



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



2022-1734
Officer Involved Critical Incident – 27724 Zuck Road, Howard,
Ohio 43028

Investigative Activity: Document Review
Involves: Michael Collins (S)
Date of Activity: 12/19/2022
Activity Location: Ohio BCI&I Richfield, Northeast Regional Office – 4055 Highlander Parkway, Richfield, OH 44286, Summit County
Author: SA Eric Lehnhart, #84

Narrative:

On Monday, December 19, 2022, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) Eric Lehnhart (Lehnhart) received the personnel file for Michael Collins (Collins) from Knox County Sheriff's Office (KCSO) Sheriff David Shaffer. SA Lehnhart reviewed the personnel file and noted the following:

Deputy Collins made application with the Knox County Sheriff's Office on Wednesday, February 15, 2017. Deputy Collins was subjected to an internal interview, voice stress analysis and a psychological examination. At the conclusion of the background process, Deputy Collins was hired as a full-time deputy.

Deputy Collins entered the job having already completed the Ohio Peace Officers Training Academy (OPOTA), which he attended at the Delaware Career Center. In addition to his OPOTA Certification, Deputy Collins also completed a course of study in Criminal Justice at the Columbus State Community College.

As documented in Deputy Collins' performance reports, he achieved the score of "high competent" or "competent" on all ratings.

Deputy Collins has three (3) job performance or citizen compliments recorded in his personnel file. There were no discipline actions noted against Deputy Collins.

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

Attachments:

Attachment # 01: 2022-12-19 Collins, Michael Personnel File

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

KNOX COUNTY SELECTION, HIRING, AND DOCUMENTATION MANUAL

FORM 1.06 (B) APPLICATION FOR EMPLOYMENT

Knox County is an Equal Opportunity Employer, committed to employing individuals without regard to race, color, age, sex, veteran status, religion, national origin, or disability.

Please type or print responses to all of the questions contained on the entire application form. Use additional paper for any section if necessary. Please note that this completed application for employment form will become a public record upon submission to Knox County and will be subject to appropriate records request. Applicants may attach a resume to this document, but must complete this application for employment to be considered.

Date of Application: 02-15-17 Social Security Number: [REDACTED]

Name: MICHAEL WARREN COLLINS E-mail: [REDACTED]

Current Address: [REDACTED] CENTERBURG Phone Number: [REDACTED]
OH 43011

Previous 7 years Address(es):

[REDACTED] CENTERBURG KNOX OH 43011

Street City County State Zip Code

[REDACTED] NEWARK LICKING OH 43055

Street City County State Zip Code

[REDACTED] CENTERBURG KNOX OH 43011

Street City County State Zip Code

General

Are you an Adult? Yes No

For What Position(s) are you applying? Deputy

Have you ever applied to or been employed by the State, a County, or any Political Subdivision thereof in Ohio? Yes No If yes, please explain _____

Do you have any commitments (i.e., second job, school, etc) which might interfere with, or adversely affect, your employment should we select you for a position? Yes No
If yes, please explain _____

Are you currently employed? Yes No

If yes, may we contact your present employer? Yes No

Person to contact NICK MCGOVERN

Phone #

[REDACTED]

If we cannot inquire of your present employer, please explain why: _____

Are you on layoff and subject to recall? Yes No

If employed, does your employment require you to continue working for your current employer, or restrict your activities after leaving your current employment, for any period of time? Yes No

If yes, until what date? _____

Are you prevented from becoming lawfully employed in this Country because of VISA or Immigration Status? Yes No (Proof of citizenship or immigration status is required by federal law upon employment.)

