20-Nov 1	2020-01 Nov Nuisance Dangerous Vicious Dog	001	10/30/2020 20:54	10/30/2020 20:57	0/0 (0%)	Passed
20-RC-Jan3	OLEIS Citation Module	001	1/30/2020 01:09	1/30/2020 01:10	0/0 (0%)	Passed
21 - 1	Action Response Report Writing Guide	001	5/19/2021 19:21	5/19/2021 19:23	0/0 (0%)	Passed
21 Mar	MCPO Legal Update	001	4/11/2021 19:48	4/11/2021 19:49	0/0 (0%)	Passed
21 MAY - 2	SB 77 DNA Sample Collection	001	6/9/2021 20:14	6/9/2021 20:21	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
21 Ph3pre	Mobile Field Force Formations & Commands	001	7/5/2021 20:36	7/18/2021 14:50	0/0 (0%)	Passed
21 Phase 1	2021 Phase 1 Advanced Training	027		3/11/2021 13:28	0/0 (0%)	Passed
21 Phase 2	2021 First Aid/CPR/AED/Narcan	004		4/22/2021 11:03	0/0 (0%)	Passed
21 Phase 3	2021 Phase 3 Advanced Training	013		8/5/2021 14:42	0/0 (0%)	Passed
21 Rifle 4	2021 Patrol Rifle 4 Hour Class	003A		4/7/2021 10:00	0/0 (0%)	Passed
21 SB140	2021 Senate Bill 140	001	3/30/2021 19:13	3/30/2021 19:16	0/0 (0%)	Passed
21-Apr 1	House Bill 1 Updates	001	4/11/2021 19:53	4/11/2021 19:54	0 / 0 (0%)	Passed
21-Apr 2	New DV Forms 10-D and 10-F	001	4/11/2021 19:49	4/11/2021 19:52	0/0 (0%)	Passed
21-Aug 1	Prosecutors Office	001	8/9/2021 20:08	8/9/2021 20:09	0/0 (0%)	Passed
21-Aug 2	Resources for the Homeless	001	8/23/2021 15:17	8/23/2021 15:18	0/0 (0%)	Passed
21-MAR-1	Use of K-9 Bulletin	001	3/20/2021 21:08	3/20/2021 21:13	0/0 (0%)	Passed
21-May 1	New Form 10-G Post Conviction No Contact	001		12/31/2021 00:00		In Progress
21-MP1-1	Witness Statement Module	001	7/26/2021 16:24	7/26/2021 16:25	0/0 (0%)	Passed
21-NOV	Signal for Help Gesture	001	12/9/2021 19:07	12/9/2021 19:08	0 / 0 (0%)	Passed
21-OHLEG	2021 OHLEG Application Instructions	001	11/9/2021 18:30	11/9/2021 18:32	0 / 0 (0%)	Passed
21-OPOTA	2021 OPOTA Online Application Instructions	001	12/20/2021 15:01	12/25/2021 21:50	0/0 (0%)	Passed
21-Sep-1	First Responder Fentanyl Refreshers	001	9/15/2021 18:29	10/1/2021 11:38	0/0 (0%)	Passed
22 FTO	2022 FTO Course	002		4/15/2022 16:00	0 / 0 (0%)	Passed
22 Phase 1	2022 Phase 1 Advanced Training	022		3/2/2022 13:32	0 / 0 (0%)	Passed
22 Phase 2	2022 Phase 2 Advanced Training	025		5/24/2022 10:26	0 / 0 (0%)	Passed
22 Phase 3	2022 Phase 3 Advanced Training	026		10/12/2022 10:02	0 / 0 (0%)	Passed
22 Rifle 4	2022 Patrol Rifle 4 Hour Class	001B		3/14/2022 14:51	0 / 0 (0%)	Passed
22-OPOTA	2022 OPOTA Online Course Instructions	001	3/3/2022 19:05	3/3/2022 19:12	0 / 0 (0%)	Passed
23 Phase 1	2023 Phase 1 First Aid/CPR/AED/Narcan	039		3/23/2023 12:57	0/0 (0%)	Passed
23 Phase 2	2023 Phase 2 Advanced Training	011		5/3/2023 08:26	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
23 Phase 3	2023 Phase 3 Advanced Training	029		10/17/2023 08:52	0/0 (0%)	Passed
23 Rifle 4	2023 Patrol Rifle 4 Hour Class	005A		8/1/2023 11:05	0/0 (0%)	Passed
23-001-IT	New In Car Camera Software	001	3/28/2023 07:57	4/4/2023 14:21	0/0 (0%)	Passed
23-001-IT	New In Car Camera Software	001	3/26/2023 15:11	3/26/2023 15:13	0/0 (0%)	Passed
23-001-IT	New In Car Camera Software	001	3/26/2023 12:22	3/26/2023 12:24	0/0 (0%)	Passed
23-001-IT	New In Car Camera Software	001	9/30/2023 12:16	9/30/2023 12:17	0/0 (0%)	Passed
24 Phase 1	2024 Phase 1 Advanced Training	017		2/5/2024 07:47	0/0 (0%)	Passed
24 Phase 2	2024 Phase 2 Advanced Training	014		5/1/2024 08:10	0/0 (0%)	Passed
24 Phase 3	2024 Phase 3 Advanced Training	015		8/28/2024 16:00	0/0 (0%)	Passed
3.5.1	Code of Ethics Annual Read and Sign	2024	2/13/2024 11:37	2/13/2024 11:40	0/0 (0%)	Passed
3.5.1	Code of Ethics Annual Read and Sign	2024	3/28/2024 08:14	3/28/2024 08:16	0/0 (0%)	Passed
3.5.1	Code of Ethics Annual Read and Sign	2021	1/25/2021 19:28	1/25/2021 19:46	0/0 (0%)	Passed
3.5.1	Code of Ethics Annual Read and Sign	2023	3/19/2023 09:35	3/19/2023 09:40	0/0 (0%)	Passed
3.5.1	Code of Ethics Annual Read and Sign	2022	3/24/2022 20:14	3/24/2022 20:15	0/0 (0%)	Passed
3.5.1	Code of Ethics Annual Read and Sign	2021	3/20/2021 21:02	3/20/2021 21:08	0/0 (0%)	Passed
3.5.1	Code of Ethics Annual Read and Sign	2022	2/16/2022 20:12	2/16/2022 20:17	0/0 (0%)	Passed
ADA	Interacting With People With Disabilities	2024	8/11/2024 14:43	8/11/2024 15:07	0/0 (0%)	Passed
AHP	Annual All Hazard Plan Training	2020	7/26/2020 23:45	7/30/2020 18:19	0/0 (0%)	Passed
All Haz-01	All Hazard Plan	2022	5/16/2022 21:08	5/16/2022 21:09	0/0 (0%)	Passed
All Haz-01	All Hazard Plan	2023	5/19/2023 14:50	5/19/2023 14:51	0/0 (0%)	Passed
All Haz-01	All Hazard Plan	2022	4/18/2022 20:16	4/18/2022 20:30	0/0 (0%)	Passed
All Haz-01	All Hazard Plan	2024	5/20/2024 09:53	5/20/2024 10:07	0/0 (0%)	Passed
All Haz-01	All Hazard Plan	2021	7/5/2021 20:29	7/5/2021 20:36	0/0 (0%)	Passed
AOS	Fraud Reporting & Training	July24- 28	7/21/2024 10:45	7/21/2024 10:54	0 / 0 (0%)	Passed
Apr 15 RC	School Emergency Notification Radio Response	001	4/23/2015 11:39	4/23/2015 11:42	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
Apr 2013	April 2013 Roll Call Training-Legal Updates	001	5/10/2013 17:01	5/10/2013 17:07	0 / 0 (0%)	Passed
Aug16 RC	August 2016 Roll Call Training-Legal updates	001	8/23/2016 20:53	8/23/2016 20:58	0 / 0 (0%)	Passed
BiasSworn	Racial and Bias Based Profiling	2021	9/1/2021 15:11	9/1/2021 15:13	0 / 0 (0%)	Passed
BiasSworn	Racial and Bias Based Profiling	2022	9/8/2022 16:03	9/8/2022 16:09	0 / 0 (0%)	Passed
BiasSworn	Racial and Bias Based Profiling	2023		8/31/2023 00:00		In Progress
BiasSworn	Racial and Bias Based Profiling	2024	8/11/2024 15:07	8/11/2024 15:12	0/0 (0%)	Passed
BiasSworn	Racial and Bias Based Profiling	2018	8/24/2018 15:15	8/24/2018 15:18	0 / 0 (0%)	Passed
BiasSworn	Racial and Bias Based Profiling	2019	9/2/2019 03:07	9/2/2019 03:08	0 / 0 (0%)	Passed
BiasSworn	Racial and Bias Based Profiling	2020		9/6/2020 23:09	0 / 0 (0%)	Passed
Court	Court Holding Facilities In- Service Training	2024	9/11/2024 12:13	9/11/2024 12:18	0 / 0 (0%)	Passed
Dec 15 RCT	December 2015 Roll Call Training	15 RC Trng	1/4/2016 11:33	1/4/2016 11:36	0 / 0 (0%)	Passed
Dec 2014	December 2014	001	12/4/2014 19:01	12/4/2014 19:16	0 / 0 (0%)	Passed
EAR Model	Dealing with mental illness	2023	2/21/2023 17:20	2/21/2023 17:21	0 / 0 (0%)	Passed
EAR Model	Dealing with mental illness	2021	4/11/2021 19:54	4/11/2021 19:55	0 / 0 (0%)	Passed
EAR Model	Dealing with mental illness	2022	3/3/2022 19:13	3/3/2022 19:13	0 / 0 (0%)	Passed
EAR Model	Dealing with mental illness	2018	3/2/2018 15:24	3/2/2018 15:25	0 / 0 (0%)	Passed
EAR Model	Dealing with mental illness	2019	4/9/2019 04:19	4/17/2019 05:12	0 / 0 (0%)	Passed
EAR Model	Dealing with mental illness	2020	4/8/2020 20:37	4/8/2020 20:38	0 / 0 (0%)	Passed
Jan 15 RC	Predicting Officer Assaults at D.V. Calls	001	1/16/2015 17:37	1/16/2015 17:40	0 / 0 (0%)	Passed
Jan16 RC	January 2016 Roll Call Training	001	1/7/2016 12:14	1/11/2016 11:31	0 / 0 (0%)	Passed
Jan20-MCPO	Conviction Newsletter	001	1/30/2020 01:06	1/30/2020 01:08	0/0 (0%)	Passed
JUN 15 RC	First Responder Safety for Downed Aircraft	001	6/18/2015 03:03	6/29/2015 23:08	0 / 0 (0%)	Passed
June 1 RC	June 2013 Roll Call Training	001	6/3/2013 16:47	6/3/2013 16:48	0 / 0 (0%)	Passed
Knife 01	Roll Call Training: Knife Safety	001	11/9/2013 19:12	11/9/2013 19:14	0 / 0 (0%)	Passed
LEADS-1	LEADS Required Training (Practitioner)	ALL MCSO	5/26/2019 23:39	5/26/2019 23:41	16 / 16 (100%)	Passed

