



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



2025-0596

Officer Involved Critical Incident – 236 McKinley Ave, Piqua, OH
(Miami County) (L)

Investigative Activity: Information Provided/Obtained
Involves: Piqua Police Department (O)
Date of Activity: 02/21/2025
Activity Location: Piqua Police Department – Business – 100 N. Wayne Street, Piqua, OH 45356
Author: SA David Hornyak, #112

Narrative:

On February 21, 2025, agents from the Ohio Bureau of Criminal Investigation (BCI) Special met with members of the Piqua Police Department (PPD) relative to the officer-involved critical incident that occurred earlier that evening at 236 McKinley Ave., Piqua, Ohio. During the evening agents requested records related to Piqua PD Lt. Marcos Rodriguez's training and prior uses of force. Copies of the records were later received, reviewed, and are attached to this report.

References:

No references.

Attachments:

Attachment # 01: Lt. Rodriguez Training Records
Attachment # 02: 24UF10 – 24PI10427
Attachment # 03: 24UF18 – 24PI16913
Attachment # 04: 24UF04 – 24PI08091
Attachment # 05: Lt. Rodriguez Personnel File
Attachment # 06: Lt. Rodriguez Certificates

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.

Exhibit 1

Calibre Press

This certificate is presented to:

MARCOS RODRIGUEZ

For successfully completing the course

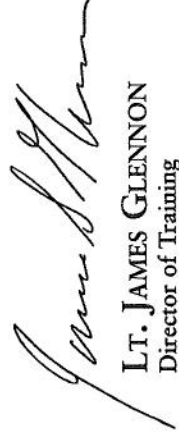
4TH AMENDMENT SEARCH & SEIZURE ON PATROL

Cincinnati, OH – January 23, 2025

#25CPT017



8 hours of Instruction


LT. JAMES GLENNON
Director of Training



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


This is to certify that

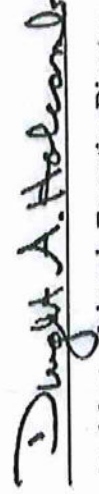
Marcos Rodriguez

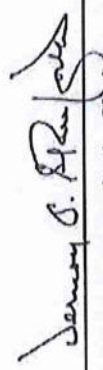
has successfully met the prescribed program requirements for

**Arrest, Search, and
Seizure 2023**

Date: April 03, 2023


Dave Yost
Attorney General


Dwight A. Holcomb
Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission




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


This is to certify that


Marcos Rodriguez

has successfully met the prescribed program requirements for

**National Center for
Missing & Exploited
Children ~~and~~ Harboring
Resources Seminar**


Dave Yost
Attorney General


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez


has successfully met the prescribed program requirements for

**Ohio School Threat
Assessment**

Date: April 13, 2023


Dave Yost
Attorney General


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Requalification Certification

Officer: RODRIGUEZ

Location: PPD RANGE

Weapon (Department Issued / Personally Owned – (Circle One))

Make: STC

Model: P320

Caliber: 9

Serial Number: [REDACTED]

Ammunition Used: _____

Type of Requalification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer requalification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 6/6/23

Tested By: [Signature] Unit: 220

OPOTC Requalification # REQ07736 Exp: 12/20/23



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Qualification Certification

Officer: RODRIGUEZ

Location: PIQUA POLY RANGE

Weapon – Department Issued / Personally Owned – (Circle One)

Make: SAW

Model: M&P 15

Caliber: 223

Serial Number: [REDACTED]

Ammunition Used: _____

Type of Qualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer qualification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 6/6/23

Tested By: [Signature] Unit: 220

OPOTC Requalification # REQ07736 Exp: 12/20/23



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Qualification Certification

Officer: RODRIGUEZ

Location: PIQUA PD RANGE

Weapon – Department Issued / Personally Owned – (Circle One)

Make: REMINGTON

Model: 870

Caliber: 12ga

Serial Number: [REDACTED]

Ammunition Used: FED

Type of Qualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer requalification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 6/10/23

Tested By: [Signature] Unit: 220

OPOTC Requalification # REQ07736 Exp: 12/20/23



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Qualification Certification

Officer: RODRIGUEZ

Location: PPO RANG

Weapon – Department Issued / Personally Owned – (Circle One)

Make: LOCK

Model: 34

Caliber: 9mm

Serial Number: [REDACTED]

Ammunition Used: _____

Type of Qualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer requalification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 6/6/23

Tested By: [Signature] Unit: 220

OPOTC Requalification # REQ07736 Exp: 12/20/23



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

This is to certify that

Marcos Rodriguez

has successfully met the prescribed program requirements for

**BCI Lethal Use of Force
and OIS Investigations**

Date: June 21, 2023

Dave Yost
Dave Yost
Attorney General

Dwight A. Holcomb
Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez

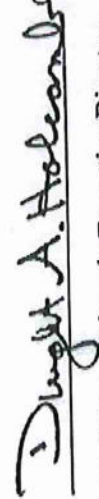
has successfully met the prescribed program requirements for

**Critical Thinking in Use
of Force Situations**

Date: June 22, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

Marcos Rodriguez

has successfully met the prescribed program requirements for

**Objective
Reasonableness**

Date: June 14, 2023

Dave Yost
Dave Yost
Attorney General

Dwight A. Holcomb
Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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

This is to certify that

Marcos Rodriguez

has successfully met the prescribed program requirements for

Qualified Immunity

Date: June 14, 2023

Dave Yost
Dave Yost
Attorney General

Dwight A. Holcomb
Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez


has successfully met the prescribed program requirements for

Use of Deadly Force and Legal Guidelines

Date: June 22, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

Marcos Rodriguez

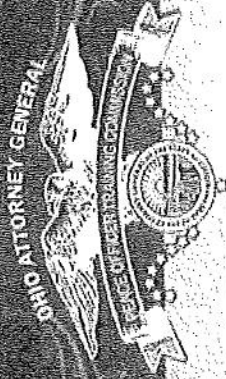
has successfully met the prescribed program requirements for

**Response to Mass
Violence and Mass
Protest Seminar**

Dave Yost
Dave Yost
Attorney General

Dwight A. Holcomb
Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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

This is to certify that

Marcos Rodriguez

has successfully met the prescribed program requirements for

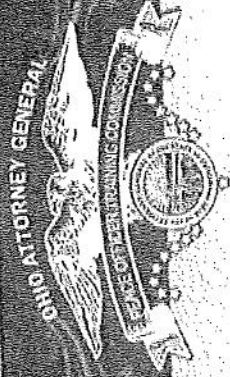
**Legal Updates 2023 -
Part 1**

Date: August 03, 2023

Dave Yost
Dave Yost
Attorney General

Dwight A. Holcomb
Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission

Vernon P. Stanforth
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that

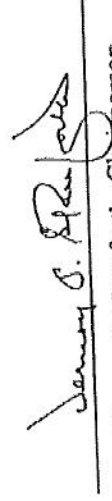
Marcos Rodriguez

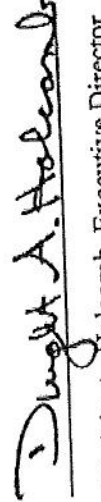
has successfully met the prescribed program requirements for

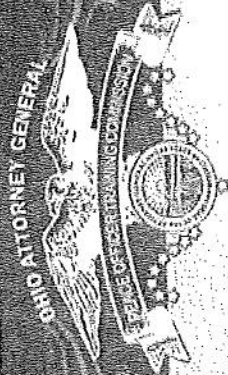
Legal Updates - Part 2

Date: August 04, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez

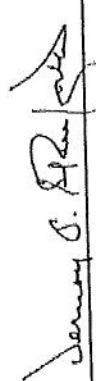
has successfully met the prescribed program requirements for

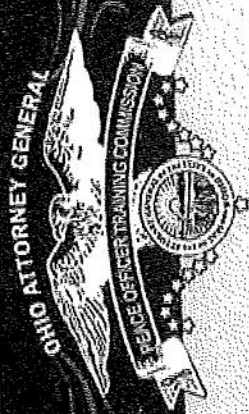
**Legal Updates 2023 -
Part 3**

Date: August 04, 2023


Dave Yost
Attorney General


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez


has successfully met the prescribed program requirements for

Child Abuse and Neglect

Date: August 13, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez


has successfully met the prescribed program requirements for

Companion Animal
Encounters

Date: August 13, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

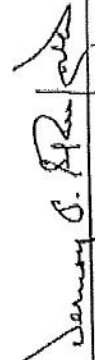
Marcos Rodriguez

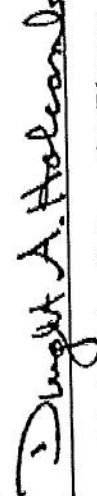
has successfully met the prescribed program requirements for

Missing Children
Investigation

Date: August 13, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez


has successfully met the prescribed program requirements for

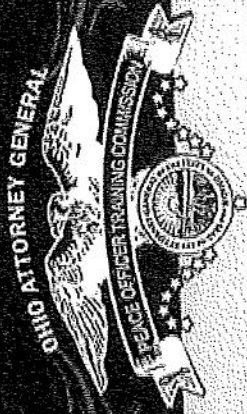
Missing Persons

Date: August 21, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

Marcos Rodriguez

has successfully met the prescribed program requirements for

First Amendment Auditing

Date: August 12, 2023

Dave Yost
Dave Yost
Attorney General

Vernon P. Stanforth, Chairperson
Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

Dwight A. Holcomb
Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



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


This is to certify that

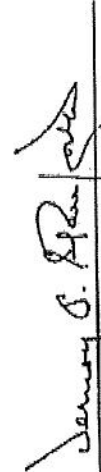
Marcos Rodriguez


has successfully met the prescribed program requirements for

Report Writing

Date: August 12, 2023


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission



CERTIFICATE OF COMPLETION

Date: 08/29/2023

Course Length: 2.5 Hours

THIS CERTIFICATE IS AWARDED TO

Marcos Rodriguez

Piqua Police Department

For Attendance and Successful Completion of the Officer & Instructor Training Course for the Recommended Deployment Best Practices, Safe Use, and Reporting of the STOP STICK® Tire-Deflation Devices.

Conducted at: Miami County Sheriffs Department, 201 W Main Street, Troy, OH, 45373

Adam J Freeman

As Attested to by the Above Course Instructor



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Regualification Certification

Officer: RODRIGUEZ

Location: Range

Weapon: Department Issued / Personally Owned – (Circle One)

Make: SEG

Model: P238

Caliber: .380

Serial Number: [REDACTED]

Ammunition Used: FEDERAL

Type of Regualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer regualification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 9/2/23

Tested By: [Signature] Unit: 220

OPOTC Regualification # REQ07736 Exp: 12/20/23



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Regualification Certification

Officer: RODRIGUEZ

Location: PPD Range

Weapon – Department Issued / Personally Owned – (Circle One)

Make: GLOCK

Model: 34

Caliber: 9MM

Serial Number: [REDACTED]

Ammunition Used: FEDERAL

Type of Regualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer requalification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 9/9/23

Tested By: [Signature]

Unit: 220

OPOTC Regualification # REQ07736

Exp: 12/20/23

This Certificate attests that

Marcos Rodriguez

has attended a curriculum approved course entitled

Advanced Group Crisis Intervention



14 Contact Hours

International Critical Incident Stress Foundation, Inc.

University of Maryland, Baltimore County (UMBC)

Dept. of Emergency Health Services Professional and Continuing Education (PACE)

has awarded 1.4 Continuing Education Units* for this course.

*Based on a formula of 1 Continuing Education Unit for every 10 contact/classroom hours.



UMBC

October 30-31, 2023

Course Date

223103092221936

Course Number

Jerry Baker

Course Instructor

Crista Lenk Stathers
Crista Lenk Stathers
UMBC Dept. of Emergency Health Services
Professions and Continuing Education (PACE)

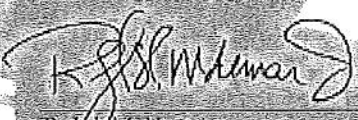
West Virginia University

Fire Service Extension



This is to attest that Marcus A Rodriguez has completed
8 hours of instruction in Electric Vehicle Awareness
at Piqua, OH on 12/13/2023


Mark Lambert
FSE Director


Ralph McNemar
FSE Program Coordinator

LEADS



This is to certify that

MARCOS RODRIGUEZ

has successfully completed the Ohio LEADS testing on

February 1, 2024

by completing the following exam:

Security and Privacy - General User

This certificate is good through

February 1, 2025

LEADS



This is to certify that

MARCOS RODRIGUEZ

has successfully completed the Ohio LEADS testing on

February 1, 2024

by completing the following exam:

Inquiry Test

This certificate is good through

February 1, 2026




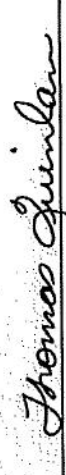
OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL


This is to certify that
Marcos Rodriguez
has successfully met the prescribed program requirements for

Hazing Course

April 01, 2024


Dave Yost
Ohio Attorney General


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

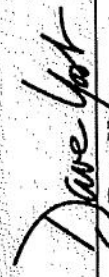



OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL

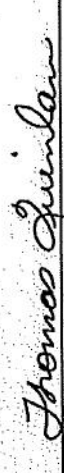
This is to certify that
Marcos Rodriguez
has successfully met the prescribed program requirements for

Use of Restraints Course

April 01, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission




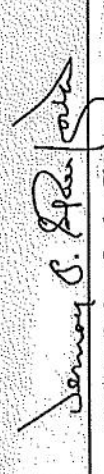
OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL

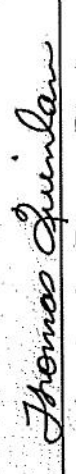
This is to certify that
Marcos Rodriguez
has successfully met the prescribed program requirements for

Ohio Forfeiture Laws Course

April 01, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairman
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission




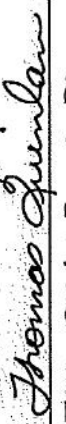
OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL

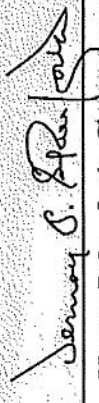
This is to certify that
Marcos Rodriguez
has successfully met the prescribed program requirements for

Hate Crimes Course

April 01, 2024


Dave Yost
Ohio Attorney General


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission

Calibre Press

This certificate is presented to:

MARCOS RODRIGUEZ

For successfully completing the course

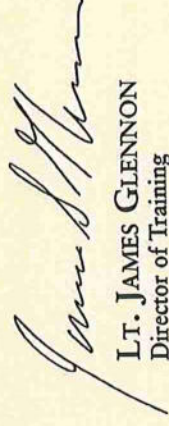
FINDING THE LEADER IN YOU

Cincinnati, OH – April 11-12, 2024

#24CPT137



16 hours of Instruction


LT. JAMES GLENNON
Director of Training



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

This is to certify that

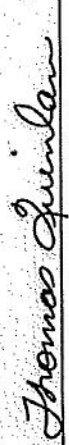
Marcos Rodriguez


has successfully met the prescribed program requirements for

CAT and Officer Wellness Course

April 21, 2024


Dave Yost
Ohio Attorney General


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission




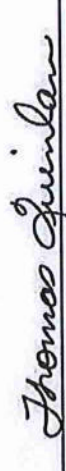
OHIO PEACE OFFICER TRAINING COMMISSION & THE OFFICE OF THE ATTORNEY GENERAL


This is to certify that
Marcos Rodriguez
has successfully met the prescribed program requirements for

Use of Deadly Force and Legal Guidelines Course

April 24, 2024


Dave Yost
Ohio Attorney General


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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

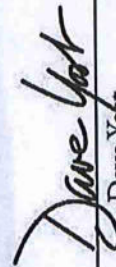
This is to certify that

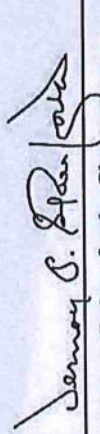
Marcos Rodriguez


has successfully met the prescribed program requirements for

Use of Body-Worn Cameras Course

April 24, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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


This is to certify that


Marcos Rodriguez

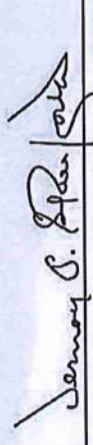
has successfully met the prescribed program requirements for

Report Writing 2023 Course

May 04, 2024


Dave Yost
Ohio Attorney General


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission



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


This is to certify that

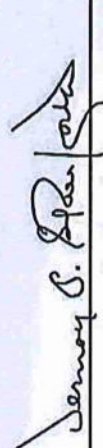
Marcos Rodriguez

has successfully met the prescribed program requirements for

Impacting Narcotics in Ohio Course

June 26, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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

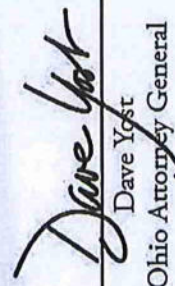
This is to certify that


Marcos Rodriguez


has successfully met the prescribed program requirements for

Human Trafficking Course

July 04, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission

OHIO ATTORNEY GENERAL



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

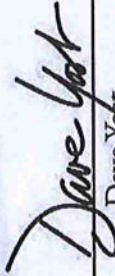
This is to certify that

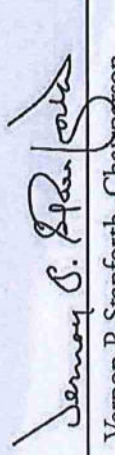
Marcos Rodriguez

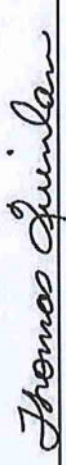
has successfully met the prescribed program requirements for

Safe at Home Course

July 08, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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

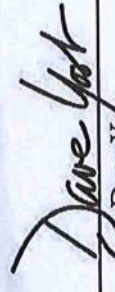
This is to certify that

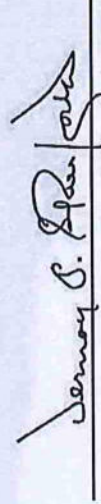
Marcos Rodriguez

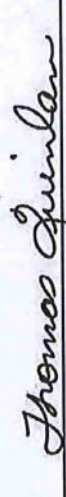
has successfully met the prescribed program requirements for

Distracted Driving Course

July 08, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairman
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission

OHIO ATTORNEY GENERAL



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

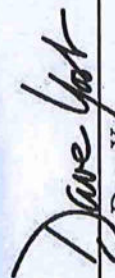
This is to certify that

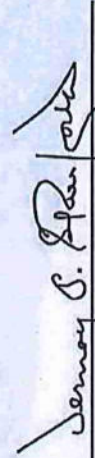
Marcos Rodriguez


has successfully met the prescribed program requirements for

Requesting Police Canines Course

July 13, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

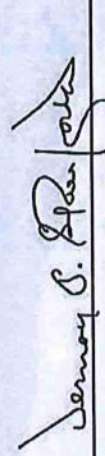
Marcos Rodriguez


has successfully met the prescribed program requirements for

Direct and Circumstantial Evidence Course

July 13, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission

OHIO ATTORNEY GENERAL



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

This is to certify that

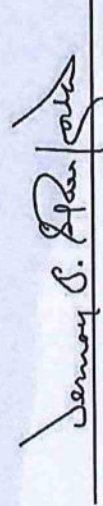
Marcos Rodriguez

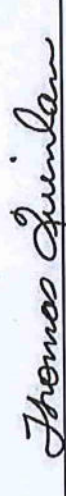
has successfully met the prescribed program requirements for

Drafting Search Warrants Course

July 13, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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


This is to certify that

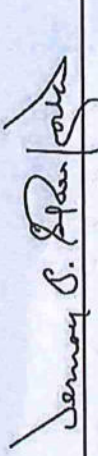
Marcos Rodriguez

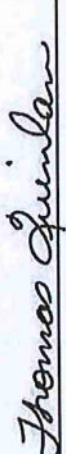
has successfully met the prescribed program requirements for

Evidence Collection Procedures Course

July 13, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

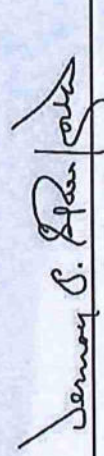
Marcos Rodriguez

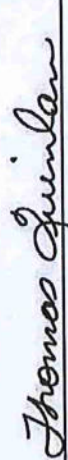
has successfully met the prescribed program requirements for

Preserving Cellphone Evidence Course

July 13, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

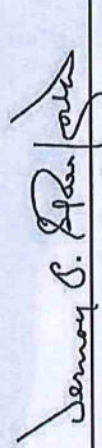
Marcos Rodriguez

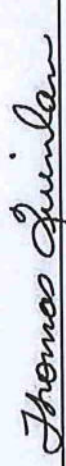
has successfully met the prescribed program requirements for

Social Media Precautions Course

July 13, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

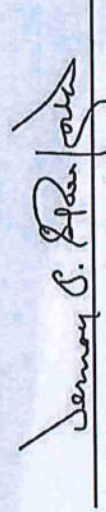
Marcos Rodriguez

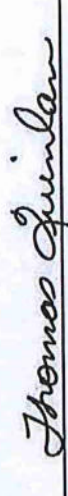
has successfully met the prescribed program requirements for

Testifying in Court Course

July 13, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairman
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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


This is to certify that

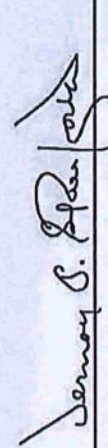
Marcos Rodriguez


has successfully met the prescribed program requirements for

Victim Advocates Course

July 22, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



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

This is to certify that

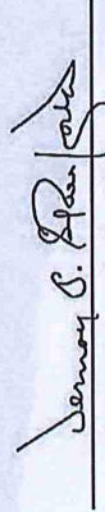
Marcos Rodriguez

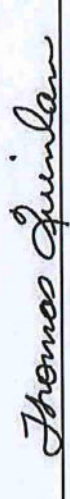
has successfully met the prescribed program requirements for

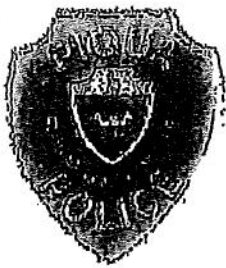
Vehicle Inventory Course

July 22, 2024


Dave Yost
Ohio Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Thomas Quinlan, Executive Director
Ohio Peace Officer Training Commission



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2021 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquapolice.org

Firearms Regualification Certification

Officer: RDDREGUEZ

Location: PIQUA RANGE

Weapon – Department Issued / Personally Owned – (Circle One)

Make: GLUCK

Model: 34

Caliber: 9

Serial Number: [REDACTED]

Ammunition Used: FEDERAL

Type of Regualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer regualification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

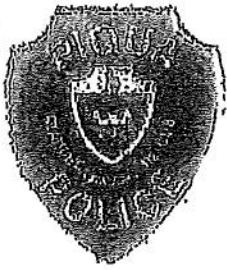
Pass

Fail

Date Instructed: 6/4/24

Tested By: [Signature] Unit: 220

OPOTC Regualification # REQ.02736 Exp: 12/20/26



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquapd.org

Firearms Regualification Certification

Officer: RODRIGUEZ, MAILOS Location: Panel

Weapon: Department Issued / Personally Owned – (Circle One)

Make: DPMS

Model: AR 15

Caliber: 223

Serial Number: [REDACTED]

Ammunition Used: Federal

Type of Regualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer regualification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

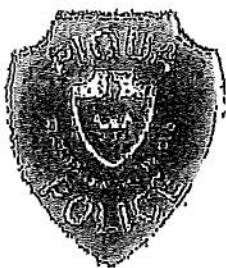
Pass

Fail

Date Instructed: 12/5/24

Tested By: [Signature] Unit: 220

OPOTC Regualification # REQ07736 Exp: 12/20/26



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquapd.org

Firearms Regualification Certification

Officer: Marcos Rodriguez Location: Ranch

Weapon – Department Issued / Personally Owned – (Circle One)

Make: S&W

Model: P320

Caliber: 9mm

Serial Number: [REDACTED]

Ammunition Used: Federal

Type of Regualification – (Circle One)

Duty issue pistol

WITH RED DOT

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer requalification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

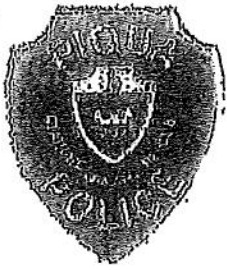
Pass

Fail

Date Instructed: 6/4/24

Tested By: [Signature] Unit: 220

OPOTC Regualification # REQ07736 Exp: 12/20/24



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Regualification Certification

Officer: RODRIGUEZ Location: FRANCE

Weapon – Department Issued / Personally Owned – (Circle One)

Make: S&W Model: P320

Caliber: 9mm Serial Number: [REDACTED]

Ammunition Used: FEDERAL

Type of Regualification – (Circle One)

Duty issue pistol WITHOUT

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer regualification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 6/4/24

Tested By: [Signature] Unit: 220

OPOTC Regualification # REQ07736 Exp: 12/20/26



PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquahpd.org

Firearms Regualification Certification

Officer: RODRIGUEZ, MARCOS Location: PANGA

Weapon – Department Issued / Personally Owned – (Circle One)

Make: Rena

Model: 820

Caliber: 12ga

Serial Number: [REDACTED]

Ammunition Used: Federal

Type of Regualification – (Circle One)

Duty issue pistol

Authorized off duty pistol

Secondary/backup pistol

Duty Shotgun

Patrol rifle/carbine

Select Fire rifle/SMG

Scope Sighted Precision Rifle

Retired Officer regualification (issue copy)

Patrol uniform – (Circle One)

Duty Uniform

Plain Clothes

TRT

Score – (Circle One)

Pass

Fail

Date Instructed: 6/4/24

Tested By: [Signature] Unit: 820

OPOTC Regualification # REQ07736 Exp: 12/20/26

LEADS



This is to certify that

MARCOS RODRIGUEZ

has successfully completed the Ohio LEADS testing on

February 4, 2025

by completing the following exam:

Security and Privacy - General User

This certificate is good through

February 4, 2026

Exhibit 2



PIQUA POLICE DEPARTMENT

Use of Force Review Workflow

Use of Force Number -

24PE-10427

Incident Number -

24UF-10

Watch /Section Commander:

- ☒ Obtain Use of Force Review Number and notate above
- ☒ Complete Law Supplemental Narrative if involved
- ☒ Review all reports of officers on scene and assemble all other documentation/evidence
- ☒ Complete initial investigation/review, including response to scene for witnesses
- ☒ Complete Supervisory Use of Force Review supplement in Spillman
- ☒ Partition the Supervisory Use of Force Review supplement in Spillman using PIIAD
- ☒ Complete Ohio Use of Force Report and attach to this form, sign as "Reporting Officer"
- ☒ "J:\ADMINISTRATION\03-General Operations\Use of Force\Ohio Reporting"
- ☒ Begin Use of Force entry for involved officer(s) in Guardian Tracking
- ☒ Assign to Division Commander in Case Management
- ☒ Forward this form to Division Commander

Division Commander:

- ☒ Complete Division Use of Force Review supplement in Spillman
- ☒ Partition the Division Use of Force Review supplement in Spillman using PIIAD
- ☒ Sign Ohio Use of Force Report as "Reviewing Supervisor"
- ☐ Note any concerns related to quality of supervision or supervisory review in Guardian Tracking **N/A**
- ☐ Initiate corrections based on training, policy, or equipment issues **N/A**
- ☐ Complete administrative investigation if warranted **N/A**
- ☒ Submit for publication in Guardian Tracking
- ☒ Complete the Use of Force Review with designated Use of Force Instructor
- ☒ Forward this form to Chief of Police

Chief of Police:

- ☒ Complete Chief's Use of Force Review
- ☒ Partition the Chief's Use of Force Review supplement in Spillman using PIIAD
- ☒ ~~Notify Administration Division Commander if Review Board is desired~~
- ☒ Attach package to original case and/or Use of Force binder (by UF number)



PIQUA POLICE DEPARTMENT

Deputy Chief Dave Thomas

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2039 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquaohpd.org • E-Mail dthomas@piquaoh.gov

July 16, 2024

To: Chief Richard A Byron
From: Deputy Chief Thomas
Subject: UOF 24UF10 / 24PI10427

Sir

I have reviewed the above listed UOF and find it to be reasonable and consistent with policy. Lt Rodriguez used the minimum amount of force necessary to affect the arrest of a wanted male who was non-compliant.