Do you possess a valid Driver's License? Yes No

Do you possess a valid Commercial Driver's License? Yes No If no, can you obtain an appropriate valid license prior to employment? Yes No

If the position you are applying for requires travel, can you supply your own transportation? Yes No

Have you ever been issued any other license, registration and/or certificate relating to the job(s) for which you are applying? Yes No If so, indicate the field or area of specialization, the license/certification number, and when it expires. OPOTA CERTIFICATION

Are you a resident of Ohio? Yes No If not, are you willing to become a resident upon employment? Yes No

Are you a veteran of the U.S. Military Service? Yes No If yes, what branch? _____

Date you can start working ASAP

Salary desired \$16/HR NEGOTIABLE

EMPLOYMENT HISTORY AND WORK EXPERIENCE

In this section, list all employment history and work experience in date order, including military experience. Begin with your current employer. Failure to include all employment may be grounds for disqualification. Use additional paper if necessary.

<u>Date:</u> <u>Month & Year</u>	<u>Name & Address</u> <u>of Employer</u>	<u>Position</u>	<u>Reason for</u> <u>Leaving</u>
From <u>7-13-2015</u> To <u>Present</u> Salary <u>\$16.00 HR</u>	<u>FIREGUARD</u> <u>PO BOX 730</u> <u>CENTERBURG, OH 43011</u>	<u>FIRE SUPPRESSION</u> <u>PIPE INSTALLER</u>	<u>STILL EMPLOYED</u>
From <u>01-01-2015</u> To <u>07-10-2015</u> Salary <u>\$17.00 HR</u>	<u>PEABODY LANDSCAPE GROUP</u> <u>2253 DUBLIN RD</u> <u>COLUMBUS, OH 43228</u>	<u>CONSTRUCTION</u> <u>FOREMAN</u>	<u>BETTER EMPLOYMENT</u>
From <u>03-01-13</u> To <u>01-01-2015</u> Salary _____	<u>SELF EMPLOYED</u> <u>45 W. HOUCK ST</u> <u>CENTERBURG, OH 43011</u>	<u>SUB CONTRACTOR</u>	<u>STEADY EMPLOYMENT</u>
From <u>10-01-2012</u> To <u>05-31-2013</u> Salary <u>\$15.00 HR</u>	<u>CENTERBURG LOCAL SCHOOLS</u> <u>119 S. PRESTON ST</u> <u>CENTERBURG, OH 43011</u>	<u>BUS DRIVER</u>	<u>WAS ONLY PART</u> <u>TIME / TEMPORARY</u>

EDUCATION AND TRAINING

This section is intended to give the employer information about the education and training that the applicant has completed, and to demonstrate the skills, knowledge, and abilities of the applicant to perform the job duties of the position. Use additional paper if necessary.

<u>School</u>	<u>Name &</u> <u>Location</u>	<u>Did you</u> <u>Graduate?</u>	<u>Subjects</u> <u>Studied</u>
High School:	<u>CENTERBURG HIGH</u> <u>CENTERBURG, OH</u>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<u>COLLEGE PREP</u>
Trade, Business, or Tech School:	<u>DELAWARE AREA CAREER CENTER</u> <u>DELAWARE, OH</u>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<u>POLICE ACADEMY</u>
College:	<u>COLUMBUS STATE COMMUNITY</u> <u>COLUMBUS, OH COLLEGE</u>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<u>CRIMINAL</u> <u>JUSTICE</u>
Other Special Study/Research Work:	_____ _____	Yes <input type="checkbox"/> No <input type="checkbox"/>	_____

REFERENCES

Please list the names of three persons not related to you whom you have known at least one year.

I solemnly swear that all of the information furnished in this employment application is true, accurate, and complete to the best of my knowledge. I authorize investigation of all statements contained in this application. I understand that any misrepresentation or falsification of the information provided may lead to withdrawal of an employment offer or termination following employment. I recognize that my future employment with the employer will be jeopardized if I engage in substance abuse, illegal drug abuse, or alcohol abuse.

Therefore, in consideration of my employment application being reviewed and considered by a Knox County, Ohio Appointing Authority I, being at least 18 years of age and under no legal disability on behalf of my heirs and assigns, hereby release and hold harmless Knox County, Ohio and any of its agents, employees, Appointing Authorities, related officials from any and all liability, whatever type and nature, resulting from the administration of any such screening procedures and/or release of the results there from.