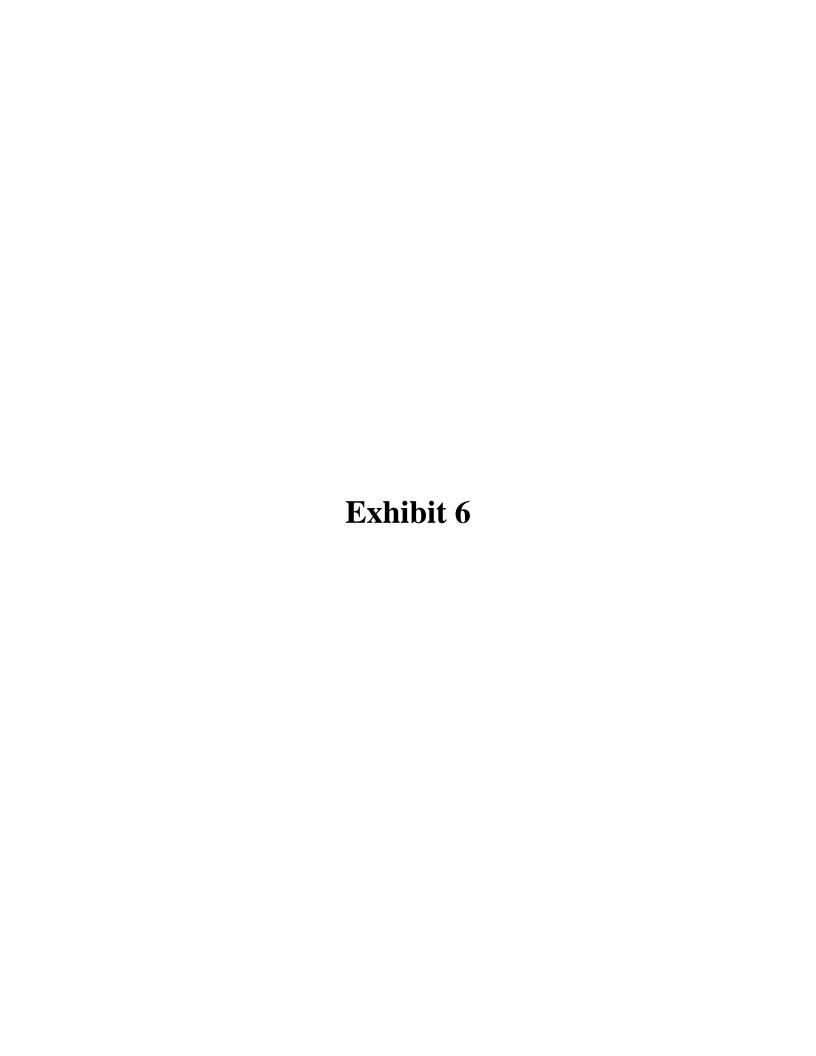
Course Number	Course Name	Section	Start	End	Score	Status
LEADS-2	LEADS Required Training (Certified)	CERT USER	5/26/2019 23:38	5/26/2019 23:39	5 / 5 (100%)	Passed
LGBTQ+	LGBTQ Community Awareness and Ethics	2024	3/28/2024 08:07	3/28/2024 08:10	0/0 (0%)	Passed
LGBTQ+	LGBTQ Community Awareness and Ethics	2022	3/16/2022 20:43	3/16/2022 20:47	0/0 (0%)	Passed
LGBTQ+	LGBTQ Community Awareness and Ethics	2021	7/5/2021 20:22	7/5/2021 20:29	0/0 (0%)	Passed
LGBTQ+	LGBTQ Community Awareness and Ethics	2023	3/19/2023 09:40	3/19/2023 09:43	0/0 (0%)	Passed
MCSO2020	Employee Update 2020	February	3/5/2020 21:06	3/5/2020 21:15	0/0 (0%)	Passed
MCSO2020	Employee Update 2020	June	7/3/2020 15:26	7/8/2020 19:14	0/0 (0%)	Passed
Mental	Mental Health Roll Call Training	2014	1/27/2014 17:42	1/27/2014 17:43	0/0 (0%)	Passed
Mental	Mental Health Roll Call Training	2017	1/18/2017 23:55	1/21/2017 15:18	0/0 (0%)	Passed
MFF&C-01	Mobile Field Force Formations & Commands	2022	11/29/2022 15:08	11/29/2022 15:10	0/0 (0%)	Passed
MFF&C-01	Mobile Field Force Formations & Commands	2023	4/4/2023 14:25	4/4/2023 14:26	0/0 (0%)	Passed
Nov-15-RC	Situational Awareness: Anonymous Calling For Cyber activity against Law Enforcement in Ohio Through	001	11/20/2015 13:09	11/20/2015 13:10	0 / 0 (0%)	Passed
OHLEG	OHLEG Security Training	001	4/16/2015 11:44	4/16/2015 11:47	0/0 (0%)	Passed
Phone Case	Officer Safety Roll Call	001	7/7/2015 19:40	7/7/2015 19:41	0/0 (0%)	Passed
PREA	Sexual Assault Prevention and Response to Complaints	PREA 1	8/13/2019 23:24	8/13/2019 23:27	0 / 0 (0%)	Passed
PREA 2	Cross-Gender and Transgender Pat Searches	PREA 2	8/13/2019 23:28	8/13/2019 23:31	0/0 (0%)	Passed
RC 03-16	March 2016 Roll Call Training: Pressure Points Chart	001	4/5/2016 15:10	4/5/2016 15:11	0 / 0 (0%)	Passed
RC TRNG	June 2014 Roll Call Training	001	6/16/2014 16:02	6/16/2014 16:03	0/0 (0%)	Passed
RC16 - 001	RDC Records Channel Merger	001	3/7/2016 15:24	3/7/2016 15:28	0/0 (0%)	Passed
RCMT	RCMT training	24-05	9/12/2024 08:00	9/12/2024 16:00	0 / 0 (0%)	Passed
RCMT	RCMT training	24-04	6/6/2024 07:00	6/6/2024 15:00	0 / 0 (0%)	Passed
RCMT	RCMT training	24-03	5/9/2024 08:00	5/9/2024 16:00	0 / 0 (0%)	Passed
RCMT	RCMT training	24-02	3/7/2024 08:00	3/7/2024 16:00	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
RCMT	RCMT training	24-01	1/18/2024 08:00	1/18/2024 16:00	0/0 (0%)	Passed
RCMT	RCMT training	23-03	10/12/2023 08:00	10/12/2023 16:00	0/0 (0%)	Passed
RCMT	RCMT training	23-02		9/21/2023 16:00	0/0 (0%)	Passed
RCMT	RCMT training	23-01		9/20/2023 09:27	0/0 (0%)	Passed
SP14 Legal	2014 Spring Conviction Newsletter-Legal Update	001	4/6/2014 21:22	4/6/2014 21:27	0/0 (0%)	Passed
TC22-02	The Conviction - Winter 2022	001	4/1/2022 16:14	4/1/2022 16:15	0/0 (0%)	Passed
TC22-03	Concealed Carry/CCW Without a License - SB 215	001	5/10/2022 18:22	5/10/2022 18:24	0/0 (0%)	Passed
TC22-04	Foot Pursuits	001	5/25/2022 18:35	5/25/2022 18:36	0/0 (0%)	Passed
TC22-05	Agency360.com - Uploading Training Certificates	001	3/3/2022 19:14	3/3/2022 19:14	0 / 0 (0%)	Passed
TC22-06	Officer Safety Notice	001	8/17/2022 18:39	8/17/2022 18:40	0/0 (0%)	Passed
TC22-07	2022 CPT Reminder	001	8/17/2022 18:40	8/17/2022 18:41	0/0 (0%)	Passed
TC22-08	Monkey Pox Bulletin	001	8/17/2022 18:38	8/17/2022 18:39	0/0 (0%)	Passed
TC22-09	Crim. Rule 4 - Sufficiency of an Affidavit for a Felony Complaint/Warrant	001	9/5/2022 16:34	9/5/2022 16:34	0/0 (0%)	Passed
TC22-10	Overview of the Emergency Response Guidebook	001	9/20/2022 20:55	9/20/2022 20:57	0/0 (0%)	Passed
TC22-11	CCW Handbook	001	9/20/2022 20:54	9/20/2022 20:55	0/0 (0%)	Passed
TC22-12	Handling Suspicious and Dangerous Items	001	12/8/2022 18:17	12/8/2022 18:21	0/0 (0%)	Passed
TC23-01	New Distracted Driving Law	001	1/4/2023 15:08	1/4/2023 15:08	0/0 (0%)	Passed