The suspect, Michael Jenkins, has a history of mental health issues and erratic and threatening behavior. Lt Rodriguez gave him several commands to turn around and advised him that he was under arrest for a warrant. The suspect failed to comply and continued to be verbal and agitated. Lt Rodriguez pushed Jenkins against a door inside the residence to gain control of him and the door opened causing Jenkins to fall to the ground. Lt Rodriguez and Officer Smith then took Jenkins into custody without incident. There were no injuries to Jenkins or the involved officers. Had the door remained closed, a UOF review would not have been necessary.

I observed one tactical consideration. Lt Rodriguez spent a significant amount of time at the front door trying to find the correct key to fit the door lock. The keys were provided prior to initiating contact and it would have been safer and more tactically sound to identify the correct key before approaching the door.

I observed no training or equipment issues.

Respectfully Submitted

Deputy Chief William D Thomas 207

ADMINISTRATIVE	AGENCY NAME Piqua Police Department		USE OF FORCE REPORT NUMBER 24UF-10														
	OHIO USE OF FORCE REPORT		INCIDENT DATE/TIME		DAY	YEAR	TIME										
			MONTH														
			7	14	2024	1157											
INITIAL CONTACT CIRCUMSTANCES <u>10</u> (Enter one) If 14-OTHER CIRCUMSTANCES, EXPLAIN : _____																	
<div>01 Domestic Disturbance 02 Responding to Other Unlawful or Suspicious Activity 03 Mass Demonstration/Civil Disorder (Riot/Mass Disobedience) 04 Follow-up Investigation 05 Medical (Other than Mental Health) or Welfare Assistance 06 Request for/Handling Person(s) with Mental Illness 07 Routine Patrol/On-view (Other than Traffic) 08 Traffic Stop 09 Service of a Court Order 10 Warrant Service 11 Raid 12 Standoff with Subject inside a Building or Residence 13 Handling/Transporting/Custody of Prisoners 14 Other Circumstances P Pending further investigation U Unknown and is unlikely to ever be known</div>																	
WAS THIS AN AMBUSH INCIDENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																	
DID THE OFFICER(S) APPROACH THE SUBJECT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																	
IF THE USE OF FORCE WAS IN RESPONSE TO OR OBSERVATION OF "UNLAWFUL OR SUSPICIOUS ACTIVITY," WHAT WERE THE MOST SERIOUS OBSERVED OFFENSES COMMITTED BY THE SUBJECT PRIOR TO OR AT THE TIME OF THE INCIDENT? (Enter up to 3 offenses if applicable) <u>1. Arrest Warrant</u> <u>2. Resisting Arrest</u> <u>3. _____</u> <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN/NOT REPORTED																	
<div>CRIMINAL REPORT INCIDENT NUMBER (IF APPLICABLE) <u>24PI-10427</u> <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN/NOT REPORTED</div> <div>NUMBER OF OFFICERS FROM OUTSIDE OF YOUR AGENCY WHO APPLIED FORCE _____ <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN</div> <div>OTHER LAW ENFORCEMENT AGENCIES ORI AND USE OF FORCE INCIDENT NUMBERS (IF APPLICABLE)<table border="1"><thead><tr><th>ORI NUMBER</th><th>USE OF FORCE REPORT NUMBER</th></tr></thead><tbody><tr><td> </td><td> </td></tr><tr><td> </td><td> </td></tr><tr><td> </td><td> </td></tr><tr><td> </td><td> </td></tr></tbody></table></div> <div>WAS A SUPERVISOR OR SENIOR OFFICER ACTING IN A SIMILAR CAPACITY PRESENT OR CONSULTED PRIOR TO WHEN FORCE WAS USED IN THE INCIDENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN</div>								ORI NUMBER	USE OF FORCE REPORT NUMBER								
ORI NUMBER	USE OF FORCE REPORT NUMBER																
SUBJECT	NO. <u>1</u>	TOTAL SUBJECTS <u>1</u>	SUBJECT NAME (Last, First, Middle) JENKINS, MICHAEL DOUGLAS														
	AGE/ D.O.B. <u>10/24/73</u>	SEX <u>M</u>	RACE/ ETHNICITY (Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input checked="" type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT <u>508</u>	WGT <u>222</u>	SSN <u> </u>											
	ADDRESS (Street, Apt., City, State, Zip) 504 ELECTRIC AVE PIQUA, OHIO 45356																
	PHONE <u> </u>																
	WAS THE THREAT BY THE SUBJECT PERCEIVED BY THE OFFICER(S) TO BE DIRECTED TO LAW ENFORCEMENT OR ANOTHER PARTY? <input checked="" type="checkbox"/> LE <input type="checkbox"/> Another <input type="checkbox"/> Both <input type="checkbox"/> Pending <input type="checkbox"/> Unknown																
	DID THE SUBJECT RESIST THE OFFICER(S)? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																
	WAS SUBJECT ARMED OR BELIEVED TO BE ARMED WITH A WEAPON? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																
	SUBJECT'S LEVEL OF RESISTANCE OR WEAPON INVOLVED OR BELIEVED TO BE INVOLVED (Select all that apply) <div><div><input checked="" type="checkbox"/> 01 Nonviolent passive resistance <input type="checkbox"/> 02 Failing to comply with verbal commands <input type="checkbox"/> 03 Psychological intimidation (nonverbal threatening cues) <input type="checkbox"/> 04 Deadweight <input type="checkbox"/> 05 Attempt to escape/flee from custody <input checked="" type="checkbox"/> 06 Pulling away <input type="checkbox"/> 07 Pushing officer or another <input type="checkbox"/> 08 Intentionally spitting or bleeding on an officer <input type="checkbox"/> 09 Wrestling officer or another</div><div><input type="checkbox"/> 10 Punching/kicking officer or another <input type="checkbox"/> 11 Verbally threatening officer <input type="checkbox"/> 12 Verbally threatening others <input type="checkbox"/> 13 Threatening self <input type="checkbox"/> 14 Resisting being handcuffed or arrest <input type="checkbox"/> 15 Reaching for officer's weapon <input type="checkbox"/> 16 Gain possession of officer's weapon <input type="checkbox"/> 17 Firearm displayed at an officer or another <input type="checkbox"/> 18 Firearm fired at an officer or another</div><div><input type="checkbox"/> 19 Chemical agent used against an officer or another <input type="checkbox"/> 20 Electronic control weapon used against officer or another <input type="checkbox"/> 21 Barricading self <input type="checkbox"/> 22 Using an edged weapon against an officer or another <input type="checkbox"/> 23 Throwing an article or object at an officer <input type="checkbox"/> 24 Other weapon displayed at an officer or another <input type="checkbox"/> 25 Other weapon used at an officer or another <input type="checkbox"/> 26 Directing vehicle at an officer or another <input type="checkbox"/> N None <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known</div></div>																
	SUBJECT INJURY TYPE (Select all that apply) <div><div><input type="checkbox"/> 00 None <input type="checkbox"/> 01 Apparent Broken Bones <input type="checkbox"/> 02 Possible Internal Injury <input type="checkbox"/> 03 Severe Laceration/Puncture Wound <input type="checkbox"/> 04 Loss of Teeth <input type="checkbox"/> 05 Unconsciousness <input type="checkbox"/> 06 Other Major Injury <input checked="" type="checkbox"/> 07 Apparent Minor Injury</div><div><input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> 11 Possible Cardiac Event <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and is unlikely to ever be known</div></div>																
	WAS THERE AN APPARENT OR KNOWN IMPAIRMENT IN THE MENTAL OR PHYSICAL CONDITION OF THE SUBJECT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN If YES, select all that apply <input type="checkbox"/> Alcohol Impairment <input type="checkbox"/> Drug Impairment <input checked="" type="checkbox"/> Mental Health Condition <input type="checkbox"/> Pending further investigation <input type="checkbox"/> Unknown and unlikely to ever be known																
REPORTING OFFICER RODRIGUEZ, MARCOS																	
REVIEWING SUPERVISOR OR SENIOR OFFICER <u>Will O'Neil</u>																	
ADDITIONAL SUPPLEMENTS <input type="checkbox"/> SUBJECT <input type="checkbox"/> OFFICER <input type="checkbox"/> STATEMENTS <input type="checkbox"/> FORM RECEIVED BY: <input type="checkbox"/> INTELLIGENCE <input type="checkbox"/> SPECIAL COPIES <input type="checkbox"/> WITNESS <input type="checkbox"/> NARRATIVE <input type="checkbox"/> OTHER <input type="checkbox"/> INVESTIGATION <input type="checkbox"/> RECORDS																	

USE OF FORCE
REPORT NUMBER
24UF-10

USE OF FORCE REPORT – PAGE 2

USE OF FORCE REPORT NUMBER	24UF-10
INCIDENT DATE/TIME	7/14/24 1157

OFFICER	NO. 1	TOTAL OFFICERS 2	OFFICER NAME (Last, First, Middle) RODRIGUEZ, MARCOS A.		BADGE NO.	
	AGE 43	SEX M	RACE/ETHNICITY (Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input checked="" type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT 601	WGT 240	TOTAL YRS OF SERVICE 20
	OFFICER FULL-TIME <input checked="" type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> U		OFFICER/SUBJECT LINK 1. 1 2. 3.			
	WAS THE OFFICER READILY IDENTIFIABLE BY CLOTHING OR INSIGNIA? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN WAS THE OFFICER ON DUTY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN VIDEO <input checked="" type="checkbox"/> Body <input type="checkbox"/> Dashboard <input type="checkbox"/> Not provided <input type="checkbox"/> Unavailable <input type="checkbox"/> Not Working <input type="checkbox"/> Pending further investigation					
OFFICER	OFFICER'S RESPONSE (Select all that apply)			OFFICER INJURY TYPE (Select all that apply)		
	<input type="checkbox"/> 01 Restraining Hold <input type="checkbox"/> 02 Pressure Point <input type="checkbox"/> 03 Balance Displacement <input checked="" type="checkbox"/> 04 Take Down <input type="checkbox"/> 05 Other Empty Hand Technique Used <input type="checkbox"/> 06 Chemical Agent/Spray (Oleoresin Capsicum, Pepper, etc.) <input type="checkbox"/> 07 Baton <input type="checkbox"/> 08 Flashlight or Other Blunt Instrument Used <input type="checkbox"/> 09 Canine Used <input type="checkbox"/> 10 Electronic Control Device (ECD) Discharged <input type="checkbox"/> 11 Rubber Bullets Used <input type="checkbox"/> 12 Bean Bags Used			<input type="checkbox"/> 13 Other Impact Projectile Used <input type="checkbox"/> 14 Flash Bang Used <input type="checkbox"/> 15 Vehicle Used <input type="checkbox"/> 16 Handgun Fired <input type="checkbox"/> 17 Rifle Fired <input type="checkbox"/> 18 Shotgun Fired <input type="checkbox"/> 19 Other Firearm Fired <input type="checkbox"/> 20 Other Weapon (non-firearm) Used <input type="checkbox"/> 21 Explosive Device Used <input type="checkbox"/> 22 Other Force Type Used <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and is unlikely to ever be known		
	<input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known			CRIMINAL REPORT NUMBER DETAILING LEOKA (IF APPLICABLE) JUSTIFIABLE HOMICIDE CIRCUMSTANCES		
	LOCATION TYPE CODE 01		USE OF FORCE LOCATION ADDRESS (Street, City, State, Zip) 504 ELECTRIC AVE PIQUA OHIO 45356			
OFFICER	NO. 2	TOTAL OFFICERS 2	OFFICER NAME (Last, First, Middle) SMITH, ZACHARY M.		BADGE NO.	
	AGE 33	SEX M	RACE/ETHNICITY (Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input checked="" type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT 601	WGT 210	TOTAL YRS OF SERVICE 1
	OFFICER FULL-TIME <input checked="" type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> U		OFFICER/SUBJECT LINK 1. 1 2. 3.			
	WAS THE OFFICER READILY IDENTIFIABLE BY CLOTHING OR INSIGNIA? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN WAS THE OFFICER ON DUTY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN VIDEO <input checked="" type="checkbox"/> Body <input type="checkbox"/> Dashboard <input type="checkbox"/> Not provided <input type="checkbox"/> Unavailable <input type="checkbox"/> Not Working <input type="checkbox"/> Pending further investigation					
OFFICER	OFFICER'S RESPONSE (Select all that apply)			OFFICER INJURY TYPE (Select all that apply)		
	<input type="checkbox"/> 01 Restraining Hold <input type="checkbox"/> 02 Pressure Point <input type="checkbox"/> 03 Balance Displacement <input type="checkbox"/> 04 Take Down <input checked="" type="checkbox"/> 05 Other Empty Hand Technique Used <input type="checkbox"/> 06 Chemical Agent/Spray (Oleoresin Capsicum, Pepper, etc.) <input type="checkbox"/> 07 Baton <input type="checkbox"/> 08 Flashlight or Other Blunt Instrument Used <input type="checkbox"/> 09 Canine Used <input type="checkbox"/> 10 Electronic Control Device (ECD) Discharged <input type="checkbox"/> 11 Rubber Bullets Used <input type="checkbox"/> 12 Bean Bags Used			<input type="checkbox"/> 13 Other Impact Projectile Used <input type="checkbox"/> 14 Flash Bang Used <input type="checkbox"/> 15 Vehicle Used <input type="checkbox"/> 16 Handgun Fired <input type="checkbox"/> 17 Rifle Fired <input type="checkbox"/> 18 Shotgun Fired <input type="checkbox"/> 19 Other Firearm Fired <input type="checkbox"/> 20 Other Weapon (non-firearm) Used <input type="checkbox"/> 21 Explosive Device Used <input type="checkbox"/> 22 Other Force Type Used <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and is unlikely to ever be known		
	<input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known			CRIMINAL REPORT NUMBER DETAILING LEOKA (IF APPLICABLE) JUSTIFIABLE HOMICIDE CIRCUMSTANCES		
	LOCATION TYPE CODE 01		USE OF FORCE LOCATION ADDRESS (Street, City, State, Zip) 504 ELECTRIC AVE PIQUA OHIO 45356			
WITNESSES	WITNESS NAME (Last, First, Middle) Including witnessing officers not involved in response		ADDRESS (Street, Apt., City, State, Zip)		PHONE	
	OFC BRETT MARRS		100 N WAYNE ST PIQUA OHIO		937-778-2027	
	OFC JACKSON HEATH		100 N WAYNE ST PIQUA OHIO		937-778-2027	
	OFC KALEB MONNIN		100 N WAYNE ST PIQUA OHIO		937-778-2027	



PIQUA POLICE DEPARTMENT

Case Report for Incident 24PI10427

Nature: WARRANT
Location: PISO

Address: 504 ELECTRIC AVE
PIQUA OH 45356

Offense Codes: WAR, REST

Received By: B E PARRISH

How Received: O

Agency: PIP

Responding Officers: M A RODRIGUEZ, B J MARRS, C D MONNIN, Z SMITH, J W HEATH

Responsible Officer: M A RODRIGUEZ

Disposition: CAA 07/14/24

When Reported: 11:57:20 07/14/24

Occurred Between: 11:57:20 07/14/24 and 11:57:20 07/14/24

Assigned To: W D THOMAS
Status: CAA

Detail: PI-B
Status Date: 07/14/24

Date Assigned: **/**/**
Due Date: **/**/**

Complainant:

Last:

First:

Mid:

DOB: **/**/**

Dr Lic:

Address:

Race:

Sex:

Phone:

City: ,

Offense Codes

Reported:

Observed: WAR WARRANT

Additional Offense: WAR WARRANT

Additional Offense: REST RESISTING ARREST

Circumstances

Responding Officers:

Unit :

M A RODRIGUEZ

239

B J MARRS

220

C D MONNIN

218

Z SMITH

211

J W HEATH

209

Responsible Officer: M A RODRIGUEZ

Agency: PIP

Received By: B E PARRISH

Last Radio Log: 12:42:14 07/14/24 CMPLT

How Received: O OFFICER REPORT

Clearance: RT REPORT TAKEN
(REQUIRED)

When Reported: 11:57:20 07/14/24

Disposition: CAA Date: 07/14/24

Judicial Status:

Occurred between: 11:57:20 07/14/24

Misc Entry:

and: 11:57:20 07/14/24

Modus Operandi:**Description :****Method :**

Involvements

Date	Type	Description	
07/14/24	Name	JENKINS, MICHAEL DOUGLAS	NON-JUVENILE ARREST
07/14/24	Name	HOBART, HEATHER MICHELLE	INVOLVED
07/14/24	Name	LIETTE, DOUGLAS M	OTHER
07/14/24	Offense	Offense#: 219837 - M2 - 1 count	Charged With
07/14/24	Offense	Offense#: 219840 - M2 - 1 count	Charged With
07/14/24	Cad Call	11:57:20 07/14/24 WARRANT	Initiating Call

Narrative

A male was arrested and incarcerated on a warrant.

Responsible LEO:

Approved by:

Date

Supplement

CAD Call info/comments

=====

12:07:47 07/14/2024 - A CARSON - From: M A RODRIGUEZ
CONFIRM WARRANT ON MR JENKINS AT THIS ADDRESS

12:07:58 07/14/2024 - A CARSON
WARRANT CONFIRM ON MICHAEL JENKINS

Supplement

On 7/13/24 I was at 504 Electric Ave on a junk vehicle complaint. While I was there Michael Jenkins would open his door yell at me and close his front door. I knocked on the door several times, but he wouldn't come out. Michael had two warrants for his arrest. As I was leaving a neighbor told me that the landlord (Doug Liette) was in the process of evicting Michael.

From previous calls involving Michael, I knew he had some mental health issues. I know that he said that his wife (Heather Hobart) and other people were dead. He also claimed that he was the mayor of Piqua and owned all of the houses.

On 7/14/24 I contacted Doug about 504 Electric Ave and Michael. Mr. Liette advised that he had a hearing to evict Michael on Wednesday. I asked who was on the lease for that house and I was told that Michael and Heather Hobart were.

I was aware that Heather had been staying in Bradford since Micheal was charged with DV. I called her and she advised that she would permit me to search her house. At approximately 11:30 she arrived at the Piqua PD. She signed a consent to search form for the house and garage at 507 Electric Ave and she described the layout of the house for me.

I asked her about weapons in the house. She advised that there were no guns, but he often kept a knife with him. She also described the dog as friendly. She provided me with keys and I advised that she could call me directly if she wanted to withdraw her consent.

It should also be noted that 504 Electric Ave is the address listed on the Warrant for Michael's arrest.

Officer Marrs, Officer Heath, Officer Smith, Officer Monnin and I then responded to 504 Electric Ave. I pulled on the storm door and it opened and I found that the regular door was unlocked.

I opened the door and announced Police Dept as I entered and I pulled out a taser. Michael came out of a bedroom (NE corner of the residence) and he asked who I was. I announced Police Department again and I told him to come out and that he was under arrest.

I pointed my Taser at him and told him that there was a warrant for his arrest. I could not see Michael's left hand as he was still standing in the doorway. He then came completely into the hallway and I could see both of his hands. He was wearing shorts and no shirt at that time. He was told to turn around and he would not comply.

I put my taser away and reached for his left wrist and he pulled away and I pushed him against a closed door. The door gave way and Michael fell to his back. Officer Smith and I rolled him over and I handcuffed him. He was handcuffed with two pairs of handcuffs, they were checked for fit and double-locked.

He was stood up and walked out of the house. Dispatch confirmed the warrants for Michael's arrest. Officer Heath transported Michael to jail without processing due to his agitated state.

I called Heather and she responded to the house. I returned her keys to her and also photographed damage to the door frame of the bedroom at the northwest end of the house.

Michael had minor scratches on his lower back and a scratch on his left wrist. Officer Heath photographed those injuries. The scratches were possibly from the handcuffs.

Michael was charged with Resisting Arrest M2, ORC 2921.33(A).

END OF REPORT
LT RODRIGUEZ

Supplement

On 7/14/24 I responded to 504 Electric Ave with Lt. Rodriguez, Officer Marrs, Officer Heath and Officer Monnin in an attempt to locate Michael Jenkins at the residence. Jenkins has multiple warrants for his arrest.

At the residence the front door and screen door were found to be unlocked so Officers then entered the residence. I entered the residence behind Lt. Rodriguez and drew my duty pistol from my holster as Lt. Rodriguez drew his taser. Lt. Rodriguez announced "Police Department" as Officers entered the residence and Jenkins stepped in to the hallway from a bedroom at the North East corner of the residence.

Officers approached Jenkins in the hallway and he was given commands to turn around as he was under arrest. Jenkins asked who we were and refused to follow commands. Jenkins was told again that he was under arrest and that he had a warrant for his arrest. Jenkins refused and told us to "get out". I holstered my pistol to go hands on with Jenkins as I observed Lt. Rodriguez holster his taser. Lt. Rodriguez pushed Jenkins against a door at the end of the hallway. The door gave way and opened causing Jenkins to fall backwards onto his back. I entered the room behind Lt. Rodriguez and was able to gain control of Jenkins' left wrist.

Jenkins was placed under arrest using two sets of handcuffs, which were checked for proper fit and double locked. I escorted Jenkins out of the residence to the front porch while we waited for Officer Heath to bring a cruiser to the front of the residence. While outside Jenkins continued to yell and argue his charge for Domestic Violence as he claimed his wife was deceased. Before being placed in the back of the cruiser Jenkins was searched but nothing was found on his person. He was then transported to the Miami County Jail by Officer Heath.

Ofc. Smith 211

Name Involvements:

NON-9409

JUVENILE**ARREST :****Last:** JENKINS**First:** MICHAEL**Mid:** DOUGLAS**DOB:** 10/24/73**Dr Lic:** [REDACTED]**Address:** 504 ELECTRIC AVE**Race:** W **Sex:** M**Phone:** [REDACTED]**City:** PIQUA, OH 45356**OTHER : 238631****Last:** LIETTE**First:** DOUGLAS**Mid:** M**DOB:** 09/23/68**Dr Lic:** [REDACTED]**Address:** 8600 LOONEY RD**Race:** W **Sex:** M**Phone:** [REDACTED]**City:** SPRING CREEK TP, OH 45356**INVOLVED : 54036****Last:** HOBART**First:** HEATHER**Mid:** MICHELLE**DOB:** 10/02/72**Dr Lic:** [REDACTED]**Address:** 504 ELECTRIC AVE**Race:** W **Sex:** F**Phone:** [REDACTED]**City:** PIQUA, OH 45356

Exhibit 3



PIQUA POLICE DEPARTMENT

Use of Force Review Workflow

Use of Force Number -

24UF-18

Incident Number -

24PI-16913

Watch /Section Commander:

- ☒ Obtain Use of Force Review Number and notate above
- ☒ Complete Law Supplemental Narrative if involved
- ☒ Review all reports of officers on scene and assemble all other documentation/evidence
- ☒ Complete initial investigation/review, including response to scene for witnesses
- ☒ Complete Supervisory Use of Force Review supplement in Spillman
- ☒ Partition the Supervisory Use of Force Review supplement in Spillman using PIIAD
- ☒ Complete Ohio Use of Force Report and attach to this form, sign as "Reporting Officer"
- ☒ "J:\ADMINISTRATION\03-General Operations\Use of Force\Ohio Reporting"
- ☒ Begin Use of Force entry for involved officer(s) in Guardian Tracking
- ☐ Assign to Division Commander in Case Management - NEED TO SERVE CITATIONS
- ☒ Forward this form to Division Commander

Division Commander:

- ☒ Complete Division Use of Force Review supplement in Spillman
- ☒ Partition the Division Use of Force Review supplement in Spillman using PIIAD
- ☒ Sign Ohio Use of Force Report as "Reviewing Supervisor"
- ☐ Note any concerns related to quality of supervision or supervisory review in Guardian Tracking N/A
- ☒ Initiate corrections based on training, policy, or equipment issues
- ☐ Complete administrative investigation if warranted N/A
- ☒ Submit for publication in Guardian Tracking
- ☒ Complete the Use of Force Review with designated Use of Force Instructor
- ☒ Forward this form to Chief of Police

Chief of Police:

- ☒ Complete Chief's Use of Force Review
- ☒ Partition the Chief's Use of Force Review supplement in Spillman using PIIAD
- ☒ ~~Notify Administration Division Commander if Review Board is desired~~
- ☒ Attach package to original case and/or Use of Force binder (by UF number)