PLEASE READ CAREFULLY BEFORE SIGNING

I AGREE THAT ANY CLAIM OR LAWSUIT RELATING TO MY EMPLOYMENT WITH THE COUNTY OR ONE OF ITS DEPARTMENTS MUST BE FILED NO MORE THAN SIX (6) MONTHS AFTER THE DATE OF THE EMPLOYMENT ACTION THAT IS THE SUBJECT OF THE CLAIM OR LAWSUIT. I WAIVE ANY STATUTE OF LIMITATIONS TO THE CONTRARY.

[Signature]
Applicant's Signature

4-14-17
Date

Subscribed and duly sworn before me according to law, by the above named applicant this 14th day of April 20 17 at 14:25 County of Knox and State of Ohio.

[Signature]
Signature of Notary Public

April 25, 2021
Commission Expires



ANGELIA R. COLLINS
Notary Public, State of Ohio
My Commission Expires 04-25-2021

DO NOT WRITE BELOW THIS LINE

HIRED: Yes ___ No ___ POSITION: _____
DEPARTMENT: _____ SALARY/WAGE: _____
DATE REPORTING TO WORK: _____ SHIFT _____

Subject: Michael Collins

Date: 10/12/2017

On 10/12/2017, this agency extended an interview to Michael Collins at the request of Knox County Sheriff David Shaffer.

Based upon my training and experience, it is my opinion that Michael Collins did respond truthfully to the relevant questions. A second opinion was requested from Detective Dan Bobo, certified examiner and detective at the Knox County Sheriff's Office.

The evaluation of the charts was done "in the blind". The conclusions drawn by Detective Bobo were the same as those of this examiner, the subject did respond truthfully to the relevant questions.

Detective James Ferenbaugh

psychological suitability.

RECOMMENDATION:

Based on the results of psychological testing and interview data, **Michael W. Collins is recommended** for the position of deputy with the Knox County Sheriff's Office.

As you know, this is an independent evaluation and the applicant provides the only information we have. Occasionally, candidates misrepresent, or do not address issues that are of obvious significance. We need to know if your information suggests different conclusions than those we have reached. If there are any questions in this case, please let me know.

Thank you for allowing us to share in the screening of this candidate. As always, please do not hesitate to reach me if you feel it would be helpful to further discuss any of our findings or impressions.

Sincerely,



Jennifer A. Burger, Psy.D., ABPP
Clinical Psychologist



OFFICE OF THE SHERIFF
KNOX COUNTY COURT OF COMMON PLEAS

11540 Upper Gilchrist Road Mount Vernon, Ohio 43050
Phone 740-397-3333 Fax 740-281-5179
Civil Process /Records 740-393-6800
SHERIFF DAVID SHAFFER
MARY JO HAWKINS
CLERK OF COURTS



OATH OF OFFICE

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

Signature *Michael Warren Collins*

Sworn to before me and signed in my presence this 6TH day of FEBRUARY, 2018

David Shaffer
David Shaffer/ Knox County Sheriff

The above appointment is approved and filed this 6th day of February, 2018

Mary Jo Hawkins
Knox County Clerk of Courts

KNOX COUNTY SHERIFF'S OFFICE

Performance Evaluation Report

PATROL

Employee: Michael Collins 4262

Date of Evaluation: 12/20/2021

Evaluation Period: Last 12 months

Evaluator: Sgt. Jeremy Carpenter

Rating scale:

1-Unsatisfactory 2-Improvement needed 3-Effective 4-Highly Effective 5-Exceptional

ACTIVITY	QTY.	SHIFT AVE.	RATING
Traffic Stops Primary Officer	107	91	4
Calls for Service Response	980	1063	3
Reports Taken	157	131	4
Open Status Cases	4	7	Discussed
Disposition: Citation or Charges Filed	47	23	5
Paper Service Attempts	52	36	4

Summary: Michael has been a very good member of the afternoon shift. Michael is both proactive and reactive and leads the shift in just about every area. I know when I assign him to do something, it will get done. Michael is good about helping others and does a good job at making sound decisions on his own.