TC23-02	2023 CPT Notice	001	3/27/2023 08:18	3/27/2023 08:18	0/0 (0%)	Passed
TC23-02	2023 CPT Notice	001	2/10/2023 18:03	2/10/2023 18:06	0/0 (0%)	Passed
TC23-04	2023 Legal Updates - Senate Bill 16 - Targeting of Emergency Service Responders	001	2/27/2023 21:24	2/27/2023 21:27	0 / 0 (0%)	Passed
TC23-05	2023 Legal Updates - House Bill 343 - Victim's Rights	001	2/27/2023 21:27	2/27/2023 21:31	0/0 (0%)	Passed
TC23-06	2023 Legal Updates - Senate Bill 215 - Amendments to Concealed Carry	001	3/4/2023 15:01	3/4/2023 15:03	0 / 0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
TC23-07	2023 Legal Updates - Senate Bill 288 - Distracted Driving	001	3/4/2023 14:58	3/4/2023 15:00	0/0 (0%)	Passed
TC23-08	2023 Legal Updates - Senate Bill 288 - Other ORC Updates	001	3/4/2023 14:55	3/4/2023 14:58	0/0 (0%)	Passed
TC23-09	2023 Legal Updates - Misc Law Changes	001	3/4/2023 14:53	3/4/2023 14:55	0/0 (0%)	Passed
TC23-10	Officer Safety - Counterfeit Tourniquet	001	3/4/2023 14:51	3/4/2023 14:52	0/0 (0%)	Passed
TC23-12	Brady Use of Force	001	4/25/2023 09:22	4/25/2023 09:24	0/0 (0%)	Passed
TC23-13	2023 CPT Notice UPDATE	001	6/10/2023 13:26	7/3/2023 13:55	0/0 (0%)	Passed
TC23-14	Search & Seizure	001	7/10/2023 13:47	7/10/2023 13:53	0/0 (0%)	Passed
TC23-15	2023 CPT Notice August Update	001	9/15/2023 07:54	10/2/2023 08:22	0/0 (0%)	Passed
TC23-16	CPT Warning Notice	001	10/7/2023 15:33	10/7/2023 15:33	0/0 (0%)	Passed
TC23-17	The Dangers of After- Market Police Accessories	001	11/14/2023 13:54	11/14/2023 14:02	0/0 (0%)	Passed
TC23-18	Handling Hazardous Drugs	001	12/6/2023 14:45	12/6/2023 14:51	0 / 0 (0%)	Passed
TC23-19	Limited Legalization of Marijuana	2023	12/8/2023 11:37	12/8/2023 11:44	0 / 0 (0%)	Passed
TC23-20	Issue 2 Overview	001	12/25/2023 08:54	12/25/2023 08:56	0 / 0 (0%)	Passed
TC23-21	Justice Web training update	001	12/25/2023 08:56	12/25/2023 08:57	0/0 (0%)	Passed
TC23-22	Remington 870 Maintenance	2023	11/10/2023 11:05	11/14/2023 13:54	0/0 (0%)	Passed
TC23-22	Remington 870 Maintenance	2022	1/10/2022 22:07	1/10/2022 22:16	0/0 (0%)	Passed
TC23-23	Arizona Mobile Driver License	001	12/29/2023 16:03	12/29/2023 16:04	0 / 0 (0%)	Passed
TC24-01	Coca-Cola Used to Destroy Fentanyl Evidence - DAYTON OHIO	001	1/23/2024 14:58	1/23/2024 15:00	0/0 (0%)	Passed
TC24-02	what3words	001	1/23/2024 15:00	1/28/2024 13:36	0/0 (0%)	Passed
TC24-03	ARC LE Reference Guide	001	1/23/2024 15:02	1/28/2024 13:35	0 / 0 (0%)	Passed
TC24-04	Nightstick Weapon Mounted Light	001	2/4/2024 15:51	2/4/2024 15:52	0 / 0 (0%)	Passed
TC24-05	2024 CPT Notice	001	3/14/2024 06:02	3/14/2024 06:03	0 / 0 (0%)	Passed
TC24-06	Juvenile Court Document	001	4/13/2024 08:09	4/13/2024 08:10	0 / 0 (0%)	Passed
TC24-07	2024 Action Response, Pursuit/ Stop Stick Report Update	001	5/14/2024 11:50	5/14/2024 11:51	0/0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
TC24-08	2024 CPT Update - May 30 2024	001	6/5/2024 15:06	6/5/2024 15:07	0/0 (0%)	Passed
TC24-11	Nightlock Devices	2024	8/19/2024 09:48	8/19/2024 09:49	0/0 (0%)	Passed
TC24-12	ATF Advisory on full- automatic firearms conversion parts	001	9/24/2024 07:48	9/24/2024 07:48	0/0 (0%)	Passed
TC24-13	Marsy Law, Victim's Rights Forms	001	10/9/2024 09:58	10/9/2024 09:59	0/0 (0%)	Passed
TC24-14	HB56 Stunt Driving memo	001	10/16/2024 14:12	10/16/2024 14:20	0/0 (0%)	Passed
TCCOE-Feb1	Crisis Intervention and suicide prevention and EAR model	2024	4/13/2024 08:10	4/13/2024 08:11	0 / 0 (0%)	Passed
UOSOP/EMP	Unusual Occurrences and Emergency Mobilization - online	2016	12/19/2016 15:14	12/19/2016 15:16	0 / 0 (0%)	Passed
UOSOP/EMP	Unusual Occurrences and Emergency Mobilization - online	2018	1/5/2018 15:14	1/5/2018 15:17	0 / 0 (0%)	Passed
UOSOP/EMP	Unusual Occurrences and Emergency Mobilization - online	2019	12/23/2019 22:53	12/23/2019 23:04	0/0 (0%)	Passed