ADMINISTRATIVE	AGENCY NAME Piqua Police Department		USE OF FORCE REPORT NUMBER 24UF18										
	OHIO USE OF FORCE REPORT		INCIDENT DATE/TIME										
			MONTH	DAY	YEAR	TIME							
			11	11	2024	1115							
INITIAL CONTACT CIRCUMSTANCES <u>14</u> (Enter one) If 14-OTHER CIRCUMSTANCES, EXPLAIN: <u>report of a suicidal person</u>													
<div>01 Domestic Disturbance02 Responding to Other Unlawful or Suspicious Activity03 Mass Demonstration/Civil Disorder (Riot/Mass Disobedience)04 Follow-up Investigation05 Medical (Other than Mental Health) or Welfare Assistance06 Request for/Handling Person(s) with Mental Illness07 Routine Patrol/On-view (Other than Traffic)08 Traffic Stop09 Service of a Court Order10 Warrant Service11 Raid12 Standoff with Subject inside a Building or Residence13 Handling/Transporting/Custody of Prisoners14 Other CircumstancesP Pending further investigationU Unknown and is unlikely to ever be known</div>													
WAS THIS AN AMBUSH INCIDENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN													
DID THE OFFICER(S) APPROACH THE SUBJECT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN													
IF THE USE OF FORCE WAS IN RESPONSE TO OR OBSERVATION OF "UNLAWFUL OR SUSPICIOUS ACTIVITY," WHAT WERE THE MOST SERIOUS OBSERVED OFFENSES COMMITTED BY THE SUBJECT PRIOR TO OR AT THE TIME OF THE INCIDENT? (Enter up to 3 offenses if applicable) <u>obstructing business</u> <u>2. resisting arrest</u> <u>3.</u> <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN/NOT REPORTED													
<div>CRIMINAL REPORT INCIDENT NUMBER (IF APPLICABLE) <u>24PI-16913</u> <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN/NOT REPORTED</div> <div>NUMBER OF OFFICERS FROM OUTSIDE OF YOUR AGENCY WHO APPLIED FORCE <u>0</u> <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN</div> <div>OTHER LAW ENFORCEMENT AGENCIES ORI AND USE OF FORCE INCIDENT NUMBERS (IF APPLICABLE)<table><thead><tr><th>ORI NUMBER</th><th>USE OF FORCE REPORT NUMBER</th></tr></thead><tbody><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr></tbody></table></div> <div>WAS A SUPERVISOR OR SENIOR OFFICER ACTING IN A SIMILAR CAPACITY PRESENT OR CONSULTED PRIOR TO WHEN FORCE WAS USED IN THE INCIDENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN</div>						ORI NUMBER	USE OF FORCE REPORT NUMBER						
ORI NUMBER	USE OF FORCE REPORT NUMBER												
SUBJECT	NO. <u>1</u> TOTAL SUBJECTS <u>1</u>		SUBJECT NAME (Last, First, Middle) WILLIAMS, ZACHARY PAUL										
	AGE/ D.O.B. <u>11/13/93</u>		SEX <u>M</u>	RACE/ ETHNICITY (Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input checked="" type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT <u>510</u> WGT <u>175</u> SSN <u>[REDACTED]</u>								
	ADDRESS (Street, Apt., City, State, Zip) 90 MARYVILLE LN #121 PIQUA, OH 45356				PHONE <u>[REDACTED]</u>								
	WAS THE THREAT BY THE SUBJECT PERCEIVED BY THE OFFICER(S) TO BE DIRECTED TO LAW ENFORCEMENT OR ANOTHER PARTY? <input checked="" type="checkbox"/> LE <input type="checkbox"/> Another <input type="checkbox"/> Both <input type="checkbox"/> Pending <input type="checkbox"/> Unknown												
	DID THE SUBJECT RESIST THE OFFICER(S)? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN												
	WAS SUBJECT ARMED OR BELIEVED TO BE ARMED WITH A WEAPON? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN												
	SUBJECT'S LEVEL OF RESISTANCE OR WEAPON INVOLVED OR BELIEVED TO BE INVOLVED (Select all that apply) <div><div><input type="checkbox"/> 01 Nonviolent passive resistance<input checked="" type="checkbox"/> 02 Failing to comply with verbal commands<input type="checkbox"/> 03 Psychological intimidation (nonverbal threatening cues)<input type="checkbox"/> 04 Deadweight<input checked="" type="checkbox"/> 05 Attempt to escape/flee from custody<input checked="" type="checkbox"/> 06 Pulling away<input type="checkbox"/> 07 Pushing officer or another<input type="checkbox"/> 08 Intentionally spitting or bleeding on an officer<input type="checkbox"/> 09 Wrestling officer or another</div><div><input type="checkbox"/> 10 Punching/kicking officer or another<input type="checkbox"/> 11 Verbally threatening officer<input type="checkbox"/> 12 Verbally threatening others<input type="checkbox"/> 13 Threatening self<input type="checkbox"/> 14 Resisting being handcuffed or arrest<input type="checkbox"/> 15 Reaching for officer's weapon<input type="checkbox"/> 16 Gain possession of officer's weapon<input type="checkbox"/> 17 Firearm displayed at an officer or another<input type="checkbox"/> 18 Firearm fired at an officer or another</div><div><input type="checkbox"/> 19 Chemical agent used against an officer or another<input type="checkbox"/> 20 Electronic control weapon used against officer or another<input type="checkbox"/> 21 Barricading self<input type="checkbox"/> 22 Using an edged weapon against an officer or another<input type="checkbox"/> 23 Throwing an article or object at an officer<input type="checkbox"/> 24 Other weapon displayed at an officer or another<input type="checkbox"/> 25 Other weapon used at an officer or another<input type="checkbox"/> 26 Directing vehicle at an officer or another<input type="checkbox"/> N None<input type="checkbox"/> P Pending further investigation<input type="checkbox"/> U Unknown and unlikely to ever be known</div></div>												
	SUBJECT INJURY TYPE (Select all that apply) <div><input checked="" type="checkbox"/> 00 None<input type="checkbox"/> 01 Apparent Broken Bones<input type="checkbox"/> 02 Possible Internal Injury<input type="checkbox"/> 03 Severe Laceration/Puncture Wound<input type="checkbox"/> 04 Loss of Teeth<input type="checkbox"/> 05 Unconsciousness<input type="checkbox"/> 06 Other Major Injury<input type="checkbox"/> 07 Apparent Minor Injury</div> <div><input type="checkbox"/> 08 Gunshot Wound<input type="checkbox"/> 09 Canine Bite<input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc.<input type="checkbox"/> 11 Possible Cardiac Event<input type="checkbox"/> D Death<input type="checkbox"/> P Pending further investigation<input type="checkbox"/> U Unknown and is unlikely to ever be known</div>		WAS THERE AN APPARENT OR KNOWN IMPAIRMENT IN THE MENTAL OR PHYSICAL CONDITION OF THE SUBJECT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN If YES, select all that apply <input type="checkbox"/> Alcohol Impairment <input type="checkbox"/> Drug Impairment <input checked="" type="checkbox"/> Mental Health Condition <input type="checkbox"/> Pending further investigation <input type="checkbox"/> Unknown and unlikely to ever be known										
	REPORTING OFFICER RODRIGUEZ, MARCOS		BADGE NO. 239		DATE 11/12/24								
	REVIEWING SUPERVISOR OR SENIOR OFFICER <u>Willi</u>		BADGE NO. <u>207</u>		DATE 11/19/24								
ADDITIONAL SUPPLEMENTS <input type="checkbox"/> SUBJECT <input type="checkbox"/> WITNESS		<input type="checkbox"/> OFFICER <input type="checkbox"/> NARRATIVE <input type="checkbox"/> STATEMENTS <input type="checkbox"/> OTHER		FORM RECEIVED BY: <input type="checkbox"/> INVESTIGATION <input type="checkbox"/> INTELLIGENCE <input type="checkbox"/> RECORDS <input type="checkbox"/> SPECIAL COPIES									

USE OF FORCE REPORT NUMBER 24UF-18

USE OF FORCE REPORT – PAGE 2

USE OF FORCE REPORT NUMBER	24UF-18
INCIDENT DATE/TIME	

OFFICER	NO.	1	TOTAL OFFICERS	1	OFFICER NAME (Last, First, Middle)				RODRIGUEZ, MARCOS A.				BADGE NO.																											
	AGE	44	SEX	M	RACE/ETHNICITY	(Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input checked="" type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending				HGT	601	WGT	250	TOTAL YRS OF SERVICE	20	OFFICER FULL-TIME	<input checked="" type="checkbox"/> Y <input type="checkbox"/> P <input type="checkbox"/> N <input type="checkbox"/> U	OFFICER/SUBJECT LINK	1. 1 2. 3.																					
	WAS THE OFFICER READILY IDENTIFIABLE BY CLOTHING OR INSIGNIA? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																																							
	WAS THE OFFICER ON DUTY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN VIDEO <input checked="" type="checkbox"/> Body <input type="checkbox"/> Dashboard <input type="checkbox"/> Not provided <input type="checkbox"/> Unavailable <input type="checkbox"/> Not Working <input type="checkbox"/> Pending further investigation																																							
OFFICER	OFFICER'S RESPONSE (Select all that apply)										OFFICER INJURY TYPE (Select all that apply)																													
	<input checked="" type="checkbox"/> 01 Restraining Hold <input type="checkbox"/> 02 Pressure Point <input type="checkbox"/> 03 Balance Displacement <input type="checkbox"/> 04 Take Down <input checked="" type="checkbox"/> 05 Other Empty Hand Technique Used <input type="checkbox"/> 06 Chemical Agent/Spray (Oleoresin Capsicum, Pepper, etc.) <input type="checkbox"/> 07 Baton <input type="checkbox"/> 08 Flashlight or Other Blunt Instrument Used <input type="checkbox"/> 09 Canine Used <input type="checkbox"/> 10 Electronic Control Device (ECD) Discharged <input type="checkbox"/> 11 Rubber Bullets Used <input type="checkbox"/> 12 Bean Bags Used										<input type="checkbox"/> 13 Other Impact Projectile Used <input type="checkbox"/> 14 Flash Bang Used <input type="checkbox"/> 15 Vehicle Used <input type="checkbox"/> 16 Handgun Fired <input type="checkbox"/> 17 Rifle Fired <input type="checkbox"/> 18 Shotgun Fired <input type="checkbox"/> 19 Other Firearm Fired <input type="checkbox"/> 20 Other Weapon (non-firearm) Used <input type="checkbox"/> 21 Explosive Device Used <input type="checkbox"/> 22 Other Force Type Used <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and is unlikely to ever be known										<input checked="" type="checkbox"/> 00 None <input type="checkbox"/> 01 Apparent Broken Bones <input type="checkbox"/> 02 Possible Internal Injury <input type="checkbox"/> 03 Severe Laceration/Puncture Wound <input type="checkbox"/> 04 Loss of Teeth <input type="checkbox"/> 05 Unconsciousness <input type="checkbox"/> 06 Other Major Injury <input type="checkbox"/> 07 Apparent Minor Injury										<input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known									
	LOCATION TYPE CODE										USE OF FORCE LOCATION ADDRESS (Street, City, State, Zip)																													
	02										90 MARYVILLE LN #121 PIQUA, OH 45356																													
OFFICER	NO.		TOTAL OFFICERS		OFFICER NAME (Last, First, Middle)								BADGE NO.																											
	AGE		SEX		RACE/ETHNICITY	(Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending				HGT		WGT		TOTAL YRS OF SERVICE		OFFICER FULL-TIME	<input type="checkbox"/> Y <input type="checkbox"/> P <input type="checkbox"/> N <input type="checkbox"/> U	OFFICER/SUBJECT LINK	1. 2. 3.																					
	WAS THE OFFICER READILY IDENTIFIABLE BY CLOTHING OR INSIGNIA? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																																							
	WAS THE OFFICER ON DUTY? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN VIDEO <input type="checkbox"/> Body <input type="checkbox"/> Dashboard <input type="checkbox"/> Not provided <input type="checkbox"/> Unavailable <input type="checkbox"/> Not Working <input type="checkbox"/> Pending further investigation																																							
OFFICER	OFFICER'S RESPONSE (Select all that apply)										OFFICER INJURY TYPE (Select all that apply)																													
	<input type="checkbox"/> 01 Restraining Hold <input type="checkbox"/> 02 Pressure Point <input type="checkbox"/> 03 Balance Displacement <input type="checkbox"/> 04 Take Down <input type="checkbox"/> 05 Other Empty Hand Technique Used <input type="checkbox"/> 06 Chemical Agent/Spray (Oleoresin Capsicum, Pepper, etc.) <input type="checkbox"/> 07 Baton <input type="checkbox"/> 08 Flashlight or Other Blunt Instrument Used <input type="checkbox"/> 09 Canine Used <input type="checkbox"/> 10 Electronic Control Device (ECD) Discharged <input type="checkbox"/> 11 Rubber Bullets Used <input type="checkbox"/> 12 Bean Bags Used										<input type="checkbox"/> 13 Other Impact Projectile Used <input type="checkbox"/> 14 Flash Bang Used <input type="checkbox"/> 15 Vehicle Used <input type="checkbox"/> 16 Handgun Fired <input type="checkbox"/> 17 Rifle Fired <input type="checkbox"/> 18 Shotgun Fired <input type="checkbox"/> 19 Other Firearm Fired <input type="checkbox"/> 20 Other Weapon (non-firearm) Used <input type="checkbox"/> 21 Explosive Device Used <input type="checkbox"/> 22 Other Force Type Used <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and is unlikely to ever be known										<input type="checkbox"/> 00 None <input type="checkbox"/> 01 Apparent Broken Bones <input type="checkbox"/> 02 Possible Internal Injury <input type="checkbox"/> 03 Severe Laceration/Puncture Wound <input type="checkbox"/> 04 Loss of Teeth <input type="checkbox"/> 05 Unconsciousness <input type="checkbox"/> 06 Other Major Injury <input type="checkbox"/> 07 Apparent Minor Injury										<input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known									
	LOCATION TYPE CODE										USE OF FORCE LOCATION ADDRESS (Street, City, State, Zip)																													
WITNESSES	WITNESS NAME (Last, First, Middle) including witnessing officers not involved in response										ADDRESS (Street, Apt., City, State, Zip)										PHONE																			



PIQUA POLICE DEPARTMENT

Deputy Chief Dave Thomas

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2039 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquaohpd.org • E-Mail dthomas@piquaoh.gov

November 12, 2024

To: Chief Richard A Byron
From: Deputy Chief Thomas
Subject: UOF 24UF18 / 24PI16913

Sir

I have reviewed the above listed UOF and find that it is not consistent with policy. The physical application of force was reasonable for the level of resistance however Lt Rodriguez exceeded the scope of his authority by entering the defendant's residence and placing him under arrest when probable cause did not exist to show an applicable criminal offense had been committed or the defendant required medical care or was unable to provide for his own safety.

Lt Rodriguez responded to the defendant's apartment on report that the male was actively attempting suicide by hanging himself. Information relayed by a female identifying herself as a girlfriend, was that that they were video chatting and the male, Zachary Williams, "had a rope around his neck and his face was turning blue" and that Williams "appeared to be strangling himself and said he was going to hang himself".

Lt Rodriguez arrived first and made contact with Williams who answered the door to the apartment. Williams did not appear to be in distress and showed no sign of obvious injury. Lt Rodriguez asked Williams to step out into the hallway and he refused saying "that's ok" and began to shut the door. Lt Rodriguez entered the residence and took hold of Williams left arm and held him in place against the wall. Lt Rodriguez asked Williams what was going on and Williams replied, "My ex is going crazy, she's been in my house and it's a weird time. I've been on the phone with my mom...but I promise you...". Williams begins moving his arms at this point, Lt Rodriguez asks him if he has anything on him and then tells Williams "Don't reach" and Williams responds that he is looking for his cigarettes. Williams is speaking calmly up to this point and does not appear otherwise agitated or upset. Lt Rodriguez then asks Williams what his name is and a struggle begins. Due to camera angle, the struggle cannot be observed to discern specific individual actions other than Lt Rodriguez continuing to try and control Williams's arms and telling him multiple times to stop and put his hands behind his back. The two remain on their feet and the struggle takes them outside onto the back patio and then back into the apartment. Lt Rodriguez continues to give Williams commands and tells him that he is under arrest for obstructing. Lt Rodriguez is able to control Williams and keep him in place in the entrance hallway until Officers Smioth and Monnin arrive. Officer Smith assists Lt Rodriguez with handcuffing Williams. There is no further force used.

Force used was reasonable in response to the resistance, but the UOF incident was predicated on a violation of department policy and outside the officer's lawful authority and was therefore unjustified.

Neither the officers nor the defendant were injured during the incident. The defendant was transported to UVMC for evaluation and was subsequently admitted for an unrelated medical issue.

Tactical and policy considerations were present. Lt Rodriguez entered the residence and placed the resident under arrest outside the scope of his authority. On initial contact, seeing that the male appeared uninjured, Lt Rodriguez could have slowed the pace of the incident by asking non inflammatory questions or attempting to establish a line of communication instead of going directly to commands to step out which, once ignored, placed him in a position where he felt he had to act .

Respectfully Submitted

A handwritten signature in blue ink, appearing to read "W D Thomas", written in a cursive style.

Deputy Chief William D Thomas 207



PIQUA POLICE DEPARTMENT

Case Report for Incident 24PI16913

Nature: SUICIDE SQUAD

Address: 90 MARYVILLE LN # 121;
TERRACE CREEK APARTMENTS
PIQUA OH 45356

Location: PINO

Offense Codes: OBST, REST

Received By: A CARSON

How Received: T

Agency: PIP

Responding Officers: Z SMITH, C D MONNIN, M A RODRIGUEZ

Responsible Officer: M A RODRIGUEZ

Disposition: CAA 11/16/24

When Reported: 11:15:05 11/11/24

Occurred Between: 11:15:05 11/11/24 and 11:16:15 11/11/24

Assigned To: M A RODRIGUEZ

Detail: PI-B

Date Assigned: **/**/**

Status: CAA

Status Date: 11/16/24

Due Date: **/**/**

Complainant:

Last:

First:

Mid:

DOB: **/**/**

Dr Lic:

Address:

Race:

Sex:

Phone:

City: ,

Offense Codes

Reported:

Observed: OBST OBSTRUCTING OFFICIAL
BUS/JUSTI

Additional Offense: OBST OBSTRUCTING OFFICIAL
BUS/JUSTI

Additional Offense: REST RESISTING ARREST

Circumstances

Responding Officers:

Unit :

Z SMITH

211

C D MONNIN

218

M A RODRIGUEZ

239

Responsible Officer: M A RODRIGUEZ

Agency: PIP

Received By: A CARSON

Last Radio Log: 14:05:48 11/11/24 CMPLT

How Received: T TELEPHONE

Clearance: RT REPORT TAKEN
(REQUIRED)

When Reported: 11:15:05 11/11/24

Disposition: CAA **Date:** 11/16/24

Judicial Status:

Occurred between: 11:15:05 11/11/24

Misc Entry:**and:** 11:16:15 11/11/24**Modus Operandi:****Description :****Method :**

Involvements

Date	Type	Description	
11/11/24	Name	WILLIAMS, ZACHARY PAUL	NON-JUVENILE ARREST
11/11/24	Name	WILLIAMS, BARBARA ANN	OTHER
11/11/24	Name	BESECKER, DENISE IELEEN	INVOLVED
11/11/24	Offense	Offense#: 222742 - M2 - 1 count	Charged With
11/11/24	Offense	Offense#: 222743 - M2 - 1 count	Charged With
11/11/24	Cad Call	11:15:05 11/11/24 SUICIDE SQUAD	Initiating Call

Narrative

Officer responded on the report of a suicidal male. He was taken to the hospital for an evaluation.1

Responsible LEO:

Approved by:

Date

Supplement

CAD Call info/comments

11:15:52 11/11/2024 - A CARSON

EDITED RP WAS ON VIDEO CHAT WITH BF ZACHARY WILLIAMS AND MALE ATTEMPTING TO HANG HIMSELF

11:16:02 11/11/2024 - A CARSON

CaseId [REDACTED] created in IntelliComm. Access case via the following URL:

11:16:02 11/11/2024 - A CARSON

Case ID: [REDACTED]

11:16:27 11/11/2024 - A CARSON

RP SAID HE HAD ROPE AROUND HIS NECK AND HIS FACE WAS TURNING BLU

11:16:41 11/11/2024 - A CARSON

APPEARED TO BE STRANGLING HIMSELF AND SAID HE WAS GOING TO HANG HIMSELF

11:16:53 11/11/2024 - A CARSON

LOOKED LIKE HE WAS IN LIVING ROOM IN THE RESD

11:16:58 11/11/2024 - A CARSON

MALE IS AT LOC ALONE

11:17:20 11/11/2024 - A CARSON

RP SAID HE IS AN ALCHOLIC

11:17:29 11/11/2024 - A CARSON

POSS HAS BEEN DRINKING TODAY

11:18:05 11/11/2024 - S HINKLE - From: Z SMITH

ENRT 27

11:18:09 11/11/2024 - S HINKLE - From: C D MONNIN

ENRT 27

11:18:09 11/11/2024 - A CARSON

MALE HAD ROPE AROUND HIS NECK.. WAS TURNING BLUE.. WAS STRANGLING HIMSELF.. AND THEN HUNG UP ON RP

11:18:28 11/11/2024 - A CARSON

NO KEY LOC / RP SAID PROPERTY MANAGER SHOULD BE THERE

11:18:36 11/11/2024 - A CARSON

PX TO MALE 570 0558

11:18:56 11/11/2024 - S HINKLE - From: M A RODRIGUEZ

ENRT 27

11:19:25 11/11/2024 - A CARSON

** RP WOULD LIKE PX AFTERWARDS FROM OFFICERS**

11:21:37 11/11/2024 - S HINKLE - From: M A RODRIGUEZ

FIGHTING ONE

11:36:28 11/11/2024 - S HINKLE - From: C D MONNIN

ENRT TO UVMC FOR EVAL

13:21:26 11/11/2024 - A CARSON

AUTOCOMPLETED

13:21:26 11/11/2024 - A CARSON

CASE COMPLETED [REDACTED]

Supplement

On 11/11/24 at 1115 hours, Officer Monnin, Officer Smith, and I responded to 90 Maryville LN #121 (Terrace Creek Apartments). Denise Besecker reported to 911 that she was on a video chat with Zachary Williams. He was attempting to hang himself, had a rope around his neck, his face was turning blue, and he was strangling himself.

I responded using lights and sirens to the scene. I knocked on the door, and a male answered. He was later identified as Zachary. I asked him to step out in the hallway, and he said no. He tried to close the door as I grabbed his left wrist. We were both standing just inside the apartment at that time.

He told me that his ex had been going crazy and he was talking with his mom. I believed that this was Zachary since he was talking about issues with his girlfriend. I asked if he had anything on him and he started reaching into his hoodie. I grabbed his other hand and told him not to reach. He said he was looking for his cigarettes. I asked for his name and he didn't answer. He pulled away and tried to run. I told him to put his hands behind his back and I grabbed him from behind. He was trying to go out the back door. I pushed him against the wall and told him again to put his hands behind his back. He was yelling about how "she" wanted to take everything from him. The back door opened and we briefly were on the back porch. I told him he was under arrest and he continued to struggle and attempt to escape. I again told him to put his hands behind his back.

We ended up back in the house by the front door, and he was held against the wall. He was repeatedly told to put his hands behind his back. He pushed off the wall, and I pushed him against another wall. During this time, I was trying to control his hands. Officer Smith and Officer Monnin arrived, and he was handcuffed. Officer Smith placed the handcuffs on his left and then right wrist. He checked for spacing and double-locked the handcuffs.

The suspect told Officer Smith he had a rope, but it was for his hammock. He also said that there was a white rope in his bedroom. He then identified himself as Zachary Williams.

Zachary was asked what was said that made her scared that she called us (the police). He told her that he wouldn't talk with her ever again and that she jumped to conclusions. I asked what he had around his neck and he denied having anything.

Piqua FD medics arrived and spoke to Zachary, but they didn't transport him. Officer Monnin was tasked with transporting Zachary to UVMC for a mental health evaluation. Officer Monnin searched him.

I called Officer Monnin about securing the residence. Zachary requested that the door just be closed.

I then spoke to the caller, Denise Besecker, by phone. She said she was dating Zach, but they had broken up recently. She told him on the phone that he wanted to die. This led to a video call where Zach had a white rope around his neck. He was pulling the rope tight and was strangling himself. She then called 911 to report what was happening.

While Zachary was at the hospital he complained to Officer Monnin that he wanted a sugar drink. Officer Monnin was about to ask the hospital staff for the drink when Zachary had a seizure. Zachary was admitted to the hospital and released

from police custody. This case is pending charges. His mother, Barbara Williams, had called in and she was notified that her son had been admitted to the hospital. She told me that Zachary had a history of seizures. A CCH was requested.

END OF REPORT
LT RODRIGUEZ

Supplement

On 11/15/24 I spoke with Barbara Williams by phone. She advised that Zachary got out of the hospital on 11/13/24. She said he hasn't been drinking, but has been sleeping a lot. Zachary has been staying with her on Caldwell St. I advised that I would stop by her house on 11/16/24 to server him some citations.

On 11/16/24 at a 1050 hours, I went to 316 Caldwell St and spoke to Barbara Williams. She advised that Zachary was still sleeping. I left the citations with her and explained the court date and time.

END OF REPORT
LT RODRIGUEZ

Name Involvements:**OTHER :** 202022**Last:** WILLIAMS**DOB:** 09/10/61**Race:** **Sex:** F**First:** BARBARA**Dr Lic:** [REDACTED]**Phone:** [REDACTED]**Mid:** ANN**Address:** 316 CALDWELL ST**City:** PIQUA, OH 45356**INVOLVED :** 304538**Last:** BESECKER**DOB:** 01/21/92**Race:** W **Sex:** F**First:** DENISE**Dr Lic:** [REDACTED]**Phone:** [REDACTED]**Mid:** IELEEN**Address:** 1313 E MAIN ST**City:** TROY, OH 45373**NON-75974****JUVENILE****ARREST :****Last:** WILLIAMS**DOB:** 11/13/93**Race:** W **Sex:** M**First:** ZACHARY**Dr Lic:** TR107354**Phone:** [REDACTED]**Mid:** PAUL**Address:** 90 MARYVILLE LN # 121;
TERRACE CREEK
APARTMENTS**City:** PIQUA, OH 45356

Exhibit 4



PIQUA POLICE DEPARTMENT

Use of Force Review Workflow

Use of Force Number -

24UF04

Incident Number -

24PI-8091

Watch /Section Commander:

- ☒ Obtain Use of Force Review Number and notate above
- ☒ Complete Law Supplemental Narrative if involved
- ☒ Review all reports of officers on scene and assemble all other documentation/evidence
- ☒ Complete initial investigation/review, including response to scene for witnesses
- ☒ Complete Supervisory Use of Force Review supplement in Spillman
- ☒ Partition the Supervisory Use of Force Review supplement in Spillman using PIIAD
- ☒ Complete Ohio Use of Force Report and attach to this form, sign as "Reporting Officer"
["J:\ADMINISTRATION\03-General Operations\Use of Force\Ohio Reporting"](#)
- ☒ Begin Use of Force entry for involved officer(s) in Guardian Tracking
- ☒ Assign to Division Commander in Case Management
- ☒ Forward this form to Division Commander

Division Commander:

- ☒ Complete Division Use of Force Review supplement in Spillman
- ☒ Partition the Division Use of Force Review supplement in Spillman using PIIAD
- ☒ Sign Ohio Use of Force Report as "Reviewing Supervisor"
- ☐ Note any concerns related to quality of supervision or supervisory review in Guardian Tracking **N/A**
- ☐ Initiate corrections based on training, policy, or equipment issues **N/A**
- ☐ Complete administrative investigation if warranted **N/A**
- ☒ Submit for publication in Guardian Tracking
- ☒ Complete the Use of Force Review with designated Use of Force Instructor
- ☒ Forward this form to Chief of Police

Chief of Police:

- ☒ Complete Chief's Use of Force Review
- ☒ Partition the Chief's Use of Force Review supplement in Spillman using PIIAD
- ☒ ~~Notify Administration Division Commander if Review Board is desired~~
- ☒ Attach package to original case and/or Use of Force binder (by UF number)