Vehicle/ Equipment Notes N/A

Citizen Complaints / Compliments N/A

Sick Time Hours 342.1 total hours / 32 hours used

Special Conditions

Employee Signature

Comments

Division Commander *St. Tim #34* Thanks for all you do and all your Proactive activity.

Sheriff *DO SH* WE ARE GLAD TO HAVE YOU IN THE PATROL DIV. GREAT JOB

KNOX COUNTY SHERIFF'S OFFICE

Performance Evaluation Report

PATROL

Employee: Deputy Mike Collins Date of Evaluation: January 8, 2021

Job Title: Deputy From: Jan. 1, 2020 To: Dec. 31, 2020

Division: Patrol Type of Evaluation Probationary ___ Annual X Special ___

Rating scale:

1-Unsatisfactory 2- Needs Improvements 3-Meets Standards 4- Exceeds Standards 5- Outstanding

1. EMERGENCY CALLS FOR SERVICE	Rating
a. Responds quickly but safely when dispatched within established priority procedures.	4
b. Exercises reasonable caution in response to emergency calls for service.	4
c. Gains effective and prompt control of the situation and properly utilizes supporting resources.	3
d. Exhibits calm, tactful, organized and poised demeanor when handling emergency situations.	4
2. GENERAL ASSISTANCE CALLS	
a. Responds within a reasonable time and safely when dispatched in conformance with procedures	4
b. Minimizes "out of service " time and completes assignments within a reasonable time.	3
c. Exhibits concern and interest in the call even when routine and maintains a highly professional image.	4
3. COMMUNITY AND HUMAN RELATIONS	
a. Projects a positive image to individuals and groups as a professional, competent and helpful officer.	4
b. Communicates effectively and openly with all types of individuals and groups.	3
c. Relates well to people even in stressful situations.	4
d. Exhibits sincere interest in, and concern for, the problems and viewpoints of others.	4
e. Takes proper care of equipment and vehicles and has pride in their appearance.	4
f. Maintains effective working relationships with co-workers and supervisors.	3
4. Case Investigation	
a. Uses productive techniques in case investigations. Recognizes and carefully collects and preserves all evidence.	4
b. Prepares clear, concise, accurate and logical reports for department and court use.	4
c. Exhibits a professional and poised demeanor in court and functions well as an objective witness.	4
d. Maintains acceptable disposition of cases and performs adequate follow up.	3
e. Works cooperatively and constructively with other organizations and resources.	4

5. Arrest Procedures	
a. Protects the safety of himself and others in the apprehension process.	4
b. Utilizes only reasonable and legal levels of force and restraint in accordance with department policy in arrest situations.	4
c. Makes arrests which are compatible with department goals.	4
d. Respectful of persons placed into custody.	4
6. Traffic Control	
a. Maintains acceptable enforcement levels and relates activities to the location, time and causes of serious accidents.	3
b. Gains effective and prompt control at an accident scene and properly utilizes necessary supporting resources.	3
c. Minimizes citizen complaints while performing traffic enforcement duties.	4
d. Maintains judicial support of citations issued.	5
7. Crime Prevention	
a. Keeps abreast of crime problems, hazards and extra patrol priorities	4
b. Maintains acceptable and productive levels of field activity, including officer initiated activity.	5
Comments	
This may include examples of superior performance, suggestions for improvement, overall performance or progress since the last report.	
<p>Deputy Collins maintains a high level of visibility with the residents of the Village of Centerburg by conducting numerous traffic stops.</p> <p>Deputy Collins is a reliable deputy to come to work. He takes as much <u>volunteer overtime</u> as he possibly can. By taking this overtime, he has helped all shifts and is <u>getting himself familiar</u> with the county roads. Deputy Collins has no complaints from any citizens from the Village that he has had contact with.</p> <p>Deputy Collins has served the Village of Centerburg well and has recently accepted a countywide patrol spot and I am sure he will serve the Knox County residents as he did the village residents. Great job and good luck in your new position.</p>	

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

Evaluator: *[Signature]* 1-8-21
(Date)

(Refer to 1001.7 for signing requirements)
Signature only acknowledges receipt and review of evaluation
This report has been discussed with me.