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1	MONTGOMERY COUNTY SHERIFF'S OFFICE
2	INTERNAL INVESTIGATION
3	
4	
5	
6	EMPLOYEE
7	Detective Joshua Samples #794 Community Services- Special Investigations
8	Community Services- District 7
9	
10	COMPLAINANT
11 12 13 14 15	Major Jeremy Roy Montgomery County Sheriff's Office 345 West Second Street Dayton, Ohio 45422
16	<u>SYNOPSIS</u>
17	On January 8th, 2024, the involved subject, James Skirvin, was shot multiple times
18	after he brandished a firearm at officers. This incident started with a vehicle pursuit
19	initiated by the Trotwood Police Department. Trotwood Police was investigating a
20	felonious assault at 50 Voyager Boulevard, Montgomery County, Ohio, when Mr.
21	Skirvin, from the felonious assault, drove past the crime scene and brandished a
22	firearm at the police and Fire & Rescue personnel. It was reported Mr. Skirvin
23	purposely ran over his daughter, Desiree Skirvin, with his vehicle.
24	
25	After Trotwood Police started the vehicle pursuit of the subject, Mr. Skirvin's brother,
26	Scott Skirvin, approached Trotwood Police, still at the felonious assault scene, and
27	said his brother had firearms and he wanted to die at the hands of the police.
28	Trotwood Police aired the "suicide by cop" to all involved currently in pursuit of
29	Skirvin
30	
31	The Dayton Police Department and the Montgomery County Sheriff's Office joined in
32	pursuing Mr. Skirvin with Trotwood Police. As Mr. Skirvin was traveling eastbound
33	on US 35, he discharged a shotgun at Montgomery County Sheriff's Office Detective
34	Joshua Samples and Dayton Police Department Sergeant Gordon Cairns who were