ADMINISTRATIVE	AGENCY NAME Piqua Police Department		USE OF FORCE REPORT NUMBER 24UF-04																								
	OHIO USE OF FORCE REPORT		INCIDENT DATE/TIME																								
			MONTH 6	DAY 2	YEAR 2024	TIME 1840																					
INITIAL CONTACT CIRCUMSTANCES 14 (Enter one) If 14-OTHER CIRCUMSTANCES, EXPLAIN : <div><div>01 Domestic Disturbance 02 Responding to Other Unlawful or Suspicious Activity 03 Mass Demonstration/Civil Disorder (Riot/Mass Disobedience) 04 Follow-up Investigation 05 Medical (Other than Mental Health) or Welfare Assistance 06 Request for/Handling Person(s) with Mental Illness</div><div>07 Routine Patrol/On-view (Other than Traffic) 08 Traffic Stop 09 Service of a Court Order 10 Warrant Service 11 Raid 12 Standoff with Subject inside a Building or Residence</div><div>13 Handling/Transporting/Custody of Prisoners 14 Other Circumstances P Pending further investigation U Unknown and is unlikely to ever be known</div></div>																											
WAS THIS AN AMBUSH INCIDENT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																											
DID THE OFFICER(S) APPROACH THE SUBJECT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																											
IF THE USE OF FORCE WAS IN RESPONSE TO OR OBSERVATION OF "UNLAWFUL OR SUSPICIOUS ACTIVITY," WHAT WERE THE MOST SERIOUS OBSERVED OFFENSES COMMITTED BY THE SUBJECT PRIOR TO OR AT THE TIME OF THE INCIDENT? (Enter up to 3 offenses if applicable) <div>1. <u>Interference with Custody</u> 2. _____ 3. _____ <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN/NOT REPORTED</div>																											
CRIMINAL REPORT INCIDENT NUMBER (IF APPLICABLE) <u>24PI-8091</u> <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN/NOT REPORTED			NUMBER OF OFFICERS FROM OUTSIDE OF YOUR AGENCY WHO APPLIED FORCE <u>2</u> <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																								
WAS A SUPERVISOR OR SENIOR OFFICER ACTING IN A SIMILAR CAPACITY PRESENT OR CONSULTED PRIOR TO WHEN FORCE WAS USED IN THE INCIDENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN			OTHER LAW ENFORCEMENT AGENCIES ORI AND USE OF FORCE INCIDENT NUMBERS (IF APPLICABLE) <table><thead><tr><th>ORI NUMBER</th><th>USE OF FORCE REPORT NUMBER</th></tr></thead><tbody><tr><td> </td><td> </td></tr><tr><td> </td><td> </td></tr><tr><td> </td><td> </td></tr></tbody></table>				ORI NUMBER	USE OF FORCE REPORT NUMBER																			
ORI NUMBER	USE OF FORCE REPORT NUMBER																										
<table><tr><td>NO. 1</td><td>TOTAL SUBJECTS 1</td><td colspan="5">SUBJECT NAME (Last, First, Middle) FOSTER, KYREE CEVON</td></tr><tr><td colspan="2">AGE/ D.O.B. 6/11/91</td><td>SEX M</td><td>RACE/ ETHNICITY <input type="checkbox"/> A <input checked="" type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending</td><td>HGT 507</td><td>WGT 150</td><td>SSN [REDACTED]</td></tr><tr><td colspan="6">ADDRESS (Street, Apt., City, State, Zip) 918 W ASH ST PIQUA, OH 45356</td><td>PHONE [REDACTED]</td></tr></table>							NO. 1	TOTAL SUBJECTS 1	SUBJECT NAME (Last, First, Middle) FOSTER, KYREE CEVON					AGE/ D.O.B. 6/11/91		SEX M	RACE/ ETHNICITY <input type="checkbox"/> A <input checked="" type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT 507	WGT 150	SSN [REDACTED]	ADDRESS (Street, Apt., City, State, Zip) 918 W ASH ST PIQUA, OH 45356						PHONE [REDACTED]
NO. 1	TOTAL SUBJECTS 1	SUBJECT NAME (Last, First, Middle) FOSTER, KYREE CEVON																									
AGE/ D.O.B. 6/11/91		SEX M	RACE/ ETHNICITY <input type="checkbox"/> A <input checked="" type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT 507	WGT 150	SSN [REDACTED]																					
ADDRESS (Street, Apt., City, State, Zip) 918 W ASH ST PIQUA, OH 45356						PHONE [REDACTED]																					
WAS THE THREAT BY THE SUBJECT PERCEIVED BY THE OFFICER(S) TO BE DIRECTED TO LAW ENFORCEMENT OR ANOTHER PARTY? <input checked="" type="checkbox"/> LE <input type="checkbox"/> Another <input type="checkbox"/> Both <input type="checkbox"/> Pending <input type="checkbox"/> Unknown																											
DID THE SUBJECT RESIST THE OFFICER(S)? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																											
WAS SUBJECT ARMED OR BELIEVED TO BE ARMED WITH A WEAPON? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN																											
SUBJECT	SUBJECT'S LEVEL OF RESISTANCE OR WEAPON INVOLVED OR BELIEVED TO BE INVOLVED (Select all that apply) <div><div><input type="checkbox"/> 01 Nonviolent passive resistance <input checked="" type="checkbox"/> 02 Failing to comply with verbal commands <input type="checkbox"/> 03 Psychological intimidation (nonverbal threatening cues) <input type="checkbox"/> 04 Deadweight <input checked="" type="checkbox"/> 05 Attempt to escape/flee from custody <input checked="" type="checkbox"/> 06 Pulling away <input type="checkbox"/> 07 Pushing officer or another <input type="checkbox"/> 08 Intentionally spitting or bleeding on an officer <input type="checkbox"/> 09 Wrestling officer or another</div><div><input type="checkbox"/> 10 Punching/kicking officer or another <input type="checkbox"/> 11 Verbally threatening officer <input type="checkbox"/> 12 Verbally threatening others <input type="checkbox"/> 13 Threatening self <input type="checkbox"/> 14 Resisting being handcuffed or arrest <input type="checkbox"/> 15 Reaching for officer's weapon <input type="checkbox"/> 16 Gain possession of officer's weapon <input type="checkbox"/> 17 Firearm displayed at an officer or another <input type="checkbox"/> 18 Firearm fired at an officer or another</div><div><input type="checkbox"/> 19 Chemical agent used against an officer or another <input type="checkbox"/> 20 Electronic control weapon used against officer or another <input type="checkbox"/> 21 Barricading self <input type="checkbox"/> 22 Using an edged weapon against an officer or another <input type="checkbox"/> 23 Throwing an article or object at an officer <input type="checkbox"/> 24 Other weapon displayed at an officer or another <input type="checkbox"/> 25 Other weapon used at an officer or another <input type="checkbox"/> 26 Directing vehicle at an officer or another <input type="checkbox"/> N None <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known</div></div>																										
	SUBJECT INJURY TYPE (Select all that apply) <div><div><input checked="" type="checkbox"/> 00 None <input type="checkbox"/> 01 Apparent Broken Bones <input type="checkbox"/> 02 Possible Internal Injury <input type="checkbox"/> 03 Severe Laceration/Puncture Wound <input type="checkbox"/> 04 Loss of Teeth <input type="checkbox"/> 05 Unconsciousness <input type="checkbox"/> 06 Other Major Injury <input type="checkbox"/> 07 Apparent Minor Injury</div><div><input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> 11 Possible Cardiac Event <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and is unlikely to ever be known</div></div>			WAS THERE AN APPARENT OR KNOWN IMPAIRMENT IN THE MENTAL OR PHYSICAL CONDITION OF THE SUBJECT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN If YES, select all that apply <div><div><input type="checkbox"/> Alcohol Impairment <input type="checkbox"/> Mental Health Condition <input type="checkbox"/> Unknown and unlikely to ever be known</div><div><input type="checkbox"/> Drug Impairment <input type="checkbox"/> Pending further investigation</div></div>																							
REPORTING OFFICER RODRIGUEZ, MARCOS				BADGE NO. 239		DATE 6/3/24																					
REVIEWING SUPERVISOR OR SENIOR OFFICER [Signature]				BADGE NO. 207		DATE 6/4/24																					
ADDITIONAL SUPPLEMENTS <input type="checkbox"/> SUBJECT <input type="checkbox"/> WITNESS <input type="checkbox"/> OFFICER <input type="checkbox"/> NARRATIVE <input type="checkbox"/> STATEMENTS <input type="checkbox"/> OTHER				FORM RECEIVED BY: <input type="checkbox"/> INTELLIGENCE <input type="checkbox"/> RECORDS		SPECIAL COPIES																					

USE OF FORCE
REPORT NUMBER
24UF-04

USE OF FORCE REPORT – PAGE 2

USE OF FORCE REPORT NUMBER	24UF-04
INCIDENT DATE/TIME	6/2/24 1840

OFFICER	NO. 1	TOTAL OFFICERS 1	OFFICER NAME (Last, First, Middle) RODRIGUEZ, MARCOS A				BADGE NO. 239	
	AGE 43	SEX M	RACE/ETHNICITY (Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input checked="" type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT 601	WGT 250	TOTAL YRS OF SERVICE 20	OFFICER FULL-TIME <input checked="" type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> U	OFFICER/SUBJECT LINK 1. 1 2. 3.
	WAS THE OFFICER READILY IDENTIFIABLE BY CLOTHING OR INSIGNIA? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN							
	WAS THE OFFICER ON DUTY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN VIDEO <input checked="" type="checkbox"/> Body <input type="checkbox"/> Dashboard <input type="checkbox"/> Not provided <input type="checkbox"/> Unavailable <input type="checkbox"/> Not Working <input type="checkbox"/> Pending further investigation							
OFFICER'S RESPONSE (Select all that apply) <input type="checkbox"/> 01 Restraining Hold <input type="checkbox"/> 02 Pressure Point <input type="checkbox"/> 03 Balance Displacement <input checked="" type="checkbox"/> 04 Take Down <input checked="" type="checkbox"/> 05 Other Empty Hand Technique Used <input type="checkbox"/> 06 Chemical Agent/Spray (Oleoresin Capsicum, Pepper, etc.) <input type="checkbox"/> 07 Baton <input type="checkbox"/> 08 Flashlight or Other Blunt Instrument Used <input type="checkbox"/> 09 Canine Used <input type="checkbox"/> 10 Electronic Control Device (ECD) Discharged <input type="checkbox"/> 11 Rubber Bullets Used <input type="checkbox"/> 12 Bean Bags Used					OFFICER INJURY TYPE (Select all that apply) <input checked="" type="checkbox"/> 00 None <input type="checkbox"/> 01 Apparent Broken Bones <input type="checkbox"/> 02 Possible Internal Injury <input type="checkbox"/> 03 Severe Laceration/Puncture Wound <input type="checkbox"/> 04 Loss of Teeth <input type="checkbox"/> 05 Unconsciousness <input type="checkbox"/> 06 Other Major Injury <input type="checkbox"/> 07 Apparent Minor Injury <input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known			
LOCATION TYPE CODE 47					USE OF FORCE LOCATION ADDRESS (Street, City, State, Zip) 918 WASH ST PIQUA OH 45356			

OFFICER	NO. 2	TOTAL OFFICERS 2	OFFICER NAME (Last, First, Middle) SMITH, ZACHARY M				BADGE NO. 211	
	AGE 33	SEX M	RACE/ETHNICITY (Select all that apply) <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> H <input type="checkbox"/> I <input type="checkbox"/> P <input checked="" type="checkbox"/> W <input type="checkbox"/> U <input type="checkbox"/> Pending	HGT 601	WGT 210	TOTAL YRS OF SERVICE 1	OFFICER FULL-TIME <input checked="" type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> P <input type="checkbox"/> U	OFFICER/SUBJECT LINK 1. 1 2. 3.
	WAS THE OFFICER READILY IDENTIFIABLE BY CLOTHING OR INSIGNIA? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN							
	WAS THE OFFICER ON DUTY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> PENDING FURTHER INVESTIGATION <input type="checkbox"/> UNKNOWN AND IS UNLIKELY TO EVER BE KNOWN VIDEO <input checked="" type="checkbox"/> Body <input type="checkbox"/> Dashboard <input type="checkbox"/> Not provided <input type="checkbox"/> Unavailable <input type="checkbox"/> Not Working <input type="checkbox"/> Pending further investigation							
OFFICER'S RESPONSE (Select all that apply) <input type="checkbox"/> 01 Restraining Hold <input type="checkbox"/> 02 Pressure Point <input type="checkbox"/> 03 Balance Displacement <input type="checkbox"/> 04 Take Down <input checked="" type="checkbox"/> 05 Other Empty Hand Technique Used <input type="checkbox"/> 06 Chemical Agent/Spray (Oleoresin Capsicum, Pepper, etc.) <input type="checkbox"/> 07 Baton <input type="checkbox"/> 08 Flashlight or Other Blunt Instrument Used <input type="checkbox"/> 09 Canine Used <input type="checkbox"/> 10 Electronic Control Device (ECD) Discharged <input type="checkbox"/> 11 Rubber Bullets Used <input type="checkbox"/> 12 Bean Bags Used					OFFICER INJURY TYPE (Select all that apply) <input checked="" type="checkbox"/> 00 None <input type="checkbox"/> 01 Apparent Broken Bones <input type="checkbox"/> 02 Possible Internal Injury <input type="checkbox"/> 03 Severe Laceration/Puncture Wound <input type="checkbox"/> 04 Loss of Teeth <input type="checkbox"/> 05 Unconsciousness <input type="checkbox"/> 06 Other Major Injury <input type="checkbox"/> 07 Apparent Minor Injury <input type="checkbox"/> 08 Gunshot Wound <input type="checkbox"/> 09 Canine Bite <input type="checkbox"/> 10 Loss or Partial Loss of Finger, Toe, Arm, Leg, Etc. <input type="checkbox"/> D Death <input type="checkbox"/> P Pending further investigation <input type="checkbox"/> U Unknown and unlikely to ever be known			
LOCATION TYPE CODE 47					USE OF FORCE LOCATION ADDRESS (Street, City, State, Zip) 918 WASH ST PIQUA, OH 45356			

WITNESSES	WITNESS NAME (Last, First, Middle) Including witnessing officers not involved in response	ADDRESS (Street, Apt., City, State, Zip)	PHONE



PIQUA POLICE DEPARTMENT

Deputy Chief Dave Thomas

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2039 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquaohpd.org • E-Mail dthomas@piquaoh.gov

June 4, 2024

To: Chief Richard A Byron
From: Deputy Chief Thomas
Subject: UOF 24UF04/ 24PI08091

Sir

I have reviewed the above listed UOF and find it to be reasonable and consistent with policy. The defendant pulled away and ran a short distance to avoid arrest and was not immediately compliant with presenting their hands for cuffing. Officers used balance displacement and body control to safely take the defendant into custody. The level and type of force used were reasonable and the officer's actions were consistent with policy and authority.

A tactical consideration was presented when Lt Rodriguez abruptly reached for the defendant telling him he was under arrest. The action appeared unnecessarily rushed as Officer Smith reacted as if caught off guard and was slow to re-engage. The action was not inappropriate or contrary to policy, but a more clearly communicated plan between the two officers might have reduced the risk of the subsequent foot pursuit even occurring.

Respectfully Submitted

A handwritten signature in blue ink, appearing to read "Will D Thomas", is written over the typed name.

Lt William D Thomas 207



PIQUA POLICE DEPARTMENT

Case Report for Incident 24PI08091

Nature: CIVIL DISPUTE
Location: PINO

Address: 918 W ASH ST
PIQUA OH 45356

Offense Codes: OTHR

Received By: K M ADKINS

How Received: T

Agency: PIP

Responding Officers: Z SMITH, M A RODRIGUEZ, B J MARRS

Responsible Officer: Z SMITH

Disposition: CAA 06/03/24

When Reported: 18:40:39 06/02/24

Occurred Between: 18:40:39 06/02/24 and 18:42:47 06/02/24

Assigned To: R A BYRON

Detail: PIAD

Date Assigned: 06/04/24

Status: CAA

Status Date: 06/03/24

Due Date: **/**/**

Complainant:

Last:

First:

Mid:

DOB: **/**/**

Dr Lic:

Address:

Race:

Sex:

Phone:

City: ,

Offense Codes

Reported:

Observed:

Additional Offense: OTHR ALL OTHER OFFENSES

Circumstances

Responding Officers:

Unit :

Z SMITH

211

M A RODRIGUEZ

239

B J MARRS

220

Responsible Officer: Z SMITH

Agency: PIP

Received By: K M ADKINS

Last Radio Log: 20:28:26 06/02/24 CMPLT

How Received: T TELEPHONE

Clearance: RT REPORT TAKEN
(REQUIRED)

When Reported: 18:40:39 06/02/24

Disposition: CAA Date: 06/03/24

Judicial Status:

Occurred between: 18:40:39 06/02/24

Misc Entry:

and: 18:42:47 06/02/24

Modus Operandi:

Description :

Method :

Involvements

Date	Type	Description	
06/02/24	Name	FOSTER, KYREE CEVON	NON-JUVENILE ARREST
06/02/24	Name	GARRETT, DONOVAN L	OTHER
06/02/24	Name	WRIGHT, LINDSEY B	INVOLVED
06/02/24	Name	FOSTER, KYLIN WC	INVOLVED
06/02/24	Name	WRIGHT, BROOKLYNN	INVOLVED
06/02/24	Offense	Offense#: 219026 - M1 - 1 count	Charged With
06/02/24	Offense	Offense#: 219027 - M2 - 1 count	Charged With
06/02/24	Cad Call	18:40:39 06/02/24 CIVIL DISPUTE	Initiating Call

Narrative

Custody dispute. A subject reported that her ex was refusing to return her children. Contact was made with the male who lied to police about the children's location and then fled after being told he was under arrest. The male was charged with Interference of Custody and Resisting Arrest.

Responsible LEO:

Approved by:

Date

Supplement

CAD Call info/comments

=====

18:42:33 06/02/24 - K M ADKINS

***PX FIRST - RP LET HER KIDS GO WITH THEIR DAD, DAD IS NOT GIVING THE KIDS
BACK

19:21:23 06/02/24 - A C HEMPY - From: M A RODRIGUEZ

EDITED 1 IN CUSTODY

19:34:58 06/02/24 - A C HEMPY - From: Z SMITH
ENRT TO 23J WITH MALE 21

19:41:46 06/02/24 - A CARSON - From: B J MARRS
HAVE ON CALL CSB CONTACT 211 233L

19:43:18 06/02/24 - A CARSON
ON CALL ADVD

Supplement

On 6/2/24 at 1840hrs Lindsey Wright called in to report that her ex, Kyree Foster, was refusing to return her children to her. Wright explained that she and Foster were never married and there is no court ordered visitation or custody arrangements made, however she allowed her children to go with Foster for the weekend to be polite and to allow Foster to visit with the children. Wright further explained that she had contacted Foster today over the phone to arrange a meeting time to exchange the children, at which point Foster told her that she would not be getting the children back and that she would need to "bring the police".

At this time I made contact with Foster over the phone. I asked Foster if he told Wright that he would not be returning the children to her, to which he admitted to and stated that his son, Kylin Foster, had bruises on the back of his leg which were caused by Wright's new boyfriend. Foster stated that Wright has been staying with the new boyfriend at his residence near Dayton and he was currently with Wright, so he would not be returning the children to her. I explained to Foster that without there being any custody or visitation arrangements in place, the children would need to be returned to Wright or he could be charged with Interference of Custody. Foster responded by saying that he did not care about the charge and would take the children out of the area and stay in a hotel if he had to, to avoid returning the children to Wright and her boyfriend.

I then made contact with Lt. Rodriguez over the phone to discuss what was told to me by both parties. It was determined that Officers would respond to Foster's residence at 918 W Ash St to speak with him about the situation and the potential charge if he did not comply. I again made contact with Wright over the phone to update her of the situation. While speaking with Wright she stated that she had just driven past Foster's residence at which point Foster parked his vehicle in front of hers and then exited his vehicle in an attempt to fight her boyfriend before she drove away. Her boyfriend was later identified as Donovan Garrett. I requested Wright to meet me at the Piqua Police Department to update her and to remove her from the area of Foster's residence. Once at the department I made contact with Wright and explained to her that Lt. Rodriguez and I would respond to Foster's residence to speak with him about the custody dispute and requested that she park in the area so that Officers could contact her if we needed her to respond to the residence to retrieve the children.

Lt. Rodriguez and I then responded to Foster's residence on W Ash St. Upon walking up to the front of the residence Foster was standing outside and observed us approaching, so he stopped on the sidewalk and waited for us. I approached Kyree and told him that I was there to speak with him about the incident. Foster stated that he understood but had already let the children go to a friends house because he knew Officers were coming. At that time Lt. Rodriguez advised Foster that he was under arrest. As Lt. Rodriguez reached for Foster's arm he pulled away and ran toward the street away from Officers saying "what the fuck do you mean I'm under arrest?". Lt. Rodriguez drew his taser and chased after Foster until Foster ran into a parked vehicle. Lt. Rodriguez then grabbed Foster and ordered him to get on the ground. Foster resisted Lt. Rodriguez's commands and continued to argue why he was under arrest. I grabbed Foster's left arm and also instructed him to get on the ground. Foster was lowered to the ground and asked again what he was under arrest for. I told him he was under arrest for Interference of Custody and told him to relax multiple times. Foster continued to resist, pulling his arms close to his body and refused to give Officers his arms. Lt. Rodriguez then told Foster to give us his

hands or he would be tased.

Lt. Rodriguez and I were able to get Foster's hands behind his back and place him in to handcuffs. Foster began to yell and voice his displeasure with the situation so I told him to calm down while I explained the situation to him. I then escorted Foster to my cruiser. While walking to my cruiser Foster admitted that the children were in fact at the residence. I explained to Foster that by him lying to Police about the location of the children in an attempt to keep them from their mother was still a violation and that was why he is being arrested. While in custody Foster complained of pain in his right shoulder that was caused by a previous car accident and asked to have another set of handcuffs be put on to separate his hands to relieve the tension in his shoulder. At this time I placed a second set of handcuffs on Foster and connected them to the first set, giving him extra length between his hands. Foster advised that the second set of handcuffs gave him relief.

While speaking with Foster he expressed his displeasure with Wright's boyfriend causing bruises on his son, which was why he refused to return the children. I explained to Foster that I would document the abuse allegation however the children would still need to be returned to their mother and then he could file for emergency custody of the children if he felt it were necessary, per our phone conversation earlier. Foster agreed to allow his girlfriend to turn over the children to their mother. Foster was then transported to the Piqua Police Department for processing.

At the department Foster explained to me that his son Kylin disclosed to him that while in their mother's vehicle, Kylin accidentally sprayed his mother's boyfriend, Donovan Garrett, with a squirt gun. Kylin told Foster that Garrett then turned around and grabbed him by the leg, causing bruises that appeared to be in the shape of finger marks on the back of his left leg. Also while at the Piqua Police Department, I was able to make contact with Casey from CSB and relay my findings of the alleged abuse to her. At the Police Department Foster was processed and finger printed without incident. Foster was also served two Misdemeanor citations. One charge for ORC 2919.23 Interference with Custody a Misdemeanor in the 1st degree, and also a Misdemeanor citation for ORC 2921.33, Resisting Arrest a Misdemeanor in the 2nd degree with a Court date of Wednesday, June 12th, 2024 in Miami County Municipal Court at 0900hrs for both charges. Both charges were explained to Foster and he received copies of the charge. Foster apologized for his behavior and for the way he reacted to the situation. Foster was transported back to his residence and released without incident.

A CCH for Foster was requested and will be added to the case. Lt. Rodriguez was able to document Kylin's bruises with photos which will also be added to the case, along with body camera video.

Ofc. Smith 211

Supplement

On 6/2/24 Officer Smith contacted me by phone about this case. He advised that Lindsey Wright was trying to get her kids from Kyree Foster after letting them visit him for the weekend at 918 W Ash St.

Foster told Lindsey that he wasn't going to return the children to her. He accused Lindsey's new boyfriend of abusing the children. Foster and Lindsey are not married and no custody had been established through court. I advised that we would look into the abuse complaint, but that Kyree can't keep the children from Lindsey.

Officer Smith contacted Kyree and he stated that he didn't care about being charged with Interference with Custody and he made a statement about taking the children to a hotel to avoid returning them. Officer Smith contacted me and advised me of Kyree's lack of cooperation.

I advised that we would go over to 918 W Ash St to try to make contact with Kyree. Lindsey also responded but she was asked to stay in the area.

Officer Smith and I arrived at 918 W Ash St we walked up and found Kyree outside by the sidewalk. Officer Smith said he wanted to talk some sense into him. Kyree said, that he already sent the kids away because he knew we were coming.

I told Kyree he was under arrest and I reached her his right wrist. He pulled away and ran out on the street. I started chasing him and I pulled my taser and told him to stop. I caught up to him when he was blocked by a car on the opposite side of the street. I grabbed ahold of him and I told him to get on the ground before I pushed him down. I holstered my taser and I grabbed his arm and rolled him over to his stomach. I got on his legs and Officer Smith and I got his hands behind his back. Kyree was then handcuffed with the handcuffs double locked. He asked why he was under arrest and he was told for Interference with Custody. We then stood him up and walked him over to a cruiser.

Officer Smith continued talking with Kyree and Officer Marrs arrived a short time later. It was found that the children were in the house and Officer Smith took him to the PD.

Officer Marrs spoke to the residents at Kyree's house and confirmed that the children were there. Lindsey came up to the house and was waiting. Also with Lindsey was Donovan Garrett.

I asked if he grabbed one of the kids and left a bruise. He said they were wrestling, but it wasn't intentional if a bruise occurred. Donovan said that on Friday Kylin Foster (2/21/14) had a water gun. He acted as if he was going to spray him in the face and he told him not to. Kylin squirted him anyway and when

he got in the backseat he grabbed him by the leg. He described the action as being playful and said that Kylin was laughing. I asked where this occurred and he said in Dayton.

When Kylin came outside he showed me the bruise on his leg. He showed me his leg. There was a small dark spot on his leg that I visually couldn't confirm was a bruise. He said that he had the water gun and started to spray some water and Donovan grabbed him by the leg. I asked if that was all that happened and he said yes. The other child was Brooklynn Wright 12/8/12.

The photo was uploaded to the case file and CSB was notified of the situation. This incident was recorded on the Body Camera. Officer Smith cited and released Kyree.

END OF REPORT
LT RODRIGUEZ

Name Involvements:**INVOLVED :** 166609**Last:** FOSTER**First:** KYLIN**Mid:** WC**DOB:** 02/21/14**Dr Lic:****Address:** 2955 REVELS AVE**Race:** M**Sex:** M**Phone:** ()-**City:** DAYTON, OH**INVOLVED :** 60914**Last:** WRIGHT**First:** LINDSEY**Mid:** B**DOB:** 08/21/89**Dr Lic:****Address:** 2955 REVELS AVE**Race:** W**Sex:** F**Phone:****City:** DAYTON, OH**OTHER :** 28434**Last:** GARRETT**First:** DONOVAN**Mid:** L**DOB:** 11/13/86**Dr Lic:****Address:** 2955 REVELS AVE**Race:** B**Sex:** M**Phone:****City:** DAYTON, OH**NON-1019****JUVENILE****ARREST :****Last:** FOSTER**First:** KYREE**Mid:** CEVON**DOB:** 06/11/91**Dr Lic:****Address:** 918 W ASH ST**Race:** B**Sex:** M**Phone:****City:** PIQUA, OH 45356**INVOLVED :** 314594**Last:** WRIGHT**First:** BROOKLYNN**Mid:****DOB:** 12/08/12**Dr Lic:****Address:** 2955 REVELS AVE**Race:** W**Sex:** F**Phone:****City:** DAYTON, OH

Exhibit 5



CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

Name: Marcos A Rodriguez NO. [REDACTED] EFFECTIVE DATE: 04/7/2015

	<u>CURRENT</u>	<u>PROPOSED</u>
Classification Title	<u>Lieutenant</u>	<u>Lieutenant</u>
Classification Code	<u></u>	<u></u>
Salary/ Wage Rate	<u>37.32</u>	<u>37.69</u>
Salary/ Wage Code	<u></u>	<u></u>
Step	<u>E</u>	<u>F</u>
Department Name	<u>Police</u>	<u>Police</u>
Department No.	<u>014</u>	<u>014</u>
Job Category	<u></u>	<u></u>

Sick Time Category
X 1) PM FT 2) PM PT 3) TP FT 4) TP PT

DEFAULT CODE

TYPE OF ACTION

(01) New Hire	<u></u>	(11) Step Increase	<u>X</u>
(02) Promotion	<u></u>	(12) Certification	<u></u>
(03) Lateral Transfer	<u></u>	(13) Grade Change	<u></u>
(04) Inv. Demotion	<u></u>	(14) Downward Transfer	<u></u>
(05) Vol. Demotion	<u></u>	(16) Contract Increase	<u></u>

Successful completion of a job class step
 Successful completion Day probationary period
of
X Other Promotion Date 4/7/10. Due for step increase after 60 months in class.

Proposed By (Dept. Head)	<u>[Signature]</u>	Date	<u>6/25/15</u>
Approved By (Personnel)	<u>[Signature]</u>	Date	<u>6/26/15</u>
Approved By (City Manager)	<u>[Signature]</u>	Date	<u>6-26-15</u>

COPY to Candi

6/26/15

**CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM**

NAME Marcos A Rodriguez NO. [REDACTED] EFFECTIVE DATE 04/07/2014

CURRENT

PROPOSED

Classification Title Lieutenant Lieutenant

Classification Code 600 600

Salary/Wage Rate \$36.22 \$36.59

Salary/Wage Code _____

Step D E

Department Name Police Police

Department No. 014 014

Job Category _____

Sick Time Category X 1) PM FT _____ 2) PM PT _____ 3) TP FT _____ 4) TP PT _____

DEFAULT CODE _____

TYPE OF ACTION

- | | |
|-----------------------------|------------------------------|
| (01) New Hire _____ | (11) Step Increase <u>X</u> |
| (02) Promotion _____ | (12) Certification _____ |
| (03) Lateral Transfer _____ | (13) Grade Change _____ |
| (04) Inv. Demotion _____ | (14) Downward Transfer _____ |
| (05) Vol. Demotion _____ | (16) Contract Increase _____ |

_____ Successful completion of a job class step

_____ Successful completion of a _____ day probationary period.

X _____ Other (describe) Step increase at 49 months in rank. Promoted 4-7-10.

Proposed By (Dept. Head) *Daniel A. Harrison* Date 5/5/14

Approved By (Personnel) *Clairie M. Barton* Date 5/6/14

Approved By (City Manager) *[Signature]* Date 5-7-14

To Cam D, 5-7-14

**CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM**

NAME Marcos A Rodriguez NO. [REDACTED] EFFECTIVE DATE 04/07/2013

CURRENT

PROPOSED

Classification Title	<u>Lieutenant</u>	<u>Lieutenant</u>
Classification Code	<u>600</u>	<u>600</u>
Salary/Wage Rate	<u>35.1626</u>	<u>35.5138</u>
Salary/Wage Code	<u></u>	<u></u>
Step	<u>C</u>	<u>D</u>
Department Name	<u>Police</u>	<u>Police</u>
Department No.	<u>014</u>	<u>014</u>
Job Category	<u></u>	<u></u>

Sick Time Category X 1) PM FT 2) PM PT 3) TP FT 4) TP PT

DEFAULT CODE

TYPE OF ACTION

- | | |
|-------------------------------|--------------------------------|
| (01) New Hire <u></u> | (11) Step Increase <u>X</u> |
| (02) Promotion <u></u> | (12) Certification <u></u> |
| (03) Lateral Transfer <u></u> | (13) Grade Change <u></u> |
| (04) Inv. Demotion <u></u> | (14) Downward Transfer <u></u> |
| (05) Vol. Demotion <u></u> | (16) Contract Increase <u></u> |

Successful completion of a job class step

Successful completion of a day probationary period.