Employee: *[Signature]* 1-5-2020
(Date)

Employee Comments: _____

I have read and reviewed this report.

Division Commander: *[Signature]* #34 1/12/21
(Date)

Sheriff: *[Signature]* 2-5-21
(Date)

KNOX COUNTY SHERIFF'S OFFICE

Performance Evaluation Report

PATROL

Employee: Deputy Michael Collins **Date of Evaluation:** 12/04/2019

Job Title: Deputy Sheriff **From:** January, 2019 **To:** December, 2019

Division: Patrol **Type of Evaluation** Probationary ___ Annual X Special ___

Rating scale:

1-Unsatisfactory 2- Needs Improvements 3-Meets Standards 4- Exceeds Standards 5- Outstanding

1. EMERGENCY CALLS FOR SERVICE	Rating
a. Responds quickly but safely when dispatched within established priority procedures.	4
b. Exercises reasonable caution in response to emergency calls for service.	4
c. Gains effective and prompt control of the situation and properly utilizes supporting resources.	3
d. Exhibits calm, tactful, organized and poised demeanor when handling emergency situations.	4
2. GENERAL ASSISTANCE CALLS	
a. Responds within a reasonable time and safely when dispatched in conformance with procedures	4
b. Minimizes "out of service " time and completes assignments within a reasonable time.	4
c. Exhibits concern and interest in the call even when routine and maintains a highly professional image.	4
3. COMMUNITY AND HUMAN RELATIONS	
a. Projects a positive image to individuals and groups as a professional, competent and helpful officer.	3
b. Communicates effectively and openly with all types of individuals and groups.	3
c. Relates well to people even in stressful situations.	4
d. Exhibits sincere interest in, and concern for, the problems and viewpoints of others.	4
e. Takes proper care of equipment and vehicles and has pride in their appearance.	4
f. Maintains effective working relationships with co-workers and supervisors.	3
4. Case Investigation	
a. Uses productive techniques in case investigations. Recognizes and carefully collects and preserves all evidence.	3
b. Prepares clear, concise, accurate and logical reports for department and court use.	3
c. Exhibits a professional and poised demeanor in court and functions well as an objective witness.	3
d. Maintains acceptable disposition of cases and performs adequate follow up.	3
e. Works cooperatively and constructively with other organizations and resources.	3

5. Arrest Procedures	
a. Protects the safety of himself and others in the apprehension process.	4
b. Utilizes only reasonable and legal levels of force and restraint in accordance with department policy in arrest situations.	3
c. Makes arrests which are compatible with department goals.	4
d. Respectful of persons placed into custody.	3
6. Traffic Control	
a. Maintains acceptable enforcement levels and relates activities to the location, time and causes of serious accidents.	3
b. Gains effective and prompt control at an accident scene and properly utilizes necessary supporting resources.	3
c. Minimizes citizen complaints while performing traffic enforcement duties.	3
d. Maintains judicial support of citations issued.	5
7. Crime Prevention	
a. Keeps abreast of crime problems, hazards and extra patrol priorities	4
b. Maintains acceptable and productive levels of field activity, including officer initiated activity.	5

Comments

This may include examples of superior performance, suggestions for improvement, overall performance or progress since the last report.

Deputy Collins is one of two deputies that are responsible for the Village of Centerburg. In his time in Centerburg he has maintained a high level of visibility conducting numerous traffic stops in the village. Because of these stops people in the Village of Centerburg are aware of his presence and know that he is working hard to keep their Village safe.