deploying stop sticks. Mr. Skirvin did a U-turn on US 35 and headed back westbound on US 35 when he again discharged a firearm from his moving F550 Ford truck at Detective Samples and Sergeant Cairns. Detective Samples and Sergeant Cairns discharged firearms at Mr. Skirvin to stop the threat. When Mr. Skirvin approached the intersection at US 35 and Liscum Road, he crashed into a Montgomery County Sheriff's cruiser and a Trotwood Police cruiser. Mr. Skirvin pushed the Trotwood cruiser across the intersection and ultimately came to rest on top of the cruiser.

Law enforcement on the scene of the crash discharged their weapons at Mr. Skirvin to stop him from causing injury or death to any other motorist or law enforcement was one of the law enforcement officers who officer/deputy. discharged his duty weapon at this time. Mr. Skirvin was removed from the truck and taken to Miami Valley Hospital for treatment. Mr. Skirvin survived the incident.

14

Trotwood Police Officer Michael Richardson was trapped in his cruiser after Mr. Skirvin's truck landed on his marked police vehicle. Officer Richardson was pulled from the cruiser with severe injuries and taken to Miami Valley Hospital via a Dayton Police vehicle. Officer Richardson has survived the incident.

19

INVESTIGATION

On Monday, July 22nd, 2024, the Inspectional Services Unit received this case for investigation after a Montgomery County Grand Jury returned a finding of No True Bill regarding an officer-involved shooting on Monday, January 8th, 2024, involving Montgomery County Sheriff's Office Detective Joshua Samples and

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No True Bill is a legal procedure to dismiss charges against a defendant when the Grand Jury does not find enough evidence to charge them with violating the law.

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This case was assigned to the Inspectional Services Unit by Chief Deputy Matt Haines. Sergeant Bryan Cavender assigned this case to me to complete a thorough overview to verify if Detective Samples and actions were reasonably necessary, justified, and followed the policy and procedures of the Montgomery County Sheriff's Office.

1	I reviewed Montgomery County Sheriff's Office report	in its entirety.
2	The below personnel submitted the following reports:	
3		
4	Deputy Joseph Cox	Case Report 001 and 002
5	Deputy Matthew Poulton	Property Sheet x4 and Impound x3
6	Deputy Matthew Poulton Deputy Jeffrey Sanger	Evidence Supplement
7	Detective Joshua Samples	Officer Narrative
8	Detective Joshua Samples	Officer Narrative
9	Deputy Matthew Poulton	Officer Narrative x4
10	Sergeant Scott Prater	Officer Narrative
11	Captain Andrew Flagg	Officer Narrative
12	Sergeant Kelly Campbell	Officer Narrative x2
13	Detective Fredrick Zollers	Officer Narrative
14	Detective Predrick Zollers Detective David Posma	Officer Narrative
15	Captain Ted Jackson	Officer Narrative
16	*	Officer Narrative
17	Deputy Jamar Williams Deputy Emma Leach	Officer Narrative
18	* *	Officer Narrative
19	Detective Gabriel Fragasse Sergeant Scott Morgan	Officer Narrative
20	Detective Alec Denker	Officer Narrative
21		Officer Narrative
22	Chief Deputy Matt Haines	Officer Narrative
23	Sergeant Joseph Solomon	Officer Narrative
24	Detective Bryan Statzer	Officer Narrative
25	Detective Brian Conley	Officer Narrative
26	Captain Michael Brem	Officer Narrative
27	Deputy Wiley Jones Detective Melanie Phelps	Officer Narrative
28	· ·	Officer Narrative
29	Detective Ryan Dalton Detective Daniel Casey	Officer Narrative
30	Deputy Christopher Gabbard	Officer Narrative
31	Deputy Ariel Floyd	Officer Narrative
32	Detective Heather French	Officer Narrative
33	Sergeant John Eversole	Officer Narrative
34	Detective Joshua Samples	Action Response Report
35	Detective vositua campios	Action Response Report
36		, total i response i report
37	See the attached report regarding the inv	vestigation of this incident.
38	The role of the Inspectional Services Unit in a deputy-in	avolved shooting is to

1	determine whether the action response followed policy, failed to meet policy, or if
2	there was a policy failure. This is done by reviewing the facts and circumstances of
3	the individual case. In this incident, I reviewed the report to ensure the following
4	General Orders were followed:
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6 7 8 9 10 11 12 13	Action Response B. Deadly Force H. Ensuring Medical Aid After Action Response Incidents and Apprehension M. Weapons, Weapons Retention, and Ammunition Requirements and Specifications N. Firearms Proficiency O. Annual Firearms Requalification and Procedures T. Personnel Involved Shootings or Use of Lethal Force Notifications After reviewing the accompanying reports and general orders, I confirmed with the
15	Montgomery County Sheriff's Office Special Weapons and Tactics (SWAT) weapon
16	inventory specialist that Detective Joshua Samples had been issued a Lewis Machine
17	and Tool (LMT), model .556 rifle with serial number
18	Montgomery County Sheriff's Office training staff who provided me with Detective
19	Samples most recent in-service training record from April 26 th , 2023, where he
20	showed proficiency by passing the State of Ohio annual firearms qualification course
21	with his issued LMT Deputy Samples was issued departmental Federal
22	Premium Law Enforcement .223, 62 grain bonded ammunition.
23	,
24	I confirmed with the Montgomery County Sheriff's Office property room custodian
25	that the state of
26	serial number on July 7 th , 2021. I contacted the Montgomery County
27	Sheriff's Office training staff who provided me with most recent in-
28	service training record from May 3rd, 2023, where he showed proficiency by passing
29	the State of Ohio annual firearms qualification course with his issued Glock 17
30	was issued departmental Federal Premium Law
31	Enforcement 9mm luger, 147 grain HST ammunition.
32	
33	I reviewed the criminal investigation which was completed by the Ohio Bureau of
34	Criminal Investigation's (BCI) Investigation Division. This criminal investigation
35	was completed by Special Agent Perry Roeser and Special Agent Rick Ward.
36	Detective Samples and were interviewed during BCI's investigation. I

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reviewed both interviews and determined there were no further questions which needed to be asked to either Detective Samples or for this administrative investigation. See BCI's report for further details.