X

Other (describe) Step increase at 36 months in rank. Promoted 4-7-10.

Proposed By (Dept. Head) <u><i>David A. Morrison</i></u>	Date <u>April 11, 2013</u>
Approved By (Personnel) <u><i>Clairie M. Barton</i></u>	Date <u>4/12/13</u>
Approved By (City Manager) <u><i>[Signature]</i></u>	Date <u>4-15-13</u>

To Candi

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 4/07/2012

CURRENT

PROPOSED

CLASSIFICATION TITLE LIEUTENANT LIEUTENANT
CLASSIFICATION CODE 600.000 600.000
SALARY/WAGE RATE 33.8001 34.1384
SALARY/WAGE CODE B C
STEP _____
DEPARTMENT NAME POLICE POLICE
DEPARTMENT NO. 500 500
JOB CATEGORY _____

SICK TIME CATEGORY X 1) PM FT - 2) PM PT - 3) TP FT - 4) TP PT

DEFAULT CODE _____

TYPE OF ACTION

(01) NEW HIRE	_____	(11) STEP INCREASE	<u>X</u>
(02) PROMOTION	_____	(12) CERTIFICATION	_____
(03) LATERAL TRANSFER	_____	(13) GRADE CHANGE	_____
(04) INV. DEMOTION	_____	(14) DOWNWARD TRANSFER	_____
(05) VOL. DEMOTION	_____	(16) CONTRACT INCREASE	_____

SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

OTHER (DESCRIBE) REVIEW FOR STEP INCREASE EVERY 12 MONTHS. LAST STEP

INCREASE WAS GIVEN 4/7/2011.

SUPERVISORS APPROVAL _____

DATE _____

PROPOSED BY (DEPT. HEAD) _____

DATE 04/26/12

APPROVED BY (PERSONNEL) Clair M. Barton

DATE 4/27/12

APPROVED BY (CITY MANAGER) [Signature]

DATE 5-1-12

4/07/2011	EFFECTIVE DATE	CITY OF PIQUA			
12:43:58		PAYROLL WAGE INCREASE			
DPT EMP#	LAST NAME	FIRST NAME	CLASS TITLE	OLD RATE	NEW RATE
500	RODRIGUEZ	MARCOS A	LIEUTENANT	33.4657	33.8001
					STEP INCREASE
					11
					CHANGE TYPE

4/07/2011 EFFECTIVE DATE CITY OF PIQUA
12:43:58 PAYROLL WAGE INCREASE
DPT EMP# LAST NAME FIRST NAME CLASS TITLE
500 [REDACTED] RODRIGUEZ MARCOS A LIEUTENANT
OLD RATE NEW RATE CHANGE TYPE
33.4657 33.8001 11
STEP INCREASE

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A. RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 4/07/2011

CURRENT

PROPOSED

CLASSIFICATION TITLE LIEUTENANT LIEUTENANT
CLASSIFICATION CODE 600.000 600.000
SALARY/WAGE RATE 33.4657 33.8000
SALARY/WAGE CODE A B
STEP _____
DEPARTMENT NAME POLICE POLICE
DEPARTMENT NO. 500 500
JOB CATEGORY _____

SICK TIME CATEGORY X 1) PM FT _ 2) PM FT _ 3) TP FT _ 4) TP PT

DEFAULT CODE _____

TYPE OF ACTION

(01) NEW HIRE _____ (11) STEP INCREASE X
(02) PROMOTION _____ (12) CERTIFICATION _____
(03) LATERAL TRANSFER _____ (13) GRADE CHANGE _____
(04) INV. DEMOTION _____ (14) DOWNWARD TRANSFER _____
(05) VOL. DEMOTION _____ (16) CONTRACT INCREASE _____

SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

OTHER (DESCRIBE) REVIEW FOR INCREASE EVERY 12 MONTHS. PROMOTION

WAS 4-7-2010

SUPERVISORS APPROVAL _____

DATE _____

PROPOSED BY (DEPT. HEAD) [Signature]

DATE 4-12-2011

APPROVED BY (PERSONNEL) Elaine M. Barton

DATE 4-12-11

APPROVED BY (CITY MANAGER) [Signature]

DATE 4/13/11

To Candi 4-13-11

4/07/2010	EFFECTIVE DATE	CITY OF PIQUA	
15:15.15		PAYROLL WAGE INCREASE	
DPT EMP#	LAST NAME	FIRST NAME	CLASS TITLE
500	RODRIGUEZ	MARCOS A	LIEUTENANT
		OLD RATE	NEW RATE
		29.6200	33.4657
			PROMOTION
			02

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 4/07/2010

CURRENT

PROPOSED

CLASSIFICATION TITLE POLICE OFFICER 5 LIEUTENANT
CLASSIFICATION CODE 605.055 600.000
SALARY/WAGE RATE 29.6200 33.4657
SALARY/WAGE CODE 5 5
STEP _____
DEPARTMENT NAME POLICE POLICE
DEPARTMENT NO. 500 500
JOB CATEGORY _____

SICK TIME CATEGORY X 1) PM FT _ 2) PM PT _ 3) TP FT _ 4) TP PT

DEFAULT CODE _____

TYPE OF ACTION

(01) NEW HIRE _____ (11) STEP INCREASE _____
(02) PROMOTION X (12) CERTIFICATION _____
(03) LATERAL TRANSFER _____ (13) GRADE CHANGE _____
(04) INV. DEMOTION _____ (14) DOWNWARD TRANSFER _____
(05) VOL. DEMOTION _____ (16) CONTRACT INCREASE _____

SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

OTHER (DESCRIBE) PROMOTIONAL TEST JAN 13, 2010

PROPOSED BY (DEPT. HEAD) _____

DATE 04/16/10

APPROVED BY (PERSONNEL) Clairine G. Barton

DATE 4/19/10

APPROVED BY (CITY MANAGER) [Signature]

DATE 4/20/10

3/09/09
13:09:39
T EMP# LAST NAME
10 [REDACTED] RODRIGUEZ

CITY OF PIQUA		PAYROLL WAGE INCREASE		CHANGE TYPE	
FIRST NAME	CLASS TITLE	OLD RATE	NEW RATE	EFFECT DATE	
MARCOS A	POLICE OFFCR 5	27.8500	28.7600	3/01/2009	16 CONTRACT INCREASE

5/03/2009	EFFECTIVE DATE	CITY OF PIQUA			
14:10:45		PAYROLL WAGE INCREASE			
DPT EMP#	LAST NAME	FIRST NAME	CLASS TITLE	OLD RATE	NEW RATE
500	RODRIGUEZ	MARCOS A	POLICE OFFCR 5	28.7600	29.6200
					OTHER
					CHANGE TYPE
					17

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 5/03/2009

CURRENT

PROPOSED

CLASSIFICATION TITLE <u>POLICE OFFCR 5</u>	POLICE OFFCR 5
CLASSIFICATION CODE <u>605.050</u>	605.055
SALARY/WAGE RATE <u>28.7600</u>	29.6200
SALARY/WAGE CODE <u>5</u>	5
STEP _____	_____
DEPARTMENT NAME <u>POLICE</u>	POLICE
DEPARTMENT NO. <u>500</u>	500
JOB CATEGORY _____	_____

SICK TIME CATEGORY ☒ 1) PM FT ☐ 2) PM PT ☐ 3) TP FT ☐ 4) TP PT

DEFAULT CODE _____

TYPE OF ACTION

(01) NEW HIRE _____	(11) STEP INCREASE _____
(02) PROMOTION _____	(12) CERTIFICATION _____
(03) LATERAL TRANSFER _____	(13) GRADE CHANGE _____
(04) INV. DEMOTION _____	(14) DOWNWARD TRANSFER _____
(05) VOL. DEMOTION _____	(16) CONTRACT INCREASE _____

SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

OTHER (DESCRIBE) EDUCATIONAL INCENTIVE PAY INCREASE (3%)

PROPOSED BY (DEPT. HEAD) _____

DATE _____

APPROVED BY (PERSONNEL) _____

DATE 5/12/09

APPROVED BY (CITY MANAGER) _____

DATE 5/12/09

5/03/2008 EFFECTIVE DATE CITY OF PIQUA
9:12:55 PAYROLL WAGE INCREASE
DPT EMP# LAST NAME FIRST NAME CLASS TITLE OLD RATE NEW RATE CHANGE TYPE
500 [REDACTED] RODRIGUEZ MARCOS A POLICE OFFCR 5 26.3000 27.8500 11
STEP INCREASE

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 5/03/2008

CURRENT

PROPOSED

CLASSIFICATION TITLE <u>POLICE OFFCR 4</u>	POLICE OFFCR 5
CLASSIFICATION CODE <u>605.040</u>	605.050
SALARY/WAGE RATE <u>26.3000</u>	27.8500
SALARY/WAGE CODE <u>4</u>	5
STEP _____	_____
DEPARTMENT NAME <u>POLICE</u>	POLICE
DEPARTMENT NO. <u>500</u>	500
JOB CATEGORY _____	_____
SICK TIME CATEGORY <input checked="" type="checkbox"/> 1) PM FT <input type="checkbox"/> 2) PM PT <input type="checkbox"/> 3) TP FT <input type="checkbox"/> 4) TP PT	
DEFAULT CODE _____	

TYPE OF ACTION

(01) NEW HIRE _____	(11) STEP INCREASE <u>X</u>
(02) PROMOTION _____	(12) CERTIFICATION _____
(03) LATERAL TRANSFER _____	(13) GRADE CHANGE _____
(04) INV. DEMOTION _____	(14) DOWNWARD TRANSFER _____
(05) VOL. DEMOTION _____	(16) CONTRACT INCREASE _____

____ SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

____ SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

____ OTHER (DESCRIBE) HIRE DATE 05/03/04. INCREASE GIVEN AT 48 MONTHS

OF SERVICE

PROPOSED BY (DEPT. HEAD) _____

DATE 4/29/08

APPROVED BY (PERSONNEL) Edaine D. Barton

DATE 4/29/08

APPROVED BY (CITY MANAGER) [Signature]

DATE 4/29/08

CANDI 4-29-08

	3/10/08 16:35:38 PT EMP# LAST NAME	FIRST NAME	CLASS TITLE	CITY OF PIQUA PAYROLL WAGE INCREASE OLD RATE NEW RATE EFFECT DATE	CHANGE TYPE
000	RODRIGUEZ	MARCOS A	POLICE OFFCR 4	25.5300 26.3000 3/01/2008	16 CONTRACT INCREASE

5/03/2007 EFFECTIVE DATE CITY OF PIQUA
12:24:45 PAYROLL WAGE INCREASE
DPT EMP# LAST NAME FIRST NAME CLASS TITLE OLD RATE NEW RATE CHANGE TYPE
500 [REDACTED] RODRIGUEZ MARCOS A POLICE OFFCR 4 24.0700 25.5300 11
STEP INCREASE

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 5/03/2007

CURRENT

PROPOSED

CLASSIFICATION TITLE <u>POLICE OFFCR 3</u>	POLICE OFFCR 4
CLASSIFICATION CODE <u>605.030</u>	605.040
SALARY/WAGE RATE <u>24.0700</u>	25.5300
SALARY/WAGE CODE <u>3</u>	4
STEP _____	_____
DEPARTMENT NAME <u>POLICE</u>	POLICE
DEPARTMENT NO. <u>500</u>	500
JOB CATEGORY _____	_____

SICK TIME CATEGORY X 1) PM FT — 2) PM PT — 3) TP FT — 4) TP PT

DEFAULT CODE _____

TYPE OF ACTION

(01) NEW HIRE _____	(11) STEP INCREASE <u>X</u>
(02) PROMOTION _____	(12) CERTIFICATION _____
(03) LATERAL TRANSFER _____	(13) GRADE CHANGE _____
(04) INV. DEMOTION _____	(14) DOWNWARD TRANSFER _____
(05) VOL. DEMOTION _____	(16) CONTRACT INCREASE _____

SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

OTHER (DESCRIBE) STEP INCREASE GIVEN AFTER 36 MONTHS OF SERVICE PER

CONTRACT. HIRE DATE WAS 5/3/04

PROPOSED BY (DEPT. HEAD) _____

DATE 4/13/07

APPROVED BY (PERSONNEL) _____

DATE 4/14/07

APPROVED BY (CITY MANAGER) _____

DATE 4/16/07



Patrol Bureau
Watch Command

Piqua Police Department

215 West Water Street, Piqua, Ohio 45356-5001
(937) 778-2027 + Fax (937) 778-2008
Philip K. Potter, Chief of Police

Inter-Office Memo

Wednesday, January 19, 2005

To: Officer Marc
Subject: Performance
From: Lt. Richard
Cc: Cmdr. Jamison

Elaine, Update on Employee Performance

Officer Rodriguez,

Plan.

[Signature]

The following is a review of
Employee Performance

The improvement you have made in
traffic citation with the
crucial area in which no

...submit a
...discussed previously, this is a

I have become aware that you have been dedicating some of your off-duty time to report writing, as part of your efforts to improve, and I commend you for that effort. This period has been important for you to establish good habits in report writing to improve your performance and help you gain confidence. In continuing toward that goal the next step in this plan is for you to conduct all report writing duties while on-duty. Additionally, I would like for you to submit your paperwork as soon as you have three events which require paperwork (i.e. two calls for service and a traffic stop). This will keep your paperwork load from backing up and become more difficult to manage.

Overall I am satisfied with the progress you have made and I look forward to continued improvement in this area.

Respectfully submitted,

[Signature of Lt. Rick Nicodemus]

Lt. Rick Nicodemus

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 5/03/2005

CURRENT

PROPOSED

CLASSIFICATION TITLE <u>POLICE OFFICER</u>	CLASSIFICATION TITLE <u>POLICE OFFICER</u>
CLASSIFICATION CODE <u>605.010</u>	CLASSIFICATION CODE <u>605.020</u>
SALARY/WAGE RATE <u>21.2700</u>	SALARY/WAGE RATE <u>22.1300</u>
SALARY/WAGE CODE <u>1</u>	SALARY/WAGE CODE <u>2</u>
STEP _____	STEP _____
DEPARTMENT NAME <u>POLICE</u>	DEPARTMENT NAME <u>POLICE</u>
DEPARTMENT NO. <u>500</u>	DEPARTMENT NO. <u>500</u>
JOB CATEGORY _____	JOB CATEGORY _____

SICK TIME CATEGORY ☒ 1) PM FT ☐ 2) PM FT ☐ 3) TP FT ☐ 4) TP FT

DEFAULT CODE _____

TYPE OF ACTION

(01) NEW HIRE _____	(11) STEP INCREASE <u>X</u>
(02) PROMOTION _____	(12) CERTIFICATION _____
(03) LATERAL TRANSFER _____	(13) GRADE CHANGE _____
(04) INV. DEMOTION _____	(14) DOWNWARD TRANSFER _____
(05) VOL. DEMOTION _____	(16) CONTRACT INCREASE _____

____ SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

____ SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

X OTHER (DESCRIBE) REVIEW FOR STEP INCREASE DUE AFTER 12 MONTHS OF

____ SERVICE. HIRE DATE WAS 5-3-04.

PROPOSED BY (DEPT. HEAD) _____

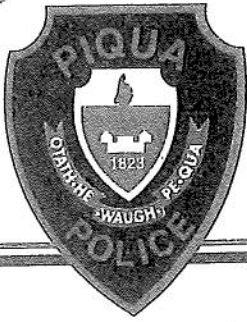
DATE 4/6/2005

APPROVED BY (PERSONNEL) _____

DATE 4/8/05

APPROVED BY (CITY MANAGER) _____

DATE 4-8-5



Committed to Excellence.....Dedicated to Serve and Protect
PIQUA POLICE DEPARTMENT

100 North Wayne Street • Piqua, Ohio 45356
Phone: (937) 778-2027 • Fax: (937) 778-2008
Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911
www.piquaohpd.org • E-mail: policeservices@piquaoh.org



"An Internationally Accredited
Law Enforcement Agency"

April 6, 2005

To: Elaine Barton, HR Director
Subject: Probationary Status – Officer Marcos Rodriguez

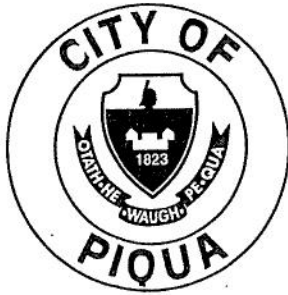
The purpose of this inter-office memo is to advise you that as of May 3, 2005, Officer Marcos Rodriguez will have completed his one-year probation as an Officer for the Piqua Police Department. Deputy Chief Bruce Jamison and the Patrol Watch Commanders have reviewed his performance and have recommended that he receive permanent appointment.

Officer Marcos Rodriguez has satisfied all of the requirements of a probationary Officer. As such, it is my opinion that Officer Marcos Rodriguez has successfully completed his one-year probation and I recommend he should receive a permanent appointment as an Officer for the Piqua Police Department by the appointing authority effective May 3, 2005. I have completed the "Step Rate Increase Form" and it is attached. If you have any questions or need further clarification, I would be most happy to discuss this issue with you at your convenience.

Sincerely,

Wayne R. Willcox, CLEE
Chief of Police
Piqua Police Department

5/03/2005 EFFECTIVE DATE CITY OF PIQUA
10:51:06 PAYROLL WAGE INCREASE
DPT EMP# LAST NAME FIRST NAME CLASS TITLE OLD RATE NEW RATE CHANGE TYPE
500 [REDACTED] RODRIGUEZ MARCOS A POLICE OFFCR 2 21.2700 22.1300 11
STEP INCREASE



CITY MANAGER'S OFFICE

N. Lawrence Wolke – City Manager
201 West Water Street • Piqua, Ohio 45356
(937) 778-2051 • FAX (937) 778-2048
E-Mail: lwolke@piquaoh.org

May 3, 2005

Officer Marcos Rodriguez
Piqua Police Department

Dear Officer Rodriguez:

It is my pleasure to advise you that you have successfully completed your one-year probationary period, and upon the recommendation of the Chief of Police, I am extending to you a regular appointment as a Piqua Police Officer.

This appointment is possible due to the hard work and dedication that you have demonstrated. Your appointment reflects the continued upgrading of candidates that have shown an interest and desire to be an officer. As you know, your profession demands continued development, and I am confident that you will show the same desire and diligence in performing your duties in the future as you have shown during this past year.

Again, congratulations on your appointment.

Sincerely,

N. Lawrence Wolke
City Manager

cc: Chief Wayne Willcox
Civil Service Commission
Personnel File

13:17:00	PT EMP# LAST NAME
00	RODRIGUEZ



Piqua Police Department

100 North Wayne Street, Piqua, Ohio 45356-5001
(937) 778-2027 + Fax (937) 778-2008
Philip K. Potter, Chief of Police

Inter-Office Memo

Bruce A. Jamison
Patrol Bureau Commander

November 1, 2004

To: Officer Marcos Rodriguez
Subject: **Employee Performance Plan**
From: Deputy Chief Bruce Jamison

Officer Rodriguez,

You are being given formal notice that you have a performance problem that must be improved. Management assumes that employees who are working in good faith want to satisfy the legitimate expectation of management, and when given notice such as this, will respond in a positive manner. As we have already discussed verbally, you are already beginning to improve so continued progress should satisfy the requirements of this plan.

The performance needing correction is in the area of Report Writing and specifically in your attention to detail on your criminal and traffic charges. Errors related to the correct identity of a person charged in court are very critical to your individual credibility with the court, as well as the overall credibility of the department. Potential hardships to any individuals who are erroneously recorded as violators or offenders are in direct opposition to the mission and values of this department. At worse, the wrong individual could be deprived of their personal liberty due to a warrant issued in error. Even if no false arrest results, the wrong social security number on a citation could cause an erroneous report to public or driving records. Errors such as these are very difficult for an individual to correct and can affect their ability to get a job or the price they deserve on insurance. Even if a person is not incorrectly identified in a charge, inaccurate information could result in the dismissal of charges. This could result in a disposition favorable to a guilty party, even if all facets of the investigation were otherwise sound.

Please institute the following plan to improve your performance in this area:

- 1) Continue the attention to detail you have provided to your paperwork over the past two weeks which has already resulted in fewer errors.
- 2) Eliminate all errors related to personal-identifying-factors on traffic or criminal charges by:
 - a. Comparing your citations and charges to actual printouts of identifying information for subjects, prior to submitting the citation/charge for approval.
 - b. Complete charges as soon as possible after determining probable cause. If there is time, set the paperwork down while you do something else, then go back to re-check the accuracy and completeness of your paperwork.
 - c. Identify others on your shift that may be able to help you proof your work prior to its submission, especially when you get busy.
- 3) Develop good habits for preparing your paperwork. As things slow down over the winter, you will have a chance to develop a routine. Make sure you follow this routine as much as possible and, when things get busy again in the spring, your good habits will continue to serve you well.
- 4) Ask your supervisor questions about your paperwork if you have any doubts about what forms should or should not be completed, prior to submitting the work.
- 5) Identify a peer that is good at completing reports. Ask them questions and watch how they do things. Adapt their techniques to habits that work for you.



Piqua Police Department

100 North Wayne Street, Piqua, Ohio 45356-5001
(937) 778-2027 + Fax (937) 778-2008
Philip K. Potter, Chief of Police

Inter-Office Memo

Bruce A. Jamison
Patrol Bureau Commander

- 6) Ask questions if you don't understand why certain forms or fields are required, if you don't understand the necessity of the information.

Sincerely,

A handwritten signature in cursive script, appearing to read "Bruce A. Jamison".

Bruce A. Jamison, Deputy Chief

A handwritten signature in cursive script, appearing to read "Miguel Rodriguez".

239

3/12/07

14:20:06

T EMP# LAST NAME

0 [REDACTED] RODRIGUEZ

FIRST NAME

MARCOS A

CLASS TITLE

POLICE OFFCR 3

CITY OF PIQUA

PAYROLL WAGE INCREASE

OLD RATE NEW RATE EFFECT DATE

23.3700 24.0700 3/01/2007

CHANGE TYPE

16 CONTRACT INCREASE

3/06/06
13:06:54

PT EMP# LAST NAME

00 [REDACTED] RODRIGUEZ

FIRST NAME

MARCOS A

CLASS TITLE

POLICE OFFCR 2

CITY OF PIQUA

PAYROLL WAGE INCREASE

OLD RATE

22.1300

NEW RATE

22.9000

EFFECT DATE

3/01/2006

CHANGE TYPE

16 CONTRACT INCREASE

CITY OF PIQUA
PERSONNEL STATUS CHANGE FORM

NAME MARCOS A RODRIGUEZ NO. [REDACTED] EFFECTIVE DATE 5/03/2006

CURRENT

PROPOSED

CLASSIFICATION TITLE <u>POLICE OFFCR 2</u>	POLICE OFFCR 3
CLASSIFICATION CODE <u>605.020</u>	<u>605.030</u>
SALARY/WAGE RATE <u>22.9000</u>	<u>23.3700</u>
SALARY/WAGE CODE <u>2</u>	<u>3</u>
STEP _____	_____
DEPARTMENT NAME <u>POLICE</u>	<u>POLICE</u>
DEPARTMENT NO. <u>500</u>	<u>500</u>
JOB CATEGORY _____	_____

SICK TIME CATEGORY ☒ 1) PM FT ☐ 2) PM PT ☐ 3) TP FT ☐ 4) TP PT

DEFAULT CODE _____

TYPE OF ACTION

(01) NEW HIRE _____	(11) STEP INCREASE <u>X</u>
(02) PROMOTION _____	(12) CERTIFICATION _____
(03) LATERAL TRANSFER _____	(13) GRADE CHANGE _____
(04) INV. DEMOTION _____	(14) DOWNWARD TRANSFER _____
(05) VOL. DEMOTION _____	(16) CONTRACT INCREASE _____

SUCCESSFUL COMPLETION OF A JOB CLASS STEP.

SUCCESSFUL COMPLETION OF A _____ DAY PROBATIONARY PERIOD. (NO CHANGE)

OTHER (DESCRIBE) HIRE DATE WAS 5-3-04. WAGE SCHEDULE SHOWS AN

INCREASE AFTER 24 MONTHS OF SERVICE

PROPOSED BY (DEPT. HEAD) _____

DATE 4/11/2006

APPROVED BY (PERSONNEL) _____

DATE 4/12/06

APPROVED BY (CITY MANAGER) _____

DATE 4/13/06

3/01/2006 EFFECTIVE DATE CITY OF PIQUA
14:59:02 PAYROLL WAGE INCREASE
DPT EMP# LAST NAME FIRST NAME CLASS TITLE OLD RATE NEW RATE CHANGE TYPE
500 RODRIGUEZ MARCOS A POLICE OFFCR 2 22.9000 23.3700 11
STEP INCREASE

Diana Tamplin

From: Candi Etter
Sent: Friday, December 16, 2005 3:48 PM
To: Marcos Rodriguez
Cc: Diana Tamplin
Subject: RE: FYI change in address

Will have it done for you next week

From: Marcos Rodriguez
Sent: Friday, December 16, 2005 3:34 PM
To: Candi Etter; Elaine Barton
Subject: FYI change in address

I moved awhile back and my address is wrong on my paychecks. My old address was [REDACTED]

[REDACTED] My new address is [REDACTED]

Could you please update this for me.

Respectfully Submitted
Marcos Rodriguez 239
PPD

CITY OF PIQUA

EMPLOYEE POSITION AUTHORIZATION

CLASSIFICATION TITLE Police Officer

EMPLOYEE NAME Marcos Rodriguez

EFFECTIVE DATE 5-3-04

EMPLOYEE NO. _____

CLASS CODE 605.010

STEP _____

WAGE RATE \$20.55

WAGE CODE _____

DEPARTMENT NAME Police Dept.

DEPT NO 500

JOB CATEGORY 5 DEFAULT CODE _____

STATUS

- ☒ PM FT
- ☐ PM PT
- ☐ TP FT
- ☐ TP PT

TYPE OF ACTION

- ☒ NEW HIRE (01)
- ☐ PROMOTION (02)
- ☐ LATERAL TRANSFER (03)
- ☐ INV. DEMOTION (04)
- ☐ VOL. DEMOTION (05)
- ☐ STEP INCREASE (11)
- ☐ CERTIFICATION (12)
- ☐ GRADE CHANGE (13)
- ☐ DOWNWARD TRANS. (14)
- ☐ CONTRACT INCREASE (16)

Proposed by (Dept Head) _____

Date 5/3/04

Approved By (H.R. Director) _____

Date 5/4/04

Approved By (City Manager) _____

Date 5.5.04



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name	Marcos Rodriguez	Review Type	Annual Step Probationary
Job Title	Lieutenant	Date	04/09/24
Department	Police	Supervisor	Deputy Chief Thomas
Review Period	04/07/23 - 04/09/24		

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form ; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

43
OVERALL RATING (Total the rating numbers above)
Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

Successful completion of PELC and scheduled leadership training. Applying that education practically to improve his leadership style and ability to mentor and develop officers on his shift

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief		Date	4/9/24
Chief		Date	4-10-24
*Employee		Date	4/9/24
Human Resources Director		Date	4/15/2024
City Manager		Date	04/15/2024



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name	Rodriguez, Marcos	Review Type	Annual	Step	Probationary
Job Title	Lieutenant	Date	4/26/23		
Department	Police	Supervisor	Deputy Chief Grove		
Review Period	4/7/22 - 4/7/23				

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form ; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

41

OVERALL RATING (Total the rating numbers above)
Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief		Date	4/27/23
Chief		Date	5-1-23
*Employee		Date	4/27/23
Human Resources Director		Date	5/2/23
City Manager		Date	05/02/2023



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name	Rodriguez, Marcos	Review Type	Annual	Step	Probationary
Job Title	Lieutenant	Date	4-7-22		
Department	Police Department	Supervisor	DC Preston		
Review Period	4-7-21 to 4-7-22				

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form ; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

45
OVERALL RATING (Total the rating numbers above)
Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief		Date	4-8-22
Chief		Date	4-13-22
*Employee	239	Date	4/8/22
Human Resources Director		Date	4/19/22
City Manager		Date	4/20/2022



Employee Performance Review "SERVING WITH EXCELLENCE AND INTEGRITY"

INSTRUCTIONS & GUIDELINES

Ratings

DEFINITIONS	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Outstanding	Exceptional and exemplary contributions. Performance is highly effective.				
Excellent	Performance exceeds the standard with regularity. Performance is effective.				
Good	Consistently meets the standard. May occasionally perform above and below the standard, but not with regularity. Performance is effective.				
Fair	Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.				
Poor	Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.				