Deputy Collins has written 234 reports for this calendar year. This is a significant amount of reports for being in a village. The median reports that were written on midnight shift for this same time frame was 108 reports which he is well above that mark. He has numerous traffic stops and citations which puts him as one of the top officers in this category.

Deputy Collins rarely calls off while working in the village. He has five call offs for this calendar year. There is no pattern of calls offs that indicate any possible issues.

Deputy Collins has been a good addition to the patrol division and for the Village of Centerburg. I have not received any complaints from other officers or any citizens of the Village of Centerburg on Deputy Collins.

The one thing that I would like to see Deputy Collins improve on for next calendar year would be his communication and report writing skills. Deputy Collins has some grammar issues when writing his supplements or facts of arrests on reports. Deputy Collins has left traffic citations on the patrol copier/scanner that needed to be turned into the courts. This has not been an issue yet because it has been caught before it was too late and the courts did not have the citation they needed.

Great job on your self-initiated activity! Lt. Tyle

KNOX COUNTY SHERIFF'S OFFICE

Performance Evaluation Report

JAIL

Employee Michael Collins Date of Evaluation 10/28/18

Job Title Deputy Sheriff From 7/1/18 To 10/28/18

Division Jail Type of Evaluation Probationary Annual Special

Rating scale:

1-Unsatisfactory 2- Improvement needed 3-Competent 4- High competent 5- Outstanding

1. EMERGENCY SITUATIONS	Rating
a. Gains effective and prompt control of the situation and properly utilizes supporting resources.	3
b. Exercises reasonable caution in response to an emergency.	3
c. Handles combative situations according to the use of force continuum.	4
d. Protects the safety of himself and others in emergency situations.	3
e. Exhibits calm, tactful, organized and poised demeanor when handling emergency situations.	4
2. CENTRAL CONTROL	
A. Opens doors in timely manner while maintaining security of the jail.	4
b. Jail log and inmate counts completed according to policy.	4
c. Stays alert and enforces rules effectively.	4
d. Answers phone in professional manner and tries to help when possible.	4
3. BOOKING	
a. Projects a professional image to individuals and tries to remain helpful.	3
b. Communicates effectively and openly with all types of individuals.	3
c. Relates well to people even in stressful situations.	3
d. Exhibits alertness when booking someone in, always looking for warning signs of potentially dangerous situations.	3
e. Completes the booking process in a timely and effect manner.	4
f. Conducts "pat searches" thoroughly while maintaining safety of prisoner and other officers.	4
g. Maintains effective working relationships with co-workers and supervisors.	4
4. Housing	
a. Conducts and documents inmate counts according to polices	4
b. Medication passes are done effectively while maintaining security of the inmate and the other medications.	3
c. Exhibits a professional and poised demeanor in the dorms with the inmates	4
d. Protects the safety of himself and inmates while being in the dorms.	3
e. Enforces the inmate rules according to policy	3

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

Evaluator: Sgt Dan Selby 12-4-19
(Date)

(Refer to 1001.7 for signing requirements)
Signature only acknowledges receipt and review of evaluation
This report has been discussed with me.

Employee: [Signature] 1-4-19
(Date)

Employee Comments: _____

I have read and reviewed this report.

Division Commander: _____
(Date)

Sheriff: [Signature] _____
(Date)

GOOD JOB REPRESENTING THE KCSO
WITH YOUR VILLAGE ACTIVITY

KNOX COUNTY SHERIFF'S OFFICE

Performance Evaluation Report

JAIL

Employee Deputy Michael Collins Date of Evaluation 5/10/18

Job Title Dep. #4 From 2/11/18 To 5/11/18

Division Jail Type of Evaluation Probationary Annual Special

Rating scale:

1- Unsatisfactory 2- Improvement needed 3- Competent 4- High competent 5- Outstanding