CONCLUSION OF FACT

On Monday, January 8th, 2024, at approximately 1054 hours Christina Wilson contacted the Montgomery County Regional Dispatch Center (RDC) in regards to a felonious assault on Voyager Boulevard at West Third Street (Trailer Park) in the City of Trotwood. After receiving the call for service, Trotwood Police Department was dispatched to the scene.

While responding to the scene, the suspect vehicle description was provided to crews. Upon arrival at the scene, the suspect vehicle was observed attempting to exit the complex. It was being operated by the suspect, identified as James Skirvin, who was also seen to be in possession of a firearm as he passed Trotwood officers on scene.

Trotwood Officer Ezra Haponek along with Field Training Officer Paul Dapkus attempted to initiate a traffic stop on Mr. Skirvin in his vehicle at which time Mr. Skirvin failed to stop and began fleeing. A pursuit was initiated due to the felonious assault which had just occurred.

Detective Samples was monitoring the Regional Dispatch Center North Channel and heard the initial dispatch for the felonious assault call for service along with the updated information of Mr. Skirvin displaying a firearm toward an officer. He continued to monitor the call and heard the suspect was in a white dually truck and there was now an active pursuit from the area of Union Road traveling eastbound. Detective Samples was in his office which is located at the Montgomery County Sheriff's Office Head Quarters (MCSO HQ) building, 345 West Second Street, Dayton Ohio, 45422. Detective Samples left the MCSO HQ building and began traveling westbound in the direction of where the truck was coming from.

In anticipation of the fleeing vehicle's route, which was a combination of the pursuing Officer's radio broadcasts and knowledge of the area, Detective Samples traveled to the area of US-35 near the Gettysburg Avenue exit in Montgomery County. Once in this area, he pulled over to the left shoulder which offered a median, guardrail, and light pole with a cement base for cover. Sergeant Cairns from Dayton Police Department was stopped nearby in a Dayton Police Department-marked patrol vehicle. Detective Samples had activated his emergency lights as he stopped and exited his vehicle. The active pursuit of the fleeing vehicle was still being broadcasted on the RDC North Channel which was now patched with other channels as multiple law enforcement agencies had joined in. The pursuing officers broadcasted the white truck was traveling eastbound on US-35 and had just crossed over Liscum Drive. Additional information was broadcast that the driver of the white truck wanted to "do

suicide by cop".

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Upon hearing the white truck's location, Detective Samples retrieved his Stop Sticks from the trunk of his vehicle and readied them for deployment. It should be noted that Detective Samples is assigned Stop Sticks which he has previously been trained on how to properly deploy.

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Detective Samples indicated in his written report, that when Mr. Skirvin was approaching his location, he (Samples) could hear gunshots and could see Mr. Skirvin holding what he believed to be a long gun. Detective Samples confirmed the white truck's path of travel and deployed his 9-foot section of Stop Sticks into the roadway in hopes of a peaceful resolution. The white truck operated by Mr. Skirvin abruptly changed lanes, towards Detective Samples as he pulled the Stop Sticks into the path of travel of Mr. Skirvin. Mr. Skirvin ran over the Stop Sticks and continued traveling eastbound. After being run over, Detective Samples moved his Stop Sticks to the left shoulder out of the lane of travel.

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Detective Samples notified crews via the radio of the Stop Stick deployment. A very short time later, radio traffic was communicated that the suspect was completing a U-

turn on US-35 at Abbey Avenue to travel back westbound on US-35 toward Detective Samples and Sergeant Cairns.

Detective Samples returned to his vehicle and removed his Montgomery County Sheriff's Office (MCSO) issued Lewis Machine Tool (LMT) Guardian 2000 5.56 rifle (S/N and prepared it for deployment. Within seconds, the white truck was now visible to Detective Samples and Sergeant Cairns. Detective Samples observed the driver-side window to be down and the driver to be holding a long gun. Another gunshot was heard which Detective Samples believed to be fired in his direction. Detective Samples established a clear line of sight and fired nine rounds in rapid succession from his rifle at Mr. Skirvin in an attempt to stop his aggressive and deadly actions toward him, Sergeant Cairns, and the general public. Once Mr. Skirvin passed his location, Detective Samples ceased firing and took no other force actions. Sergeant Cairns notified the RDC and other crews of the shots being fired.

Upon determining the threat was over, Detective Samples secured his rifle in the trunk of his vehicle and made contact with his direct supervisor, Sergeant Walter Steele.

After Mr. Skirvin passed Detective Samples location and the pursuit continued, white smoke began emitting from the truck. As Skirvin approached the intersection of US-35 at Liscum Drive, his speed appeared to increase as he aimed his truck directly at a marked Sheriff's Office patrol vehicle. He struck the unoccupied Sheriff's cruiser at approximately 70 mph. His truck continued forward motion and struck an occupied Trotwood Police Department marked patrol vehicle coming to rest on top of the Trotwood patrol vehicle. During this collision, Deputy Ariel Floyd was nearly struck due to standing behind the first Sheriff's Office cruiser which was struck.

After the crash, due to the previous and continued threat, Mr. Skirvin posed to both law enforcement and the public, deputies and officers on scene ultimately discharged their weapons at Mr. Skirvin who was still in operation of the truck and in possession of at least one known firearm.