Performance Categories are defined in Guardian Tracking.

Scoring

- Overall Ratings resulting in an Unsatisfactory Total Score will require the development of a Performance Improvement Plan (PIP).
- Please speak with Human Resources before executing the PIP.

Development Goals

- The development of Personal and/or Professional Development Goals is not mandatory, but it is recommended for each employee.
- Please include any suggested or mandatory trainings in Professional Development.
- This section is **not intended** for and will not be considered a Performance Improvement Plan.

Verification of Review

- Please review the Employee Performance Review with Human Resources prior to meeting with the Employee.
- A completed Employee Performance Review is required for consideration of a Step Increase, where applicable.



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name	Rodriguez, Marcos	Review Type	Annual	Step	Probationary
Job Title	Lieutenant	Date	4-7-22		
Department	Police Department	Supervisor	DC Preston		
Review Period	4-7-21 to 4-7-22				

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form ; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>

45

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

OVERALL RATING (Total the rating numbers above)

Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief		Date	4-8-22
Chief		Date	4-13-22
*Employee	 239	Date	4/8/22
Human Resources Director		Date	4/19/22
City Manager		Date	4/20/2022



Employee Performance Review "SERVING WITH EXCELLENCE AND INTEGRITY"

INSTRUCTIONS & GUIDELINES

Ratings

DEFINITIONS

1 = Poor

2 = Fair

3 = Good

4 = Excellent

5 = Outstanding

Outstanding

Exceptional and exemplary contributions. Performance is highly effective.

Excellent

Performance exceeds the standard with regularity. Performance is effective.

Good

Consistently meets the standard. May occasionally perform above and below the standard, but not with regularity. Performance is effective.

Fair

Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.

Poor

Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.

Performance Categories are defined in Guardian Tracking.

Scoring

- Overall Ratings resulting in an Unsatisfactory Total Score will require the development of a Performance Improvement Plan (PIP).
- Please speak with Human Resources before executing the PIP.

Development Goals

- The development of Personal and/or Professional Development Goals is not mandatory, but it is recommended for each employee.
- Please include any suggested or mandatory trainings in Professional Development.
- This section is **not intended** for and will not be considered a Performance Improvement Plan.

Verification of Review

- Please review the Employee Performance Review with Human Resources prior to meeting with the Employee.
- A completed Employee Performance Review is required for consideration of a Step Increase, where applicable.



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name	Rodriguez, Marcos	Review Type	Annual	Step	Probationary
Job Title	Lieutenant	Date	4-14-21		
Department	Police Department	Supervisor	DC Preston		
Review Period	4-7-20 to 4-7-21				

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form ; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

47

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

OVERALL RATING (Total the rating numbers above)

Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief

Chief

*Employee

Human Resources Director

City Manager

Date

4-14-21

Date

4-14-21

Date

4/14/21

Date

4/19/21

Date

04/20/2021



Employee Performance Review "SERVING WITH EXCELLENCE AND INTEGRITY"

INSTRUCTIONS & GUIDELINES

Ratings

DEFINITIONS	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
-------------	----------	----------	----------	---------------	-----------------

Outstanding	Exceptional and exemplary contributions. Performance is highly effective.				
Excellent	Performance exceeds the standard with regularity. Performance is effective.				
Good	Consistently meets the standard. May occasionally perform above and below the standard, but not with regularity. Performance is effective.				
Fair	Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.				
Poor	Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.				

Performance Categories are defined in Guardian Tracking.

Scoring

- Overall Ratings resulting in an Unsatisfactory Total Score will require the development of a Performance Improvement Plan (PIP).
- Please speak with Human Resources before executing the PIP.

Development Goals

- The development of Personal and/or Professional Development Goals is not mandatory, but it is recommended for each employee.
- Please include any suggested or mandatory trainings in Professional Development.
- This section is **not intended** for and will not be considered a Performance Improvement Plan.

Verification of Review

- Please review the Employee Performance Review with Human Resources prior to meeting with the Employee.
- A completed Employee Performance Review is required for consideration of a Step Increase, where applicable.



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name: Rodriguez, Marcos
Job Title: Lieutenant
Department: Police Department
Review Period: 4-7-20 to 4-7-21

Review Type: Annual Step Probationary
Date: 4-14-21
Supervisor: DC Preston

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

47

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

OVERALL RATING (Total the rating numbers above)
Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief

Chief

*Employee

Human Resources Director

City Manager

[Signatures]
DC Preston 1225
TC Byron
Cathleen M. By...

Date: 4-14-21
Date: 4-14-21
Date: 4/14/21
Date: 4/17/21
Date: 04/20/2021



Employee Performance Review "SERVING WITH EXCELLENCE AND INTEGRITY"

INSTRUCTIONS & GUIDELINES

Ratings

DEFINITIONS 1 = Poor 2 = Fair 3 = Good 4 = Excellent 5 = Outstanding

Outstanding	Exceptional and exemplary contributions. Performance is highly effective.
Excellent	Performance exceeds the standard with regularity. Performance is effective.
Good	Consistently meets the standard. May occasionally perform above and below the standard, but not with regularity. Performance is effective.
Fair	Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.
Poor	Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.

Performance Categories are defined in Guardian Tracking.

Scoring

- Overall Ratings resulting in an Unsatisfactory Total Score will require the development of a Performance Improvement Plan (PIP).
- Please speak with Human Resources before executing the PIP.

Development Goals

- The development of Personal and/or Professional Development Goals is not mandatory, but it is recommended for each employee.
- Please include any suggested or mandatory trainings in Professional Development.
- This section is **not intended** for and will not be considered a Performance Improvement Plan.

Verification of Review

- Please review the Employee Performance Review with Human Resources prior to meeting with the Employee.
- A completed Employee Performance Review is required for consideration of a Step Increase, where applicable.



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name: Rodriguez, Marcos
Job Title: Lieutenant
Department: Police Department
Review Period: 4-7-19 to 4-7-20

Review Type: Annual Step Probationary
Date: 4-7-20
Supervisor: DC Preston

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

44
OVERALL RATING (Total the rating numbers above)
Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

ADVANCE IN OT INSTRUCTOR AREA - TI MACHINE OPERATION

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief

Chief

*Employee

Human Resources Director

City Manager

Date

4-7-20

Date

4-10-2020

Date

4/10/20

Date

4/13/2020

Date

4-14-2020



Employee Performance Review "SERVING WITH EXCELLENCE AND INTEGRITY"

INSTRUCTIONS & GUIDELINES

Ratings

DEFINITIONS

1 = Poor

2 = Fair

3 = Good

4 = Excellent

5 = Outstanding

Outstanding	Exceptional and exemplary contributions. Performance is highly effective.
Excellent	Performance exceeds the standard with regularity. Performance is effective.
Good	Consistently meets the standard. May occasionally perform above and below the standard, but not with regularity. Performance is effective.
Fair	Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.
Poor	Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.

Performance Categories are defined in Guardian Tracking.

Scoring

- Overall Ratings resulting in an Unsatisfactory Total Score will require the development of a Performance Improvement Plan (PIP).
- Please speak with Human Resources before executing the PIP.

Development Goals

- The development of Personal and/or Professional Development Goals is not mandatory, but it is recommended for each employee.
- Please include any suggested or mandatory trainings in Professional Development.
- This section is **not intended** for and will not be considered a Performance Improvement Plan.

Verification of Review

- Please review the Employee Performance Review with Human Resources prior to meeting with the Employee.
- A completed Employee Performance Review is required for consideration of a Step Increase, where applicable.



Police Supervisory Performance Review

"SERVING WITH EXCELLENCE AND INTEGRITY"

Employee Information

Name	Rodriguez, Marcos	Review Type	Annual	Step	Probationary
Job Title	Lieutenant	Date	4-7-20		
Department	Police Department	Supervisor	DC Preston		
Review Period	4-7-19 to 4-7-20				

Ratings

A rating of 1 (Poor) and/or 5 (Outstanding) must be substantiated with documentation in Guardian Tracking
Rating Definitions are listed on the back of this form ; Performance Categories are defined in Guardian Tracking

GENERAL PERFORMANCE CATEGORY	1 = Poor	2 = Fair	3 = Good	4 = Excellent	5 = Outstanding
Attendance/Punctuality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Officer Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judgement/Decision Making	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of Job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Effectiveness Under Stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community Relations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUPERVISOR PERFORMANCE CATEGORY					
Leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisory Control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Employee Development	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Scoring

Total Possible Employee = 60

Unsatisfactory = 30 and below

44
OVERALL RATING (Total the rating numbers above)
Unsatisfactory Ratings will require a Performance Improvement Plan

Development Goals

Goals will be mutually agreed upon between the Employee and the Supervisor

PERSONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

ADVANCE IN OT INSTRUCTOR AREA - TI MACHINE OPERATION

Verification of Review

*Your signature confirms that you have discussed this Review in detail with your supervisor with the opportunity to add comments. Signing this form does not necessarily indicate that you agree with this evaluation.

Deputy Chief

Chief

*Employee

Human Resources Director

City Manager

Date

4-7-20

Date

4-10-2020

Date

4/10/20

Date

4/13/2020

Date

4-14-2020



Employee Performance Review "SERVING WITH EXCELLENCE AND INTEGRITY"

INSTRUCTIONS & GUIDELINES

Ratings

DEFINITIONS

1 = Poor

2 = Fair

3 = Good

4 = Excellent

5 = Outstanding

Outstanding

Exceptional and exemplary contributions. Performance is highly effective.

Excellent

Performance exceeds the standard with regularity. Performance is effective.

Good

Consistently meets the standard. May occasionally perform above and below the standard, but not with regularity. Performance is effective.

Fair

Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.

Poor

Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.

Performance Categories are defined in Guardian Tracking.

Scoring

- Overall Ratings resulting in an Unsatisfactory Total Score will require the development of a Performance Improvement Plan (PIP).
- Please speak with Human Resources before executing the PIP.

Development Goals

- The development of Personal and/or Professional Development Goals is not mandatory, but it is recommended for each employee.
- Please include any suggested or mandatory trainings in Professional Development.
- This section is **not intended** for and will not be considered a Performance Improvement Plan.

Verification of Review

- Please review the Employee Performance Review with Human Resources prior to meeting with the Employee.
- A completed Employee Performance Review is required for consideration of a Step Increase, where applicable.



PIQUA POLICE DEPARTMENT

Performance Certification

Employee: MAY
Period Reviewed
(Dates to/from) JUNE 2016 TO AUG 10, 2016
Review By: RODRIGUEZ Date: 8/11/16

I have reviewed the documented performance (via Guardian Tracking) of this employee for the above noted time period, and certify the performance to be:

<input checked="" type="checkbox"/>	Satisfactory or Exceeding Expectations
<input type="checkbox"/>	Unsatisfactory (currently under Performance Improvement Plan or recent serious discipline)

[Signature]
Signature of Reviewer

8/11/16
Date

[Signature]
Signature of Employee
(Acknowledgement of Receipt Only)

8/11/16
Date

Date of next step increase	<u>8/10/16</u>
----------------------------	----------------



MAP Form

Name:	Date:
Position:	
Version (check one): <u>Supervisor</u> <u>Self</u> <u>Final to be Submitted to HR</u> <u>Other</u>	

DIRECTIONS Read items to the right. Compare the employee's/your <i>actual</i> job performance with what is <i>expected</i> . Then begin with Number 1 below	Performance Are they/you getting their/your assigned work finished... <ul style="list-style-type: none"> On time (schedule) Accurately Completely According to job standards According to job description Doing quality work? 	Policy Are they/you following the organization's policies... <ul style="list-style-type: none"> Attendance Punctuality Using time well Safety standards Adhering to established policies and procedures 	Team Effectiveness Does he/she or Do you... <ul style="list-style-type: none"> Work well with others Meet performance standards of team/organization Communicate effectively Work well with the public, supervision, etc.
<div style="text-align: center; font-size: 1.5em; font-weight: bold;">1</div> <div style="text-align: center; font-size: 1.2em; font-weight: bold;">Things Done Well</div> Describe specific examples of the employee's/your best work: achievements, successes, and positive contributions to the organization. Give Specific Facts:	<div style="font-family: cursive; font-size: 1.1em;"> <p>Teamwork - helping on calls, jumping calls, specialty training (medical)</p> <p>Significant improvement in confidence when on calls dealing with the public</p> </div>		

4

Describe what the employee/you will do to achieve the desired change, improvement, or learning.

1. What the employee/you will do (The goal to be achieved)
2. How the employee/you will do it: the steps, methods, or procedures you'll follow to achieve your goal.
3. The way the situation will be when the *Action Plan* is completed (describe success)
4. When these things will be done (dates, times, deadlines, frequencies.)

Be Specific and Realistic

- 1.) To be more Efficient in investigations & reports
- 2.) Make ~~the~~ sure I'm familiar w/ the elements of the crime being investigated & having appropriate resources available to complete investigation
- 3.) To quickly look up if not already familiar with the elements of the crime to be investigated, so the investigation can be completed more thoroughly with less follow up,
- 4.) September 16th, have updated criminal & traffic cheat sheets

5

Supervisor's ACTION PLAN

Describe any actions you, as Supervisor, will take to help your employee achieve his or her Action Plan.

When will these things be done? Commit yourself to deadlines and frequencies.

Set a date for the next mapping session and mark it to the right. Then each of you will sign the form. The employee should get a copy of the form.

Before September 16th, have other officers on shift bring in criminal & traffic cheat sheets to assist in making a cheat sheet

Sept. 16th

8/10/2016

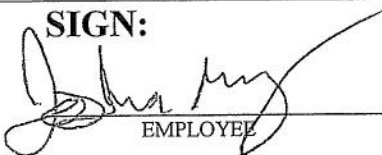
Next Mapping

Verbal Review in Six (6) Months

New Written Mapping every twelve (12) months

8/10/2016

SIGN:


EMPLOYEE


SUPERVISOR/MANAGER

8/21/16
DATE



PIQUA POLICE DEPARTMENT

Performance Certification

Employee: Lt. Marcos Rodriguez
Period Reviewed
(Dates to/from) Up to October 23, 2014
Review By: OK T.M. Sterner Date: 10-23-14

I have reviewed the documented performance (via Guardian Tracking) of this employee for the above noted time period, and certify the performance to be:

<input checked="" type="checkbox"/>	Satisfactory or Exceeding Expectations
<input type="checkbox"/>	Unsatisfactory (currently under Performance Improvement Plan or recent serious discipline)

[Signature]
Signature of Reviewer

10-23-14
Date

[Signature]
Signature of Employee
(Acknowledgement of Receipt Only)

10/23/14
Date

Date of next step increase	<u>4/7/15</u>
----------------------------	---------------



MAP Form

Name: <u>RODRIGUEZ</u>	Date: <u>10/23/14</u>
Position:	
Version (check one): <u>Supervisor</u> <u>Self</u> <u>Final to be Submitted to HR</u> <input checked="" type="checkbox"/> <u>Other</u>	

DIRECTIONS Read items to the right. Compare the employee's/your <i>actual</i> job performance with what is <i>expected</i> . Then begin with Number 1 below	Performance Are they/you getting their/your assigned work finished... <ul style="list-style-type: none"> • On time (schedule) • Accurately • Completely • According to job standards • According to job description • Doing quality work? 	Policy Are they/you following the organization's policies... <ul style="list-style-type: none"> • Attendance • Punctuality • Using time well • Safety standards • Adhering to established policies and procedures 	Team Effectiveness Does he/she or Do you... <ul style="list-style-type: none"> • Work well with others • Meet performance standards of team/organization • Communicate effectively • Work well with the public, supervision, etc.
<p style="text-align: center;">1</p> <p style="text-align: center;">Things Done Well</p> <p>Describe specific examples of the employee's/your best work: achievements, successes, and positive contributions to the organization.</p> <p>Give Specific Facts:</p>	<p>- WORKING WELL WITH OTHERS</p> <p>- ETHICAL DECISIONS</p> <p>- MUR LESSON PLAN</p> <p>- CONCEPT TO NOTIFY RETAIL STORES</p>		

4

Describe what the employee/you will do to achieve the desired change, improvement, or learning.

1. What the employee/you will do (The goal to be achieved)
2. How the employee/you will do it: the steps, methods, or procedures you'll follow to achieve your goal.
3. The way the situation will be when the *Action Plan* is completed (describe success)
4. When these things will be done (dates, times, deadlines, frequencies.)

Be Specific and Realistic

MORE CONSISTENT COMMUNICATIONS
 ↓
 ↳ PRIORITY/TRACK EMAIL
 NO MISSED REPLIES TO EMAIL
 - IMMEDIATELY WITH BI-WEEKLY REVIEW

- FREE UP TIME ON TASK ORIENTED OBJECTIVES (WATCH GUARD)
 ↳ TWO MONTHS TO GET PEOPLE TRAINED
 ↳ TWO WEEK TO HAVE A PLAN

5

Supervisor's ACTION PLAN

Describe any actions you, as Supervisor, will take to help your employee achieve his or her Action Plan.

When will these things be done? Commit yourself to deadlines and frequencies.

Set a date for the next mapping session and mark it to the right. Then each of you will sign the form. The employee should get a copy of the form.

- One on one bi-weekly meetings on short weeks.
 - Discuss MVR involvement/steps at Staff Mtg (Oct/Nov 2014)
 ↳ Look at Policy 15505 (2-Weeks)

Next Mapping

Verbal Review in Six (6) Months

New Written Mapping every twelve (12) months

SIGN:


 EMPLOYEE


 SUPERVISOR/MANAGER

10-23-14
 DATE



Rated Employee Name: Lt. Marcos Rodriguez - 3 & 4th Quarters / 2010 Year End

2010 Evaluation

	N/A	Unsatisfactory	Acceptable			Exceptional		
Professionalism		1	2	3	4	5	6	7
1. Attendance/Punctuality								
2. Professional Conduct / Integrity / Organizational Values		1	2	3	4	5	6	7
3. Clothing / Personal Appearance		1	2	3	4	5	6	7
4. Safety		1	2	3	4	5	6	7
Job Knowledge		1	2	3	4	5	6	7
5. Law Enforcement / Technical Knowledge		1	2	3	4	5	6	7
6. Laws and Ordinances		1	2	3	4	5	6	7
7. Department Policies and Procedures Knowledge		1	2	3	4	5	6	7
8. Patrol / Traffic Enforcement		1	2	3	4	5	6	7
9. Criminal Investigations		1	2	3	4	5	6	7
10. Equipment Use / Maintenance		1	2	3	4	5	6	7
11. Application of Job Knowledge		1	2	3	4	5	6	7
Job Performance		1	2	3	4	5	6	7
12. Quality of Work / Competence		1	2	3	4	5	6	7
13. Quantity of Work		1	2	3	4	5	6	7
14. Initiative and Innovation		1	2	3	4	5	6	7
15. Planning and Organizing		1	2	3	4	5	6	7
16. Written Communications		1	2	3	4	5	6	7
Interpersonal Skills		1	2	3	4	5	6	7
17. Oral Communication Skills		1	2	3	4	5	6	7
18. Interpersonal Communication Skills		1	2	3	4	5	6	7
19. Teamwork		1	2	3	4	5	6	7
20. Public Relations / Community Policing		1	2	3	4	5	6	7

Rated Employee Name: Lt. Marcos Rodriguez - 3 & 4th Quarters / 2010 Year End

2010 Evaluation

Judge-ment	21. Judgement and Decision Making	N/A	Unsatisfactory			Acceptable			Exceptional			
			1	2	3	4	5	6	7	8	9	10
Supervisory Skills	22. Intervention		1	2	3	4	5	6	7	8	9	10
	23. Problem Solving		1	2	3	4	5	6	7	8	9	10
	24. Leadership Skills		1	2	3	4	5	6	7	8	9	10
	25. Motivation, Delegation, and Discipline		1	2	3	4	5	6	7	8	9	10
	26. Prioritizing and Effectiveness		1	2	3	4	5	6	7	8	9	10
	27. Organizational Perspective		1	2	3	4	5	6	7	8	9	10
	28. Employee Relations / Flexibility / Open to Input from Others		1	2	3	4	5	6	7	8	9	10
	29. Evaluation Skills		1	2	3	4	5	6	7	8	9	10
Admin-istrative Skills	30. Report Review		1	2	3	4	5	6	7	8	9	10
	31. Setting Goals and Objectives	✓	1	2	3	4	5	6	7	8	9	10
	32. Fiscal Management	✓	1	2	3	4	5	6	7	8	9	10
	33. Policies and Procedures	✓	1	2	3	4	5	6	7	8	9	10
Clerical Skills	34. Staff Management / Development	✓	1	2	3	4	5	6	7	8	9	10
	35. Clerical Skills	✓	1	2	3	4	5	6	7	8	9	10
	36. Record Management	✓	1	2	3	4	5	6	7	8	9	10
	37. Form Supply / Management	✓	1	2	3	4	5	6	7	8	9	10
	38. Data Entry	✓	1	2	3	4	5	6	7	8	9	10

Narratives:

Exceptional/Unsatisfactory Ratings:

Narrative Explanation

1-4 "Professionalism". Lt. Rodriguez has had no attendance issues. He has handled some integrity issues with officers during the year and has done his part to uphold a positive public image for the department and himself. Lt. Rodriguez conducted active shooter training for the shift. He needs to focus on control of shift response to incidents as it affects safety.

5-11 "Job Knowledge". Lt Rodriguez has made some improvement in this area since his last review. No notable incidents since last review.

12-16 "Job Performance". Lt. Rodriguez still has room to improve in clarity of his reporting. Overall he does an acceptable job in administrative reports and reviews. He has done a very good job at enlisting volunteers to help with Watchguard video projects.

17-20 "Interpersonal Skills". No notable incidents since last review.

21-23 "Judgement". Generally tries to figure out the "why" of work situations. Lt. Rodriguez has tried to solve problems experienced with the new records system for his shift and other shifts.

24-30 "Supervisory Skills". Lt. Rodriguez handles any assignment given without complaint. He has done a good job of reviewing workflow for correctness and is still learning to review for completeness of investigation. I noted three incidents during the year where Lt. Rodriguez could have taken a strong role in directing response to an incident and did not. He needs to work on taking command when appropriate.

As noted in Lt. Rodriguez's previous evaluation, he was promoted with no prior experience at being in charge of a shift and having spent very little time on dayshift. He has taken his new duties seriously. He tries to find solutions to problems that his shift encounters. Lt. Rodriguez appears to want to do a good job and recognizes he has challenges due to his inexperience as a supervisor. At this time his main focus for improvement should be realizing when and how he needs to take charge of time critical incidents.

I recommend Lt. Rodriguez be released from probation and given a regular appointment to Police Lieutenant.

☐ Check this box if narrative is attached in another document or continues on attachment. Insert any attachments between this page and signature page and count in "total pages."

Rated Employee Name: Lt. Marcos Rodriguez - 3 & 4th Quarters / 2010 Year End

2010 Evaluation

Signature Page

Employee Signature/Date:

Marcos Rodriguez 2/8/11

Supervisory Signature/Date:

[Signature] 2-8-11

Command Signature/Date:

[Signature] 02/15/11

Chief Signature/Date:

Clair D. Barton 2/28/11

Human Resources Director Signature/Date:

[Signature] 2/28/11

City Manager Signature/Date:

4

Total Number of Pages in this Evaluation:

Rated Employee Name: Lt. Marcos Rodriguez 1st and 2nd Quarter probationary evaluation 2010

2009 Evaluation

		Unsatisfactory			Acceptable				Exceptional		
Professionalism	1. Attendance/Punctuality	1	2	3	4	5	6	7	8	9	10
	2. Professional Conduct / Integrity / Organizational Values	1	2	3	4	5	6	7	8	9	10
	3. Clothing / Personal Appearance	1	2	3	4	5	6	7	8	9	10
	4. Safety	1	2	3	4	5	6	7	8	9	10
Job Knowledge	5. Law Enforcement / Technical Knowledge	1	2	3	4	5	6	7	8	9	10
	6. Laws and Ordinances	1	2	3	4	5	6	7	8	9	10
	7. Department Policies and Procedures Knowledge	1	2	3	4	5	6	7	8	9	10
	8. Patrol / Traffic Enforcement	1	2	3	4	5	6	7	8	9	10
	9. Criminal Investigations	1	2	3	4	5	6	7	8	9	10
	10. Equipment Use / Maintenance	1	2	3	4	5	6	7	8	9	10
	11. Application of Job Knowledge	1	2	3	4	5	6	7	8	9	10

Rated Employee Name: Lt. Marcos Rodriguez 1st and 2nd Quarter probationary evaluation 2010

2009 Evaluation

		Unsatisfactory			Acceptable				Exceptional		
Job Performance	12. Quality of Work / Competence	1	2	3	4	5	6	7	8	9	10
	13. Quantity of Work	1	2	3	4	5	6	7	8	9	10
	14. Initiative and Innovation	1	2	3	4	5	6	7	8	9	10
	15. Planning and Organizing	1	2	3	4	5	6	7	8	9	10
	16. Written Communications	1	2	3	4	5	6	7	8	9	10
Interpersonal Skills	17. Oral Communication Skills	1	2	3	4	5	6	7	8	9	10
	18. Interpersonal Communication Skills	1	2	3	4	5	6	7	8	9	10
	19. Teamwork	1	2	3	4	5	6	7	8	9	10
	20. Public Relations / Community Policing	1	2	3	4	5	6	7	8	9	10
Judgement	21. Judgement and Decision Making	1	2	3	4	5	6	7	8	9	10
	22. Intervention	1	2	3	4	5	6	7	8	9	10
	23. Problem Solving	1	2	3	4	5	6	7	8	9	10

Rated Employee Name: Lt. Marcos Rodriguez 1st and 2nd Quarter probationary evaluation 2010

2009 Evaluation

		Unsatisfactory			Acceptable				Exceptional		
Supervisory Skills	24. Leadership Skills	1	2	3	4	5	6	7	8	9	10
	25. Motivation, Delegation, and Discipline	1	2	3	4	5	6	7	8	9	10
	26. Prioritizing and Effectiveness	1	2	3	4	5	6	7	8	9	10
	27. Organizational Perspective	1	2	3	4	5	6	7	8	9	10
	28. Employee Relations / Flexibility / Open to Input from Others	1	2	3	4	5	6	7	8	9	10
	29. Evaluation Skills	1	2	3	4	5	6	7	8	9	10
Administrative Skills	30. Report Review	1	2	3	4	5	6	7	8	9	10
	31. Setting Goals and Objectives	1	2	3	4	5	6	7	8	9	10
	32. Fiscal Management	1	2	3	4	5	6	7	8	9	10
	33. Policies and Procedures	1	2	3	4	5	6	7	8	9	10
	34. Staff Management / Development	1	2	3	4	5	6	7	8	9	10

Rated Employee Name: Lt. Marcos Rodriguez 1st and 2nd Quarter probationary evaluation 2010

2009 Evaluation

Clerical Skills		Unsatisfactory			Acceptable				Exceptional		
	35. Clerical Skills	1	2	3	4	5	6	7	8	9	10
	36. Record Management	1	2	3	4	5	6	7	8	9	10
	37. Form Supply / Management	1	2	3	4	5	6	7	8	9	10
	38. Data Entry	1	2	3	4	5	6	7	8	9	10

Narratives:

Categories N/A'd (by number)

Exceptional/Unsatisfactory Ratings:

Narrative Explanation

There were no Exceptional or Unsatisfactory marks.