1. EMERGENCY SITUATIONS	Rating
a. Gains effective and prompt control of the situation and properly utilizes supporting resources.	3
b. Exercises reasonable caution in response to an emergency.	3
c. Handles combative situations according to the use of force continuum.	3
d. Protects the safety of himself and others in emergency situations.	3
e. Exhibits calm, tactful, organized and poised demeanor when handling emergency situations.	4
2. CENTRAL CONTROL	
A. Opens doors in timely manner while maintaining security of the jail.	3
b. Jail log and inmate counts completed according to policy.	3
c. Stays alert and enforces rules effectively.	3
d. Answers phone in professional manner and tries to help when possible.	3
3. BOOKING	
a. Projects a professional image to individuals and tries to remain helpful.	3
b. Communicates effectively and openly with all types of individuals.	3
c. Relates well to people even in stressful situations.	3
d. Exhibits alertness when booking someone in, always looking for warning signs of potentially dangerous situations.	3
e. Completes the booking process in a timely and effect manner.	3
f. Conducts "pat searches" thoroughly while maintaining safety of prisoner and other officers.	3
g. Maintains effective working relationships with co-workers and supervisors.	4
4. Housing	
a. Conducts and documents inmate counts according to polices	3
b. Medication passes are done effectively while maintaining security of the inmate and the other medications.	3
c. Exhibits a professional and poised demeanor in the dorms with the inmates	3
d. Protects the safety of himself and inmates while being in the dorms.	3
e. Enforces the inmate rules according to policy	3

f. Gains prompt and effective control of emergency situations	3
5. OVERALL JOB PERFORMANCE	
a. Attends scheduled training and meetings	3
b. Use of sick time.	5
c. Quality of work and reports.	3
d. Initiative	3
e. Care of equipment and workplace.	3
f. Decision making skills-non-emergency	3
g. Decision making skills-emergency	3
h. Job knowledge	3
i. Dependability	4
k. Appearance	3

Comments

This may include examples of superior performance, suggestions for improvement, overall performance or progress since the last report.

Deputy Collins is very level-headed and always remains calm.

Deputy Collins has no issues completing tasks and works together well with a young staff.

Deputy Collins is a quick learner and always makes sure he knows how to do his job.

Citizen Compliments

Deps, Rice, Collins, Prince, Ehrnfield, Sgt. Ramsier

I received a phone call complimenting Deputies actions and demeanor while at a recent extended call and semi-stand-off in Centerburg which extended over several shifts. The caller advised that the incident could have escalated and been really bad, but the Deputies were "very calm and respectful" even with the suspect in the house yelling and trying to provoke the Deputies. The neighbor advised that the Deputies were nice and polite and "didn't push their authority" which would have caused the situation to get out of control. In short, he advised the Deputies were "Freakin' Amazing"!

Deps. Guthrie & Sindel

I received an additional phone call compliment from a lady who accidentally hit the 911 button on her phone at 1:30 in the morning. She stated the Deputies who responded were very professional, thorough and did a great job!

Nice Job!

Lt. Light

6/27/22

6/30/2020

KCSO Facebook messenger

On behalf of myself and my partner savannah we would like to personally thank deputy J. Carpenter and the other deputy whose name we didn't catch for assisting us tonight out at Centerburg Pointe. Our patient was being incredibly combative. Without their help we wouldn't have been able to successfully transport her to the hospital. These 2 deputies kept their cool even when the patient was hitting, kicking and even spitting in their faces. We also really appreciate the follow to St. Ann's from Deputy Carpenter even when he didn't have to. It was incredible to have the extra hands tonight. We are very grateful to work along side them. Again on behalf of myself and my partner thank you, you're very appreciated

Autumn, thank you for the message. I have posted it on our patrol board and added it to their personnel files. Deputy Mike Collins was with Deputy Carpenter.

4201

4/13/21

I received a call from Rob Booth (Morgan Twp Trustee) concerning the deputies response to a call at 3202 Martinsburg Rd. on 4/5/21. It was a disturbance/ civil situation. He wanted to comment that the deputies were professional and did a great job dealing with the situation.

Thanks to,

Dep. C. Prince

Dep. M. Collins

Dep. B. Sindel