1 was amongst one of the parties who discharged their firearm at the 2 stated he was at the county jail returning prisoners (inmate crash scene. 3 workers) from a cleaning detail when he heard the dispatch of Trotwood's felonious 4 assault. After returning the inmates, he began responding to the area as he learned the 5 details of Mr. Skirvin's identity, vehicle description, Mr. Skirvin pointing a firearm at 6 Trotwood Officers, and the current pursuit of Mr. Skirvin. Being familiar with the 7 area, he anticipated the pursuit to continue eastbound on US-35. As he approached 8 the intersection of US-35 at Abbey Avenue he could see the pursuit which was 9 coming towards his location. 10 11 When the pursuit began traveling westbound on US-35 began following behind the pursuit. He heard additional radio transmissions of shots fired 12 13 as the pursuit passed Detective Samples location. said as the vehicle 14 pursuit continued westbound on US-35, he witnessed a long gun being tossed from the driver's side window; he also noted the tire(s) of the truck began to malfunction 15 due to the previous Stop Stick deployment. As the truck approached Liscum Drive, it 16 was in the far-right lane. It abruptly turned left aiming directly at the stationary 17 stated he saw no brake lights before the truck hit the MCSO 18 cruisers cruiser and then landed on top of the Trotwood cruiser. indicated he 19 believed the crash was intentional said he saw a sheriff's deputy, later 20 identified as Deputy Floyd, jump out of the way of the vehicle crash. 21 22 said he parked his cruiser in the intersection of Liscum and US-35, exited, and took cover behind the driver's side rear of his cruiser. 23 attempted to discharge his rifle at Mr. Skirvin but due to a malfunction, he was unable to. He then 24 transitioned to his Glock 17 pistol and discharged it in the direction of Mr. Skirvin's 25 stated he fired his weapon eighteen times. 26 truck. discharged his firearm at Mr. Skirvin in an attempt to stop the deadly threat Mr. 27 28 Skirvin posed to both law enforcement and civilians. 29 After discharging his firearm, along with other officers on scene, 30 began approaching the truck. While approaching, observed Officer 31 Michael Richardson inside the Trotwood marked patrol unit under Mr. Skirvin's 32

vehicle. He noticed a severe laceration on Officer Richardson's right arm which was bleeding heavily utilized a tourniquet on Officer Richardson's right arm before assisting in moving Officer Richardson into the rear seat of a Dayton Police Department marked patrol vehicle which transported him to the hospital.

Once the scene was rendered as safe, approached a supervisor on scene and informed them of his firearm being discharged. Both Detective Samples and were relieved of their scenes and were transported to the Montgomery County Sheriff's Office Road Patrol Headquarters (District 7) (D7) where they stood by for contact with the Bureau of Criminal Investigation (BCI). During this time, Detective Samples was notified Captain Jackson, who is the commander of the Montgomery County Regional SWAT Team, would issue him a replacement LMT Guardian Rifle. Deputy Beach was issued a replacement Glock 17 (Serial number

The shots fired by Detective Joshua Samples and at Mr.

Skirvin constitute a deadly force situation. This case was presented to a Montgomery County Grand Jury for review. On Tuesday, July 2nd, 2024, the Grand Jury voted on this case and returned a "No True Bill," meaning there was no probable cause to show Detective Samples and actions were a criminal offense.

Montgomery County Sheriff's Office Policy 1.1.3 Action Response, section B, Deadly Force states:

B. Deadly Force

- 1. Personnel may use deadly force only when they reasonably believe that the action is in defense of human life. This includes their life or in defense of any person who is in imminent danger of serious bodily injury. The use of a police vehicle in a ramming action is a use of Deadly Force and such action must meet the criteria for use of Deadly Force. See the "Pursuit Policy" chapter of the General Orders Manual.
- 2. The following definitions apply to this directive:
 - Reasonable Belief When facts or circumstances personnel know, or should

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- know, are such as to cause an ordinary and prudent person to act or think in a similar way under similar circumstances.
- Imminent Danger An appearance of threatened and impending injury as would put a reasonable and prudent person to his instant defense.
- Serious Bodily Injury An injury that creates a substantial risk of death, serious permanent disfigurement, or long-term loss or impairment of the function of any bodily member or organ.
- Deadly Force Any force that carries a substantial risk that it will proximately result in the death of any person.
- If feasible, and if to do so would not increase the danger to personnel or others, a verbal warning to submit to authority should be given before the use of deadly force.
- 4. When the decision is made to use deadly force, personnel may continue its application until the subject surrenders or no longer poses an imminent danger. When deadly force is permissible under this policy, attempts to shoot to cause minor injury are unrealistic and can prove dangerous because it is unlikely to achieve the intended purpose of bringing an imminent danger to a timely halt.

The actions of Detective Samples firing shots with his firearm to prevent and stop Mr. Skirvin from causing serious bodily injury and/or death to himself (Detective Samples) and/or others (City of Dayton police officers, City of Trotwood Police Officers, and civilians) who were in imminent danger are consistent with the Montgomery County Sheriff's Office's deadly force policy and is declared **proper conduct.**

The actions of firing shots with his firearm to prevent and stop Mr. Skirvin from causing serious bodily injury and/or death to himself (and/or others (Montgomery County Sheriff's Office Deputies, Trotwood Police Officers, and City of Dayton police officers) who were in imminent danger are consistent with the Montgomery County Sheriff's Office's deadly force policy and is declared **proper conduct.**

Montgomery County Sheriff's Office Policy 1.1.3 Action Response, section M, Weapons, Holsters, Ammunition Requirements, and Specifications, section N, Firearms Proficiency, and section O, Annual Qualifications and Procedures states:

M. Weapons, Weapons Retention, and Ammunition Requirements and Specifications

- 1. The intent of this directive is to ensure that deputies do not use poor quality or inherently dangerous weapons, firearms, or ammunition. Because of the demands of various assignments within the organization, the Sheriff establishes specific criteria for using personal firearms and less-lethal weapons while on official duty. Deputies may carry and use only the weapons and ammunition the Sheriff's Office authorizes for the performance of duty.
- 2. The Montgomery County Sheriff's Office issues semi-automatic pistols to deputies. The Training Center sergeant or his designee must inspect and approve all issued weapons before deputies can carry them. Deputies must successfully complete a firearm training course for the weapon. The successful completion of an approved firearm training course may serve as proof of the inspection and approval process.

N. Firearms Proficiency

1. Deputies must show proficiency with all authorized weapons he uses in the performance of his work duties. The Training Center sergeant selects a course to use for requalification and deputies must achieve a minimum score on the course. Deputies must be knowledgeable about the laws concerning the use of firearms and be familiar with safe handling procedures for these weapons.

O. Annual Firearms Requalification and Procedures

- 1. Certified training instructors conduct firearm range sessions at least twice a year as part of the Sheriff's Office in-service training program. They instruct deputies on the agency's "Use of Force" policy as part of their annual Weapons Requalification Program. The Training Center documents the training course in PowerDMS™ and keeps a copy of the Montgomery County Sheriff's Office In-Service Training Record in the deputy's training file at the Training Center.
- 2. Deputies must meet the requalification requirements approved by the executive

director of the Ohio Peace Officer Training Commission. The Training Center sergeant notifies the Support Services Division-Community Services Commander immediately of any deputy failing to pass the annual Weapons Requalification Program. The Support Services Division-Community Services Commander will notify the Chief Deputy of any failure the Training Center sergeant reports. Further, any Training Center staff member who observes any noticeable deficiencies in the proper handling and use of a firearm by any deputy will report it immediately to the Support Services Division-Community Services Commander.