Lt. Rodriguez became Acting Lt on February 17, 2010 and was promoted on April 6, 2010. He came into the position having never been a shift OIC. Since taking over a patrol shift he has attended "First Line Supervision" training at OPOTA.

#2. Concerned when he took extra Pizzas from vendor.

#4. His Pursuit Reviews have shown a good understanding of the dangers of allowing pursuits.

On 8/8/10 Off. Augustine possibly endangered himself needlessly on a suicidal subject call (10-11091). Lt. Rodriguez counseled appropriately. I spoke to Lt. Rodriguez about his obligation take control of high-risk encounters to help ensure officer safety.

#5,6,7. There have been a few incidents where policy, procedure and laws have been explained to Lt. Rodriguez. Special attention was paid to paperwork approval. He did not have to be as familiar with this information as a patrol officer. He has been positive and worked hard to learn what is needed in his assignment and is aware that he is sometimes hindered by lack of experience.

☒ Check this box if narrative is attached in another document or continues on attachment.

Rater Signature/Date: [Signature] 10-04-10

Reviewer Signature/Date: _____

Chief Signature/Date: [Signature] 10/2/10

Piqua Police Department Performance Evaluation

Elaine Barton 10/13/10

[Signature] 10/14/10

Un satisfactory	Acceptable	Exceptional
-----------------	------------	-------------

Narrative Attachment (rater sign below final comment)

Exceptional/Unsatisfactory Ratings:

Narrative Explanation

#10. Performs inspections as required. Has set-up and trained others on use of Watchguard DV-1 in-car cameras.

#14. Needs some supervision, but is very willing to take on new duties. He is not afraid to ask why things are done a certain way and look for ways to improve. He has taken care of setting up the Watchguard Server.

#16. Administrative reports have been done appropriately. He completed a letter to tow drivers that was well written and approved by the Chief.

#17. Has come to me with questions on several occasions and is clear about his meaning. Showed some nervousness when speaking to reporter from Ch.2.

#18. 8/9/10 received positive ECR from contact with Jerome Collins who complemented his professional manner.

#19. Has commented to me about how good a shift he has.

#20. Has reported possible misconduct when he found out Off. Marrs was obtaining wireless internet without permission. Spoke to Off. Weaver about an off-duty incident involving a subject on probation that appeared inappropriate.

#24. Still learning how to "take charge". #4 involving Augustine as example. Officers were also looking for direction from him during apprehension of Hiser robbery suspect.

#25. Initiated shift active shooter familiarization at schools. Encourages shift bonding with meals. Intends to train 234 in use of Watchguard server, has enlisted VIP to help in entry of video to server.

#29. Rated but not observed. Did submit shift goals.

#30. Has done a good job on grammar/spelling review. He has been assigned to find ways to track that appropriate follow-ups and investigations are being done according to information in the reports.

Lt. Rodriguez has worked hard at his new duties as a Lieutenant. He was promoted with less than 6 years on the department. He is progressing satisfactorily for someone of his experience. I have suggested use of an employee/peer/supervisor survey for his next review.

RECEIVED

10/4/10
Marcos Rodriguez

239

Rated Employee Name: **Marcos Rodriguez**

2009 Evaluation

		Unsatisfactory			Acceptable				Exceptional		
Professionalism	1. Attendance/Punctuality	1	2	3	4	5	6	7	8	9	10
	2. Professional Conduct / Integrity / Organizational Values	1	2	3	4	5	6	7	8	9	10
	3. Clothing / Personal Appearance	1	2	3	4	5	6	7	8	9	10
	4. Safety	1	2	3	4	5	6	7	8	9	10
Job Knowledge	5. Law Enforcement / Technical Knowledge	1	2	3	4	5	6	7	8	9	10
	6. Laws and Ordinances	1	2	3	4	5	6	7	8	9	10
	7. Department Policies and Procedures Knowledge	1	2	3	4	5	6	7	8	9	10
	8. Patrol / Traffic Enforcement	1	2	3	4	5	6	7	8	9	10
	9. Criminal Investigations	1	2	3	4	5	6	7	8	9	10
	10. Equipment Use / Maintenance	1	2	3	4	5	6	7	8	9	10
	11. Application of Job Knowledge	1	2	3	4	5	6	7	8	9	10

Rated Employee Name: **Marcos Rodriguez**

2009 Evaluation

		Unsatisfactory			Acceptable				Exceptional		
Job Performance	12. Quality of Work / Competence	1	2	3	4	5	6	7	8	9	10
	13. Quantity of Work	1	2	3	4	5	6	7	8	9	10
	14. Initiative and Innovation	1	2	3	4	5	6	7	8	9	10
	15. Planning and Organizing	1	2	3	4	5	6	7	8	9	10
	16. Written Communications	1	2	3	4	5	6	7	8	9	10
Interpersonal Skills	17. Oral Communication Skills	1	2	3	4	5	6	7	8	9	10
	18. Interpersonal Communication Skills	1	2	3	4	5	6	7	8	9	10
	19. Teamwork	1	2	3	4	5	6	7	8	9	10
	20. Public Relations / Community Policing	1	2	3	4	5	6	7	8	9	10
Judgement	21. Judgement and Decision Making	1	2	3	4	5	6	7	8	9	10
	22. Intervention	1	2	3	4	5	6	7	8	9	10
	23. Problem Solving	1	2	3	4	5	6	7	8	9	10

Rated Employee Name: **Marcos Rodriguez**

2009 Evaluation

		Unsatisfactory			Acceptable				Exceptional		
Supervisory Skills	24. Leadership Skills	1	2	3	4	5	6	7	8	9	10
	25. Motivation, Delegation, and Discipline	1	2	3	4	5	6	7	8	9	10
	26. Prioritizing and Effectiveness	1	2	3	4	5	6	7	8	9	10
	27. Organizational Perspective	1	2	3	4	5	6	7	8	9	10
	28. Employee Relations / Flexibility / Open to Input from Others	1	2	3	4	5	6	7	8	9	10
	29. Evaluation Skills	1	2	3	4	5	6	7	8	9	10
Administrative Skills	30. Report Review	1	2	3	4	5	6	7	8	9	10
	31. Setting Goals and Objectives	1	2	3	4	5	6	7	8	9	10
	32. Fiscal Management	1	2	3	4	5	6	7	8	9	10
	33. Policies and Procedures	1	2	3	4	5	6	7	8	9	10
	34. Staff Management / Development	1	2	3	4	5	6	7	8	9	10

N/A

Rated Employee Name: **Marcos Rodriguez**

2009 Evaluation

Clerical Skills		Unsatisfactory			Acceptable				Exceptional		
	35. Clerical Skills	1	2	3	4	5	6	7	8	9	10
	36. Record Management	1	2	3	4	5	6	7	8	9	10
	37. Form Supply / Management	1	2	3	4	5	6	7	8	9	10
	38. Data Entry	1	2	3	4	5	6	7	8	9	10

N/A

Narratives:

Categories N/A'd (by number)

24-38

Exceptional/Unsatisfactory Ratings:

Narrative Explanation

#8; 9; 10; 13; 14) Officer Rodriguez had the second highest number of criminal arrests in the department for the year. He was also high in the department in OVI arrests, as well as in traffic enforcement. In addition, he handled a large quantity of calls for service, for the department. He willing takes on tasks and assignments with enthusiasm, and volunteers to assist other officers with their investigations.

8) On 022509, Officer Rodriguez was involved in an investigation, which led to the largest seizure of narcotics in recent history, of the Piqua Police Department. These narcotics were crack cocaine, powdered cocaine, and heroine, including 255 unit doses of heroine (09003594) with subsequent criminal charges filed on two subjects.

#13; 14; 21) Officer Rodriguez continues to be an officer that performs at a high level in reference to his self-initiated activity, in the form of citations, arrests and investigations.

19) Officer Rodriguez frequently assists other members of his shift by assisting them with investigations or handling their calls if they are busy with investigations. He maintains a positive attitude and continues to be eager to learn all facets of the job. In addition, he continues to expand his knowledge in the area of computer and electronic device forensics, through training approved and sanctioned by the department.

☒ Check this box if narrative is attached in another document or continues on attachment.

Marcos Rodriguez 239 3/27/10

Rater Signature/Date:

L. H. G.

033010

Reviewer Signature/Date:

M. J. A.

3-27-10

Chief Signature/Date:

[Signature]

033010

Piqua Police Department Performance Evaluation

M. B. T. M. 3/31/10

[Signature]

Rated Employee Name: **Marcos Rodriguez**

2009 Evaluation

Unsatisfactory

Acceptable

Exceptional

Narrative Attachment (rater sign below final comment)

Exceptional/Unsatisfactory Ratings:

Narrative Explanation

#21) : On Aug 24, 2009 Officer Rodriguez brought forth to his supervisor, an ethical concern he had about another officer's use of force during an arrest (case #09014644). The subsequent investigation revealed that officer's use of force was justified, however Officer Rodriguez should be commended on his choice to reveal his concern in this incident.



PIQUA POLICE DEPARTMENT PERFORMANCE EVALUATION

SECTION 1 – GENERAL INFORMATION

EMPLOYEE NAME - **Marcos Rodriguez**

EMPLOYEE UNIT NUMBER - **239**

EMPLOYEE ASSIGNMENT DURING APPRAISAL PERIOD - **Patrol**

RANK - **Officer**

RATING PERIOD - **010109**

Through - **123109**

RATER'S NAME – **Lt. William Collins**

DATE OF RATING - **010910**

Purpose of Report:

Annual Review: ☒ (X)

Probationary Review: ☐ ()

Step Increase: ☐ ()

Other (Explain) ☐ () _____

SECTION 2A - PROFESSIONALISM

Description	Category						
	O	E	S	I	U	N/ O	N/ A
1. ATTENDANCE/PUNCTUALITY – Indicative of employee reliability and promptness in reporting for work, meetings, training sessions, court, and other functions requiring his/her attendance			X				
2. PROFESSIONAL / CONDUCT/ INTEGRITY/ ORGANIZATIONAL VALUES. – Indicative of the employee's ability to perform all activities in accordance with pertinent laws, rules, and regulations and to recognize and act appropriately in situations where discretion is required. Employee's ability to promote a positive image of the department through proper and professional demeanor, and by treating all members of the public fairly			X				
3. CLOTHING/PERSONAL APPEARANCE – Employee's ability to promote a positive image of the department through a professional appearance. This includes the employee's ability to comply with uniform and dress code requirements, as well as personal hygiene, proper grooming, and fitness requirements.			X				
4. SAFETY – Indicative of employee's ability to appropriately and responsibly comply with general safety rules and regulations..			X				

Comments on Section 2A:

EMPLOYEE NAME: Marcos Rodriguez

UNIT NUMBER: 239

SECTION 2B – JOB KNOWLEDGE

Description	Category						
	O	E	S	I	U	N/ O	N/ A
5. Law Enforcement/Technical Knowledge: Indicative of the employee's ability to demonstrate knowledge of law enforcement and technical subject areas relative to current assignment (i.e., patrol techniques, Motor Vehicle Code, Criminal Code, case law, crime prevention, community policing, evidence procedures, investigative procedures and techniques, clerical duties, etc.) and to keep current with new methods or practices. Employee's ability to display and maintain sound knowledge of the criminal justice system and law enforcement standard operating procedures, rules and regulations, etc, in daily activities. Employee's interest in the furtherance of education and training in this regard whenever possible.			X				
6. Laws and Ordinances: Indicative of the employee's ability to demonstrate understanding of current laws and ordinances and the ability to locate applicable information as related to the employee's classification.			X				
7. Department Policies & Procedures Knowledge: Indicative of the employee's ability to display and maintain sound knowledge of Departmental General Orders, Policies, Procedures, Standards of Conduct, and pertinent collective bargaining agreements and in the mission of the Department in daily activities.			X				
8. Patrol/Traffic Enforcement (Sworn Officers Only): Indicative of the employee's ability, within patrol and observation function, to apply knowledge regarding proper traffic, civil, and criminal laws/codes and to identify situations requiring further investigation and/or action on the part of the department/employee.		X					
9. Criminal Investigations (Sworn Officers Only): Indicative of the employee's ability to apply appropriate investigative knowledge and skill (i.e., securing crime scene, evidence procedures, interrogation and interview skill, etc.) so that evidence is properly identified and preserved and all possible information from relevant sources is properly recorded and documented.		X					
10. Equipment Use/Maintenance: Indicative of the employee's ability to demonstrate a familiarity with the proper use and maintenance of departmental equipment			X				
11. Application of Job Knowledge: Indicative of the employee's ability to apply all categories of applicable job knowledge to actual work performance.		X					

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

Comments on Section 2B: Officer Rodriguez had the second highest number of criminal arrests in the department for the year. He was also high in the department in OVI arrests, as well as in traffic enforcement. In addition, he handled a large quantity of calls for service, for the department. He willingly takes on tasks and assignments with enthusiasm, and volunteers to assist other officers with their investigations.

On 022509, Officer Rodriguez was involved in an investigation, which led to the largest seizure of narcotics in recent history, of the Piqua Police Department. These narcotics were crack cocaine, powdered cocaine, and heroine, including 255 unit doses of heroine (09003594) with subsequent criminal charges filed on two subjects.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

SECTION 2C – JOB PERFORMANCE

Description	Category						
	O	E	S	I	U	N/ O	N/ A
12. Quality of Work/Competence: Indicative of the employee's ability to be thorough, organized and complete performance of work in a timely manner			X				
13. Quantity of Work: Indicative of the employee's ability to accomplish work to meet goals and objectives in a timely manner, with consideration of overall activity.		X					
14. Initiative and Innovation: Indicative of the employee's ability to manage uncertainty and influence events; to stimulate creative solutions for quality service through excellence, integrity, and courtesy. Employee's ability to show self-motivation by actively seeking and completing task and assignments with little direct supervision		X					
15. Planning and Organizing: Indicative of the employee's ability to organize and plan work activities effectively, including the prioritization of task completion to meet schedules and deadlines.			X				
16. Written Communications: Indicative of the employee's ability to produce written assignments that are clear, concise, thorough, and completed on schedule using proper spelling, grammar, and punctuation				X			

Comments on Section 2C:

Officer Rodriguez continues to be an officer that performs at a high level in reference to his self-initiated activity, in the form of citations, arrests and investigations.

Officer Rodriguez needs to continue to concentrate on better proofreading his reports to double-check for mistakes, rather than to continue to rely on his supervisors to do his proofreading for him. While it is recognized that there will occasionally be typographical errors etc, it is critical the basic content of reports include the necessary facts related to charges, degree of charges etc, in order to make the case prosecutable in court. On 040209, he received a written reprimand from D.C. Christy in reference to his report writing and investigation during an arrest for disorderly conduct (09005164). It should be noted that since that time, he has displayed marked improvement in this area.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 2D – INTERPERSONAL SKILLS

Description	Category						
	O	E	S	I	U	N/ O	N/ A
17. Oral Communication Skills: Indicative of the employee's ability to listen and communicate thoughts and feelings in a clear and concise manner through the spoken language			X				
18. Inter-Personal Communications Skills: Indicative of the employee's ability to effectively interact with others outside of the police department under a variety of conditions and situations showing understanding and sensitivity.			X				
19. Teamwork: Indicative of employee ability to reflect a positive approach toward assigned duties; and to work effectively with co-workers, supervisors, and all other City employees.		X					
20. Public Relations/ Community Policing: Indicative of the employee's ability to influence public opinion, through personal contacts, that is favorable for the department, striving to help the department achieve its goals related to community policing.			X				

Comments on Section 2D: Officer Rodriguez frequently assists other members of his shift by assisting them with investigations or handling their calls if they are busy with investigations. He maintains a positive attitude and continues to be eager to learn all facets of the job. In addition, he continues to expand his knowledge in the area of computer and electronic device forensics, through training approved and sanctioned by the department.

SECTION 2E – JUDGEMENT

Description	Category						
	O	E	S	I	U	N/ O	N/ A
21. Judgement & Decision-making: Indicative of the employee's ability to make sound work decisions independently. Indicative of employee ability to identify causes of routine work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively.		X					
22. Intervention: Indicative of the employee's ability to apply good judgement, discretion, and self-control in handling a variety of conflict situations, which result in effective problem resolution.			X				
23. Problem Solving: Indicative of employee ability to identify causes of <u>long-term</u> work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively. Collects, evaluates, and integrates information to achieve the department's mission, goals, and objectives. Differentiates between symptoms and causes when proposing remedies. Evaluates proposed solutions, and implements the most appropriate solution			X				

Comments on Section 2E: On Aug 24, 2009 Officer Rodriguez brought forth to his supervisor, an ethical concern he had about another officer's use of force during an arrest (case #09014644). The subsequent investigation revealed that officer's use of force was justified, however Officer Rodriguez should be commended on his choice to reveal his concern in this incident.

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

SECTION 2F – SUPERVISORY SKILLS (WATCH COMMANDERS AND BUREAU COMMANDERS)

Description	Category						
	O	E	S	I	U	N/O	N/A
24. Leadership Skills: Indicative of the supervisor's ability to apply appropriate leadership style							
25. Motivation, Delegation, and Discipline: Indicative of the supervisor's ability to provide motivation to work unit; to delegate authority and responsibility; and to utilize positive and negative discipline to improve performance levels and meet department's mission, goals, and objectives.							X
26. Prioritizing and Effectiveness: Indicative of the supervisor's ability to coordinate employee's activities effectively in accordance to the priorities of the department; to utilize available resources to fulfill the department's mission, goals, and objectives; to ensure a common and unified effort; and to describe and communicate organizational objectives of the department.							X
27. Organizational Perspective: Indicative of the supervisor's ability to display thorough knowledge of overall departmental functions and policy. Indicative of supervisor's ability to understand the function of each component of the department and coordinate activities appropriately							X
28. Employee Relations/Flexibility/Open to Input from Others: Indicative of the employee's ability to demonstrate flexibility and openness to new ideas and methods; to seek new ways to achieve the department's goals and improve daily practices and to solicit input and feedback from all available resources when time and circumstances permit. Indicative of the supervisor's ability to fairly and impartially discipline employees, clearly instructs and provides two-way feedback among subordinates and administration.							X
29. Evaluation Skills: Indicative of the supervisor's ability to fairly evaluate the performance of subordinates using evaluation guidelines; conducts comprehensive inspection							X
30. Report Review: Indicative of the employee's ability to review all duty-related documents for accuracy and completeness.							X

Comments on Section 2F: _____

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 2G –ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)

Description	Category						
	O	E	S	I	U	N/ O	N/ A
31. Setting Goals and Objectives: Indicative of the employee's ability to establish and attain realistic goals and objectives. Coordinates employee's activities effectively in accordance to the priorities of the Department. Utilizes available resources to fulfill the department's mission, goals, and objectives. Ensures a common and unified effort. Able to describe and communicate the organizational objectives of the department.							X
32. Fiscal Management: Indicative of the employee's ability for cost effective management of available resources. Utilizes available manpower, financial, and other resources to fulfill the department's mission, goals, and objectives							X
33. Policies and Procedures: Indicative of the Administrator's ability for creation, implementation, enforcement of Department guidelines and standards.							X
34. Staff Management/Development: Indicative of the employee's ability to maintain a comfortable, efficient, and effective work environment for employees; to demonstrate the ability to guide, motivate, and direct a work team that supports each its activities; and to develop in staff the ability to assume leadership. This also includes the employee's ability to understand and to support the equal opportunity and affirmative action goals of the department; and to ensure equal opportunity on selection, training, and promotion of employees based upon merit, ability, and potential. Understands and supports the affirmative action goals of the department and is sensitive to equal employment issues. Ensures equal opportunity on selecting, training, and promoting employees based upon merit, ability, and potential.							X

Comments on Section 2G: _____

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

SECTION 2H – CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)

Description	Category						
	O	E	S	I	U	N/ O	N/ A
35. Clerical Skills: Indicative of the employee's ability in efficient and effective typing and word processing skills.							X
36. Record Management: Indicative of the employee's ability in processing, filing and purging of all Departmental records.							X
37. Form/Supply Management: Indicative of the employee's ability in maintaining and stocking of all forms and supplies							X
38. Data Entry: Indicative of the employee's ability in the accurate, timeliness, speed in the entry of data in computer system.							X

Comments on Section 2H: _____

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

OVERALL PERFORMANCE SUMMARY

	O	E	S	I	U	N/O	N/A
SECTION 2A - PROFESSIONALISM							
1. ATTENDANCE/PUNCTUALITY			X				
2. PROFESSIONAL /CONDUCT /INTEGRITY /ORGANIZATIONAL VALUES			X				
3. CLOTHING /PERSONAL APPEARANCE			X				
4. SAFETY			X				
5. LAW ENFORCEMENT TECHNICAL KNOWLEDGE			X				
6. LAWS AND ORDINANCES			X				
7. DEPARTMENT POLICIES AND PROCEDURES KNOWLEDGE			X				
8. PATROL/TRAFFIC ENFORCEMENT (SWORN OFFICERS)		X					
9. CRIMINAL INVESTIGATIONS (SWORN OFFICERS)		X					
10. EQUIPMENT USE/MAINTENANCE			X				
11. APPLICATION OF JOB KNOWLEDGE			X				
SECTION 2C - JOB PERFORMANCE							
12. QUALITY OF WORK /COMPETENCE			X				
13. QUANTITY OF WORK		X					
14. INITIATIVE AND INNOVATION		X					
15. PLANNING AND ORGANIZATION			X				
16. WRITTEN COMMUNICATION				X			
SECTION 2D - INTERPERSONAL SKILLS							
17. ORAL COMMUNICATION			X				
18. INTER-PERSONAL COMMUNICATION SKILLS			X				
19. TEAMWORK		X					
20. PUBLIC RELATIONS / COMMUNITY POLICING			X				
SECTION 2E - JUDGEMENT							
21. JUDGEMENT AND DECISION MAKING		X					
22. INTERVENTION			X				
23. PROBLEM SOLVING			X				
SECTION 2F - SUPERVISORY SKILLS (WATCH AND BUREAU COMMANDERS)							
24. LEADERSHIP SKILLS							X
25. MOTIVATION, DELEGATION, AND DISCIPLINE							X
26. PRIORITIZATION AND EFFECTIVENESS							X
27. ORGANIZATIONAL PERSPECTIVE							X
28. EMPLOYEE RELATIONS /FLEXIBILITY /OPEN TO INPUT FROM OTHERS							X
29. EVALUATION SKILLS							X
30. REPORT REVIEW							X
SECTION 2G - ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)							
31. SETTING GOALS AND OBJECTIVES							X
32. FISCAL MANAGEMENT							X
33. POLICIES AND PROCEDURES							X
34. STAFF MANAGEMENT AND DEVELOPMENT							X
SECTION 2H - CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)							
35. CLERICAL SKILLS							X
36. RECORD MANAGEMENT							X
37. FORM/ SUPPLY MANAGEMENT							X
38. DATA ENTRY							X

Measurement Definitions Used in the Piqua Police Department's Performance Evaluation System:

<u>Outstanding:</u>	Exceptional and exemplary performance, highly effective
<u>Exceeds Standards:</u>	Performance exceeds the standard with regularity. Performance is effective
<u>Satisfactory:</u>	Consistently meets the standard, may occasionally perform above and below the standard, but not with regularity. Performance is effective
<u>Improvement Needed:</u>	Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.
<u>Unsatisfactory:</u>	Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.
<u>Not Observed (N/O):</u>	Performance in this category was not observed during this rating period.
<u>Not Applicable (N/A):</u>	This performance category does not apply to this employee

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 4 – GOAL AND OBJECTIVES OF NEXT EVALUATION

GOAL S AND OBJECTIVES OF NEXT EVALUATION PERIOD

Officer Rodriguez has expressed a goal of increasing the processing capacity of the computer forensics lab, and process more than 90% of all evidence assigned to him, within 15 days. He has further expressed that he will accomplish this, while still maintaining an above average amount of calls for service, citation, and arrest activity, while on patrol.

SECTION 5 – TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS

TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS:

I recommend that Officer Rodriguez continue to attend training in the area of computer and other electronic device (cell phones, etc) forensics, so that he maintains his skill in this area. Computer forensics and cell phone technology continues to evolve, so he must enhance his skills with any new technology and investigative techniques available, in order to be useful to the department.

For 2010, he has expressed interest in attending training as a Technical Crash Investigator, and Evidence Technician, so I would recommend that he attend that training, if those classes become available.

SECTION 6 – SUPERVISOR NARRATIVE

SUPERVISOR NARRATIVE:

Officer Rodriguez is a very hard working and dependable officer. He is eager and willing to tackle any task presented to him. He is always willing to help members of his shift with whatever is asked of him. He has made significant progress in improving his reports in 2009, and must remain oriented to attention to detail in this area, in order to avoid errors in 2010.

SECTION 7 – EMPLOYEE COMMENTS

EMPLOYEE COMMENTS:

SECTION 8 – SIGNATURE LINES

EMPLOYEE SIGNATURE: _____ Date: _____

RATER SIGNATURE: _____ Date: _____

REVIEWER SIGNATURE: _____ Date: _____

CHIEF OF POLICE: _____ Date: _____

All employees are required to sign their evaluation form. *Signature indicates that the employee has seen and discussed this evaluation with a supervisor and has been given an opportunity to add comments. Agreement with its content is not necessarily implied.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 9 – EMPLOYEE JOB IMPROVEMENT PLAN

EMPLOYEE JOB IMPROVEMENT PLAN

FOR PERIOD: _____ TO: _____

1. _____

TO BE COMPLETED BY: _____

2. _____

TO BE COMPLETED BY: _____

3. _____

TO BE COMPLETED BY: _____

4. _____

TO BE COMPLETED BY: _____

5. _____

TO BE COMPLETED BY: _____

EMPLOYEE SIGNATURE: _____ Date: _____

RATER SIGNATURE: _____ Date: _____

*Signature indicates that the employee has seen and discussed this evaluation with a supervisor and has been given an opportunity to add comments. Agreement with its content is not necessarily implied.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98



PIQUA POLICE DEPARTMENT PERFORMANCE EVALUATION

SECTION 1 – GENERAL INFORMATION

EMPLOYEE NAME - **Marcos Rodriguez**

EMPLOYEE UNIT NUMBER - **239**

EMPLOYEE ASSIGNMENT DURING APPRAISAL PERIOD - **Patrol**

RANK - **Officer**

RATING PERIOD - **010108**

Through - **123108**

RATER'S NAME - **Lt. William Collins**

DATE OF RATING - **01208**

Purpose of Report:

Annual Review:

(**X**)

Probationary Review:

()

Step Increase:

()

Other (Explain)

()

SECTION 2A - PROFESSIONALISM

Description

Category

	O	E	S	I	U	N/ O	N/ A
1. ATTENDANCE/PUNCTUALITY – Indicative of employee reliability and promptness in reporting for work, meetings, training sessions, court, and other functions requiring his/her attendance			X				
2. PROFESSIONAL / CONDUCT/ INTEGRITY/ ORGANIZATIONAL VALUES. – Indicative of the employee's ability to perform all activities in accordance with pertinent laws, rules, and regulations and to recognize and act appropriately in situations where discretion is required. Employee's ability to promote a positive image of the department through proper and professional demeanor, and by treating all members of the public fairly			X				
3. CLOTHING/PERSONAL APPEARANCE – Employee's ability to promote a positive image of the department through a professional appearance. This includes the employee's ability to comply with uniform and dress code requirements, as well as personal hygiene, proper grooming, and fitness requirements.			X				
4. SAFETY – Indicative of employee's ability to appropriately and responsibly comply with general safety rules and regulations..		X					

Comments on Section 2A: **Officer Rodriguez' professionalism, conduct, integrity, and demeanor all promote a very positive image of the organization, and reflect on the agency in a very positive light, within the community.**

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

SECTION 2B – JOB KNOWLEDGE

Description	Category						
	O	E	S	I	U	N/ O	N/ A
5. Law Enforcement/Technical Knowledge: Indicative of the employee's ability to demonstrate knowledge of law enforcement and technical subject areas relative to current assignment (i.e., patrol techniques, Motor Vehicle Code, Criminal Code, case law, crime prevention, community policing, evidence procedures, investigative procedures and techniques, clerical duties, etc.) and to keep current with new methods or practices. Employee's ability to display and maintain sound knowledge of the criminal justice system and law enforcement standard operating procedures, rules and regulations, etc, in daily activities. Employee's interest in the furtherance of education and training in this regard whenever possible.		X					
6. Laws and Ordinances: Indicative of the employee's ability to demonstrate understanding of current laws and ordinances and the ability to locate applicable information as related to the employee's classification.			X				
7. Department Policies & Procedures Knowledge: Indicative of the employee's ability to display and maintain sound knowledge of Departmental General Orders, Policies, Procedures, Standards of Conduct, and pertinent collective bargaining agreements and in the mission of the Department in daily activities.			X				
8. Patrol/Traffic Enforcement (Sworn Officers Only): Indicative of the employee's ability, within patrol and observation function, to apply knowledge regarding proper traffic, civil, and criminal laws/codes and to identify situations requiring further investigation and/or action on the part of the department/employee.	X						
9. Criminal Investigations (Sworn Officers Only): Indicative of the employee's ability to apply appropriate investigative knowledge and skill (i.e., securing crime scene, evidence procedures, interrogation and interview skill, etc.) so that evidence is properly identified and preserved and all possible information from relevant sources is properly recorded and documented.	X						
10. Equipment Use/Maintenance: Indicative of the employee's ability to demonstrate a familiarity with the proper use and maintenance of departmental equipment			X				
11. Application of Job Knowledge: Indicative of the employee's ability to apply all categories of applicable job knowledge to actual work performance.		X					

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

Comments on Section 2B: Officer Rodriguez leads the department in criminal arrests by an approximate 30% margin over the officer in second place. He was second in the department in OVI arrests, as well as third in the department in traffic enforcement. In addition, as a cover shift officer he handled a large quantity of calls for service, for the department. He willing takes on tasks and assignments with enthusiasm, and volunteers to assist other officers with their investigations, sometimes to a fault, occasionally becoming overwhelmed with the subsequent paperwork.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

SECTION 2C – JOB PERFORMANCE

Description	Category						
	O	E	S	I	U	N/O	N/A
12. Quality of Work/Competence: Indicative of the employee's ability to be thorough, organized and complete performance of work in a timely manner		X					
13. Quantity of Work: Indicative of the employee's ability to accomplish work to meet goals and objectives in a timely manner, with consideration of overall activity.	X						
14. Initiative and Innovation: Indicative of the employee's ability to manage uncertainty and influence events; to stimulate creative solutions for quality service through excellence, integrity, and courtesy. Employee's ability to show self-motivation by actively seeking and completing task and assignments with little direct supervision	X						
15. Planning and Organizing: Indicative of the employee's ability to organize and plan work activities effectively, including the prioritization of task completion to meet schedules and deadlines.			X				
16. Written Communications: Indicative of the employee's ability to produce written assignments that are clear, concise, thorough, and completed on schedule using proper spelling, grammar, and punctuation				X			

Comments on Section 2C: Officer Rodriguez has demonstrated an ability to maintain thorough, accurate, and complete criminal investigations in a timely manner, without direct supervision. He usually volunteers to take calls for other members of his team, who may be busy with other calls for service or other investigations.