3. The Sheriff's Office prohibits a deputy from carrying any firearm until he demonstrates proficiency with the weapon. Based on Ohio Revised Code § 109.801 and Ohio Administrative Code § 109:2-13-02, any deputy who, after three attempts, fails to meet the absolute minimum requirements of the annual Weapons Requalification Program will turn over his issued weapon and/or issued ammunition, along with his department credentials and badge, to the Training Center sergeant or his designee. Further, the Personnel Director, or his designee, will advise the deputy, in writing, that he must not represent himself as a deputy sheriff or take any type of enforcement action until he successfully meets the absolute minimum requirements of the annual Weapons Requalification Program.

Detective Samples completed his annual SWAT firearms qualifications on April 26th, 2023, using his Montgomery County Sheriff's Office-issued Lewis Machine and Tool (LMT) .556 rifle, serial number Additionally, he was found to have used departmental-issued ammunition, Federal Premium Law Enforcement .223, 62 grain bonded in accordance with Montgomery County Sheriff's Office policies, therefore, his actions are declared **proper conduct**.

completed his annual firearms qualifications on May 3rd, 2023, using his Montgomery County Sheriff's Office-issued Glock 17, 9 mm handgun, serial number Additionally, he was found to have used departmental-issued ammunition, Federal Premium Law Enforcement 9mm luger, 147 grain HST in accordance with Montgomery County Sheriff's Office policies, therefore, his actions are declared **proper conduct**.

Montgomery County Sheriff's Office Policy 1.1.3 Action Response, Section T, Personnel Involved Shootings or Use of Lethal Force Notifications states in part:

T. Personnel Involved Shootings or Use of Lethal Force Notifications

- 1. When Sheriff's Office personnel (whether on or off-duty) uses a firearm in an attempt to inflict lethal force, inflict lethal force in any other manner, or use less-lethal munitions to strike an individual and that use results in serious physical harm or death, the first non-involved supervisor on the scene or his designee notifies:
- The Division Commander.
- The District Commander/Division Captain.
- The Investigations Section supervisor.
- The duty detective.
- The Forensic Services Unit supervisor.
- The Inspectional Services Unit supervisor.
- 2. The Division Commander is then responsible for notifying the Sheriff, Chief Deputy, and other Division Commanders. The Investigations Section supervisor is responsible for notifying the Investigations Section Commander.
- 3. The Forensic Services Unit supervisor must request the Miami Valley Regional Crime Laboratory (MVRCL) technicians to respond to all use of force situations involving Sheriff's Office personnel that result in a death. The Forensic Services Unit supervisor may request the MVRCL technicians to respond to use of force situations involving Sheriff's Office personnel that result in serious physical harm. When possible, MVRCL personnel should respond and handle the collection and preservation of evidence.
- 4. The first non-involved supervisor on the scene must ensure that:
 - The scene is secured,
 - The perimeter is controlled,
 - Evidence is preserved, including the weapon used by the deputy and all ammunition and magazines,
 - Potential witnesses are located; identified; and secured,
 - Involved personnel are secured from individuals not directly involved in the investigation,

- The proper notifications are made, and
- Personnel are safely removed from the scene, if necessary.
- 5. The Investigations Section supervisor is responsible for overseeing the criminal investigation. He must ensure the interviewing of potential witnesses and involved personnel and the collection and preservation of evidence. The criminal investigation takes precedence over an administrative inquiry. However, investigators from both units must work closely together during the initial stages of the investigation.
- 6. The Inspectional Services Unit supervisor is responsible for overseeing the administrative investigation. He must work closely with members of the Investigations Section. However, the administrative investigation must never interfere with the criminal investigation. Inspectional Services Unit members are to obtain basic information regarding the incident and observe the scene. Ordinarily, the Inspectional Services Unit will not administratively interview involved personnel until they serve them with a Notice of Administrative Investigation.
- 7. Members of the Inspectional Services Unit retain extra semi-automatic pistols and ammunition. If necessary, the Inspectional Services Unit will provide the involved deputies with a temporary replacement weapon and ammunition.
- 8. Involved personnel will provide a summary of the incident to investigators in order to assist them with determining what crime the suspect has committed, the suspect's actions prior to the use of force, and the involvement of the personnel prior to the application of force.
- Personnel must submit weapons for inspection and evidentiary purposes, submit to "four point" photographs, and prepare routine reports regarding the incident.
- 10. If feasible, appropriate, or needed, a scene re-enactment may be conducted to ensure all evidence is located and safeguarded prior to personnel and witnesses leaving the scene to determine:
 - The location of personnel.
 - The location of suspects.
 - The location of weapons.
 - The location of witnesses.

- The location of shell casings.
- The involvement of other personnel.
- 11. Nothing in this policy precludes personnel from consulting with an attorney-at-law.

Pertinent radio traffic was provided by many units, including Detective Samples, to dispatch throughout the event which started the notification process. Sergeant Cairnes radio traffic to dispatch of "shots fired" for both he and Detective Samples enabled other crews to determine the need to respond immediately to assist them and also with the ongoing pursuit.

After reviewing the crime scene log and reports, the evidence showed the Inspectional Services Unit, Forensic Services Unit, and sheriff's office command staff responded to the scene. Special Investigations detectives were notified, however, the Ohio Attorney General's Office, Bureau of Criminal Investigation was requested by Sheriff Rob Streck to investigate the involved Montgomery County Sheriff's Office personnel's actions. Detective Samples,

and all Sheriff's Office employees involved followed the Montgomery County Sheriff's Office notification process, therefore, their actions are declared **proper conduct.**

Montgomery County Sheriff's Office Policy 1.1.3 Action Response, section H, Ensuring Medical Aid after Use of Weapons states in part:

H. Ensuring Medical Aid After Use of Force Incidents and Apprehension

3. When personnel use force that results in a physical injury or the likelihood of a physical injury, they must ensure that the individual receives medical evaluation and the appropriate medical attention as quickly as possible. Medical attention includes, but is not limited to, administering first aid, evaluation by paramedics, or medical evaluation at a hospital.

After Mr. Skirvin had been shot, a multitude of law enforcement officers on scene approached him, removed him from his vehicle, and began rendering first aid. CPR was initiated and an AED was attached to his body. Life-saving efforts continued until

1	relieved by Jefferson Township Medics. All Montgomery County Sheriff's deputy's
2	actions are consistent with Montgomery County Sheriff's Office policy on ensuring
3	medical aid after the use of a weapon and declared proper conduct.
4	
5	Dr. K. Coo
6	Detective Kory Caldwell #739
7	Date: 08/08/2024/
8	50BW 146