On 032808, during robbery investigation 08005515, Ofc. Rodriguez used his investigative instincts to obtain critical information from another business, in order to obtain suspect information. This information was critical in the investigation, and helped to lead to a successful arrest in the case.

Unfortunately, due to his eagerness to perform and due to his heavy call and caseload, his paperwork frequently suffers as a result. He received counseling on three occasions in 2008, in reference to different deficiencies in his paperwork. Ofc. Rodriguez needs to concentrate on better proofreading his own material to double-check for mistakes, rather than to continue to rely on his supervisors to do his proofreading for him. While it is recognized that there will occasionally be typographical errors etc, it is critical the basic content of reports include the necessary facts related to charges, degree of charges etc, in order to make the case prosecutable in court.

SECTION 2D – INTERPERSONAL SKILLS

Description	Category						
	O	E	S	I	U	N/ O	N/ A
17. Oral Communication Skills: Indicative of the employee's ability to listen and communicate thoughts and feelings in a clear and concise manner through the spoken language			X				
18. Inter-Personal Communications Skills: Indicative of the employee's ability to effectively interact with others outside of the police department under a variety of conditions and situations showing understanding and sensitivity.			X				
19. Teamwork: Indicative of employee ability to reflect a positive approach toward assigned duties; and to work effectively with co-workers, supervisors, and all other City employees.	X						
20. Public Relations/ Community Policing: Indicative of the employee's ability to influence public opinion, through personal contacts, that is favorable for the department, striving to help the department achieve its goals related to community policing.			X				

Comments on Section 2D: **Officer Rodriguez frequently assists other members of his team by offering to assist them with investigations or handle their calls if they are busy with investigations. He maintains a positive attitude and continues to be eager to learn all facets of the job.**

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

SECTION 2E – JUDGEMENT

Description	Category						
	O	E	S	I	U	N/ O	N/ A
21. Judgement & Decision-making: Indicative of the employee's ability to make sound work decisions independently. Indicative of employee ability to identify causes of routine work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively.			X				
22. Intervention: Indicative of the employee's ability to apply good judgement, discretion, and self-control in handling a variety of conflict situations, which result in effective problem resolution.			X				
23. Problem Solving: Indicative of employee ability to identify causes of <u>long-term</u> work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively. Collects, evaluates, and integrates information to achieve the department's mission, goals, and objectives. Differentiates between symptoms and causes when proposing remedies. Evaluates proposed solutions, and implements the most appropriate solution			X				

Comments on Section 2E: _____

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

**SECTION 2F – SUPERVISORY SKILLS (WATCH COMMANDERS AND BUREAU
COMMANDERS)**

Description	Category						N/ O	N/ A
	O	E	S	I	U			
24. Leadership Skills: Indicative of the supervisor's ability to apply appropriate leadership style								
25. Motivation, Delegation, and Discipline: Indicative of the supervisor's ability to provide motivation to work unit; to delegate authority and responsibility; and to utilize positive and negative discipline to improve performance levels and meet department's mission, goals, and objectives.								X
26. Prioritizing and Effectiveness: Indicative of the supervisor's ability to coordinate employee's activities effectively in accordance to the priorities of the department; to utilize available resources to fulfill the department's mission, goals, and objectives; to ensure a common and unified effort; and to describe and communicate organizational objectives of the department.								X
27. Organizational Perspective: Indicative of the supervisor's ability to display thorough knowledge of overall departmental functions and policy. Indicative of supervisor's ability to understand the function of each component of the department and coordinate activities appropriately								X
28. Employee Relations/Flexibility/Open to Input from Others: Indicative of the employee's ability to demonstrate flexibility and openness to new ideas and methods; to seek new ways to achieve the department's goals and improve daily practices and to solicit input and feedback from all available resources when time and circumstances permit. Indicative of the supervisor's ability to fairly and impartially discipline employees, clearly instructs and provides two-way feedback among subordinates and administration.								X
29. Evaluation Skills: Indicative of the supervisor's ability to fairly evaluate the performance of subordinates using evaluation guidelines; conducts comprehensive inspection								X
30. Report Review: Indicative of the employee's ability to review all duty-related documents for accuracy and completeness.								X

Comments on Section 2F: _____

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

SECTION 2G - ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)

Description	Category						
	O	E	S	I	U	N/O	N/A
31. Setting Goals and Objectives: Indicative of the employee's ability to establish and attain realistic goals and objectives. Coordinates employee's activities effectively in accordance to the priorities of the Department. Utilizes available resources to fulfill the department's mission, goals, and objectives. Ensures a common and unified effort. Able to describe and communicate the organizational objectives of the department.							X
32. Fiscal Management: Indicative of the employee's ability for cost effective management of available resources. Utilizes available manpower, financial, and other resources to fulfill the department's mission, goals, and objectives							X
33. Policies and Procedures: Indicative of the Administrator's ability for creation, implementation, enforcement of Department guidelines and standards.							X
34. Staff Management/Development: Indicative of the employee's ability to maintain a comfortable, efficient, and effective work environment for employees; to demonstrate the ability to guide, motivate, and direct a work team that supports each its activities; and to develop in staff the ability to assume leadership. This also includes the employee's ability to understand and to support the equal opportunity and affirmative action goals of the department; and to ensure equal opportunity on selection, training, and promotion of employees based upon merit, ability, and potential. Understands and supports the affirmative action goals of the department and is sensitive to equal employment issues. Ensures equal opportunity on selecting, training, and promoting employees based upon merit, ability, and potential.							X

Comments on Section 2G: _____

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

SECTION 2H – CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)

Description	Category						
	O	E	S	I	U	N/ O	N/ A
35. Clerical Skills: Indicative of the employee's ability in efficient and effective typing and word processing skills.							X
36. Record Management: Indicative of the employee's ability in processing, filing and purging of all Departmental records.							X
37. Form/Supply Management: Indicative of the employee's ability in maintaining and stocking of all forms and supplies							X
38. Data Entry: Indicative of the employee's ability in the accurate, timeliness, speed in the entry of data in computer system.							X

Comments on Section 2H: _____

OVERALL PERFORMANCE SUMMARY

	O	E	S	I	U	N/O	N/A
SECTION 2A - PROFESSIONALISM							
1. ATTENDANCE/PUNCTUALITY			X				
2. PROFESSIONAL /CONDUCT /INTEGRITY /ORGANIZATIONAL VALUES			X				
3. CLOTHING /PERSONAL APPEARANCE			X				
4. SAFETY		X					
5. LAW ENFORCEMENT TECHNICAL KNOWLEDGE		X					
6. LAWS AND ORDINANCES			X				
7. DEPARTMENT POLICIES AND PROCEDURES KNOWLEDGE			X				
8. PATROL/TRAFFIC ENFORCEMENT (SWORN OFFICERS)	X						
9. CRIMINAL INVESTIGATIONS (SWORN OFFICERS)	X						
10. EQUIPMENT USE/MAINTENANCE			X				
11. APPLICATION OF JOB KNOWLEDGE		X					
SECTION 2C - JOB PERFORMANCE							
12. QUALITY OF WORK /COMPETENCE		X					
13. QUANTITY OF WORK	X						
14. INITIATIVE AND INNOVATION	X						
15. PLANNING AND ORGANIZATION			X				
16. WRITTEN COMMUNICATION				X			
SECTION 2D - INTERPERSONAL SKILLS							
17. ORAL COMMUNICATION			X				
18. INTER-PERSONAL COMMUNICATION SKILLS			X				
19. TEAMWORK	X						
20. PUBLIC RELATIONS / COMMUNITY POLICING			X				
SECTION 2E - JUDGEMENT							
21. JUDGEMENT AND DECISION MAKING			X				
22. INTERVENTION			X				
23. PROBLEM SOLVING			X				
SECTION 2F - SUPERVISORY SKILLS (WATCH AND BUREAU COMMANDERS)							
24. LEADERSHIP SKILLS							X
25. MOTIVATION, DELEGATION, AND DISCIPLINE							X
26. PRIORITIZATION AND EFFECTIVENESS							X
27. ORGANIZATIONAL PERSPECTIVE							X
28. EMPLOYEE RELATIONS /FLEXIBILITY /OPEN TO INPUT FROM OTHERS							X
29. EVALUATION SKILLS							X
30. REPORT REVIEW							X
SECTION 2G - ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)							
31. SETTING GOALS AND OBJECTIVES							X
32. FISCAL MANAGEMENT							X
33. POLICIES AND PROCEDURES							X
34. STAFF MANAGEMENT AND DEVELOPMENT							X
SECTION 2H - CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)							
35. CLERICAL SKILLS							X
36. RECORD MANAGEMENT							X
37. FORM/ SUPPLY MANAGEMENT							X
38. DATA ENTRY							X

Measurement Definitions Used in the Piqua Police Department's Performance Evaluation System:

<u>Outstanding:</u>	Exceptional and exemplary performance, highly effective
<u>Exceeds Standards:</u>	Performance exceeds the standard with regularity. Performance is effective
<u>Satisfactory:</u>	Consistently meets the standard, may occasionally perform above and below the standard, but not with regularity. Performance is effective
<u>Improvement Needed:</u>	Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.
<u>Unsatisfactory:</u>	Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.
<u>Not Observed (N/O):</u>	Performance in this category was not observed during this rating period.
<u>Not Applicable (N/A):</u>	This performance category does not apply to this employee

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 4 – GOAL AND OBJECTIVES OF NEXT EVALUATION

GOALS AND OBJECTIVES OF NEXT EVALUATION PERIOD: Officer Rodriguez should continue to enhance his technical expertise in the arena of computer forensics by seeking additional training and certification in that specialized field.

Officer Rodriguez should also be aware that he is *not* expected to lead the department in any certain category of arrests or citations. The expectation is that he maintains the department average, or better, in these areas, while accomplishing a goal of concentrating on the content and quality of his paperwork, to include all facts and elements of a crime in his narratives, charges etc. This will help eliminate mistakes and also improve the quality of his cases presented to the court for prosecution.

SECTION 5 – TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS

TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS:

I recommend that Officer Rodriguez continue to attend training in computer forensics, so that he maintains his skill in this area. Computer forensics continues to be an evolving field, so he must enhance his skills with any new technology and investigative techniques available.

During the next rating period he is interested in attending training as a Technical Crash Investigator, so I would recommend training in that field if the training becomes available.

SECTION 6 - SUPERVISOR NARRATIVE

SUPERVISOR NARRATIVE:

Officer Rodriguez is a very hard working and dependable officer who is eager and willing to tackle any task presented to him. He is especially eager to help his fellow officers and in particular, members of his own team. He is particularly adept at knowing how to handle situations on the street. He has an open mind and listens intently to any suggestions made, and readily follows direction. He needs to take more time and concentrate more intently on his paperwork and eliminate mistakes in this area.

SECTION 7 - EMPLOYEE COMMENTS

EMPLOYEE COMMENTS:

NO COMMENT

SECTION 8 - SIGNATURE LINES

EMPLOYEE SIGNATURE: Marcos Rodriguez Date: 1/28/09
RATER SIGNATURE: [Signature] Date: 012809
REVIEWER SIGNATURE: [Signature] Date: 1-28-09
CHIEF OF POLICE: [Signature] Date: 020809
HR Director: Elaine Barton 2/18/09
EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

All employees are required to sign their evaluation form. *Signature indicates that the employee has seen and discussed this evaluation with a supervisor and has been given an opportunity to add comments. Agreement with its content is not necessarily implied.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

SECTION 9 – EMPLOYEE JOB IMPROVEMENT PLAN

EMPLOYEE JOB IMPROVEMENT PLAN

FOR PERIOD: _____ TO: _____

1. _____

TO BE COMPLETED BY: _____

2. _____

TO BE COMPLETED BY: _____

3. _____

TO BE COMPLETED BY: _____

4. _____

TO BE COMPLETED BY: _____

5. _____

TO BE COMPLETED BY: _____

EMPLOYEE SIGNATURE: _____ Date: _____

RATER SIGNATURE: _____ Date: _____

*Signature indicates that the employee has seen and discussed this evaluation with a supervisor and has been given an opportunity to add comments. Agreement with its content is not necessarily implied.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239



PIQUA POLICE DEPARTMENT PERFORMANCE EVALUATION

SECTION 1 – GENERAL INFORMATION

EMPLOYEE NAME - **Marcos Rodriguez**

EMPLOYEE UNIT NUMBER - **239**

EMPLOYEE ASSIGNMENT DURING APPRAISAL PERIOD - **Patrol**

RANK - **Officer**

RATING PERIOD - **010107**

Through - **123107**

RATER'S NAME - **Lt. William Collins**

DATE OF RATING - **013008**

Purpose of Report:

Annual Review:

☒ (X)

Probationary Review:

☐ ()

Step Increase:

☐ ()

Other (Explain)

☐ ()

SECTION 2A - PROFESSIONALISM

Description	Category						
	O	E	S	I	U	N/ O	N/ A
1. ATTENDANCE/PUNCTUALITY – Indicative of employee reliability and promptness in reporting for work, meetings, training sessions, court, and other functions requiring his/her attendance			X				
2. PROFESSIONAL / CONDUCT/ INTEGRITY/ ORGANIZATIONAL VALUES. – Indicative of the employee's ability to perform all activities in accordance with pertinent laws, rules, and regulations and to recognize and act appropriately in situations where discretion is required. Employee's ability to promote a positive image of the department through proper and professional demeanor, and by treating all members of the public fairly		X					
3. CLOTHING/PERSONAL APPEARANCE – Employee's ability to promote a positive image of the department through a professional appearance. This includes the employee's ability to comply with uniform and dress code requirements, as well as personal hygiene, proper grooming, and fitness requirements.			X				
4. SAFETY – Indicative of employee's ability to appropriately and responsibly comply with general safety rules and regulations..			X				

Comments on Section 2A: **Officer Rodriguez' professionalism, conduct, integrity, and demeanor all promote a very positive image of the organization, and reflect on the agency in a very positive light, within the community.**

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 2B – JOB KNOWLEDGE

Description	Category						
	O	E	S	I	U	N/O	N/A
5. Law Enforcement/Technical Knowledge: Indicative of the employee's ability to demonstrate knowledge of law enforcement and technical subject areas relative to current assignment (i.e., patrol techniques, Motor Vehicle Code, Criminal Code, case law, crime prevention, community policing, evidence procedures, investigative procedures and techniques, clerical duties, etc.) and to keep current with new methods or practices. Employee's ability to display and maintain sound knowledge of the criminal justice system and law enforcement standard operating procedures, rules and regulations, etc, in daily activities. Employee's interest in the furtherance of education and training in this regard whenever possible.	X						
6. Laws and Ordinances: Indicative of the employee's ability to demonstrate understanding of current laws and ordinances and the ability to locate applicable information as related to the employee's classification.			X				
7. Department Policies & Procedures Knowledge: Indicative of the employee's ability to display and maintain sound knowledge of Departmental General Orders, Policies, Procedures, Standards of Conduct, and pertinent collective bargaining agreements and in the mission of the Department in daily activities.			X				
8. Patrol/Traffic Enforcement (Sworn Officers Only): Indicative of the employee's ability, within patrol and observation function, to apply knowledge regarding proper traffic, civil, and criminal laws/codes and to identify situations requiring further investigation and/or action on the part of the department/employee.			X				
9. Criminal Investigations (Sworn Officers Only): Indicative of the employee's ability to apply appropriate investigative knowledge and skill (i.e., securing crime scene, evidence procedures, interrogation and interview skill, etc.) so that evidence is properly identified and preserved and all possible information from relevant sources is properly recorded and documented.		X					
10. Equipment Use/Maintenance: Indicative of the employee's ability to demonstrate a familiarity with the proper use and maintenance of departmental equipment			X				
11. Application of Job Knowledge: Indicative of the employee's ability to apply all categories of applicable job knowledge to actual work performance.		X					

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

Comments on Section 2B: Officer Rodriguez received a vast amount of very specialized, highly technical training, in the area of computer forensics, during the past rating period. As such, he demonstrates a high level of expertise in this field, and has performed numerous criminal investigations regarding computer-generated crimes, which have been successfully prosecuted. He has also demonstrated an outstanding technical knowledge of the criminal justice system, by successfully obtaining and executing numerous search warrants over this same rating period.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239 11/98

SECTION 2C – JOB PERFORMANCE

Description	Category						
	O	E	S	I	U	N/ O	N/ A
12. Quality of Work/Competence: Indicative of the employee's ability to be thorough, organized and complete performance of work in a timely manner		X					
13. Quantity of Work: Indicative of the employee's ability to accomplish work to meet goals and objectives in a timely manner, with consideration of overall activity.		X					
14. Initiative and Innovation: Indicative of the employee's ability to manage uncertainty and influence events; to stimulate creative solutions for quality service through excellence, integrity, and courtesy. Employee's ability to show self-motivation by actively seeking and completing task and assignments with little direct supervision		X					
15. Planning and Organizing: Indicative of the employee's ability to organize and plan work activities effectively, including the prioritization of task completion to meet schedules and deadlines.			X				
16. Written Communications: Indicative of the employee's ability to produce written assignments that are clear, concise, thorough, and completed on schedule using proper spelling, grammar, and punctuation			X				

Comments on Section 2C: **Officer Rodriguez has demonstrated an ability to maintain thorough, accurate, and complete criminal investigations in a timely manner, without direct supervision. He usually volunteers to take calls for other members of his team, who may be busy with other calls for service or other investigations. He frequently uses innovative ideas to obtain permission for consent searches and is adept at communicating these ideas with members of the community, with whom he is in contact.**

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 2D – INTERPERSONAL SKILLS

Description	Category						
	O	E	S	I	U	N/ O	N/ A
17. Oral Communication Skills: Indicative of the employee's ability to listen and communicate thoughts and feelings in a clear and concise manner through the spoken language			X				
18. Inter-Personal Communications Skills: Indicative of the employee's ability to effectively interact with others outside of the police department under a variety of conditions and situations showing understanding and sensitivity.			X				
19. Teamwork: Indicative of employee ability to reflect a positive approach toward assigned duties; and to work effectively with co-workers, supervisors, and all other City employees.		X					
20. Public Relations/ Community Policing: Indicative of the employee's ability to influence public opinion, through personal contacts, that is favorable for the department, striving to help the department achieve its goals related to community policing.			X				

Comments on Section 2D: **Officer Rodriguez** frequently assists other members of his team by offering to assist them with investigations or handle their calls if they are busy with investigations. He maintains a positive attitude and continues to excel in developing team momentum, enthusiasm and pride.

SECTION 2E – JUDGEMENT

Description	Category						
	O	E	S	I	U	N/ O	N/ A
21. Judgement & Decision-making: Indicative of the employee's ability to make sound work decisions independently. Indicative of employee ability to identify causes of routine work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively.			X				
22. Intervention: Indicative of the employee's ability to apply good judgement, discretion, and self-control in handling a variety of conflict situations, which result in effective problem resolution.			X				
23. Problem Solving: Indicative of employee ability to identify causes of <u>long-term</u> work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively. Collects, evaluates, and integrates information to achieve the department's mission, goals, and objectives. Differentiates between symptoms and causes when proposing remedies. Evaluates proposed solutions, and implements the most appropriate solution			X				

Comments on Section 2E: _____

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

11/98

**SECTION 2F – SUPERVISORY SKILLS (WATCH COMMANDERS AND BUREAU
COMMANDERS)**

Description	Category						
	O	E	S	I	U	N/ O	N/ A
24. Leadership Skills: Indicative of the supervisor's ability to apply appropriate leadership style							
25. Motivation, Delegation, and Discipline: Indicative of the supervisor's ability to provide motivation to work unit; to delegate authority and responsibility; and to utilize positive and negative discipline to improve performance levels and meet department's mission, goals, and objectives.							X
26. Prioritizing and Effectiveness: Indicative of the supervisor's ability to coordinate employee's activities effectively in accordance to the priorities of the department; to utilize available resources to fulfill the department's mission, goals, and objectives; to ensure a common and unified effort; and to describe and communicate organizational objectives of the department.							X
27. Organizational Perspective: Indicative of the supervisor's ability to display thorough knowledge of overall departmental functions and policy. Indicative of supervisor's ability to understand the function of each component of the department and coordinate activities appropriately							X
28. Employee Relations/Flexibility/Open to Input from Others: Indicative of the employee's ability to demonstrate flexibility and openness to new ideas and methods; to seek new ways to achieve the department's goals and improve daily practices and to solicit input and feedback from all available resources when time and circumstances permit. Indicative of the supervisor's ability to fairly and impartially discipline employees, clearly instructs and provides two-way feedback among subordinates and administration.							X
29. Evaluation Skills: Indicative of the supervisor's ability to fairly evaluate the performance of subordinates using evaluation guidelines; conducts comprehensive inspection							X
30. Report Review: Indicative of the employee's ability to review all duty-related documents for accuracy and completeness.							X

Comments on Section 2F: _____

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

11/98

SECTION 2G--ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)

Description	Category						
	O	E	S	I	U	N/O	N/A
31. Setting Goals and Objectives: Indicative of the employee's ability to establish and attain realistic goals and objectives. Coordinates employee's activities effectively in accordance to the priorities of the Department. Utilizes available resources to fulfill the department's mission, goals, and objectives. Ensures a common and unified effort. Able to describe and communicate the organizational objectives of the department.							X
32. Fiscal Management: Indicative of the employee's ability for cost effective management of available resources. Utilizes available manpower, financial, and other resources to fulfill the department's mission, goals, and objectives							X
33. Policies and Procedures: Indicative of the Administrator's ability for creation, implementation, enforcement of Department guidelines and standards.							X
34. Staff Management/Development: Indicative of the employee's ability to maintain a comfortable, efficient, and effective work environment for employees; to demonstrate the ability to guide, motivate, and direct a work team that supports each its activities; and to develop in staff the ability to assume leadership. This also includes the employee's ability to understand and to support the equal opportunity and affirmative action goals of the department; and to ensure equal opportunity on selection, training, and promotion of employees based upon merit, ability, and potential. Understands and supports the affirmative action goals of the department and is sensitive to equal employment issues. Ensures equal opportunity on selecting, training, and promoting employees based upon merit, ability, and potential.							X

Comments on Section 2G: _____

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

11/98

SECTION 2H – CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)

Description	Category						
	O	E	S	I	U	N/O	N/A
35. Clerical Skills: Indicative of the employee's ability in efficient and effective typing and word processing skills.							X
36. Record Management: Indicative of the employee's ability in processing, filing and purging of all Departmental records.							X
37. Form/Supply Management: Indicative of the employee's ability in maintaining and stocking of all forms and supplies							X
38. Data Entry: Indicative of the employee's ability in the accurate, timeliness, speed in the entry of data in computer system.							X

Comments on Section 2H: _____

EMPLOYEE NAME: Marcos Rodriguez
 UNIT NUMBER: 239

11/98

OVERALL PERFORMANCE SUMMARY

	O	E	S	I	U	N/O	N/A
SECTION 2A - PROFESSIONALISM							
1. ATTENDANCE/PUNCTUALITY			X				
2. PROFESSIONAL/CONDUCT /INTEGRITY /ORGANIZATIONAL VALUES		X					
3. CLOTHING /PERSONAL APPEARANCE			X				
4. SAFETY			X				
5. LAW ENFORCEMENT TECHNICAL KNOWLEDGE	X						
6. LAWS AND ORDINANCES			X				
7. DEPARTMENT POLICIES AND PROCEDURES KNOWLEDGE			X				
8. PATROL/TRAFFIC ENFORCEMENT (SWORN OFFICERS)			X				
9. CRIMINAL INVESTIGATIONS (SWORN OFFICERS)		X					
10. EQUIPMENT USE/MAINTENANCE			X				
11. APPLICATION OF JOB KNOWLEDGE		X					
SECTION 2C - JOB PERFORMANCE							
12. QUALITY OF WORK /COMPETENCE		X					
13. QUANTITY OF WORK		X					
14. INITIATIVE AND INNOVATION		X					
15. PLANNING AND ORGANIZATION			X				
16. WRITTEN COMMUNICATION			X				
SECTION 2D - INTERPERSONAL SKILLS							
17. ORAL COMMUNICATION			X				
18. INTER-PERSONAL COMMUNICATION SKILLS			X				
19. TEAMWORK		X					
20. PUBLIC RELATIONS / COMMUNITY POLICING			X				
SECTION 2E - JUDGEMENT							
21. JUDGEMENT AND DECISION MAKING			X				
22. INTERVENTION			X				
23. PROBLEM SOLVING			X				
SECTION 2F - SUPERVISORY SKILLS (WATCH AND BUREAU COMMANDERS)							
24. LEADERSHIP SKILLS							X
25. MOTIVATION, DELEGATION, AND DISCIPLINE							X
26. PRIORITIZATION AND EFFECTIVENESS							X
27. ORGANIZATIONAL PERSPECTIVE							X
28. EMPLOYEE RELATIONS /FLEXIBILITY /OPEN TO INPUT FROM OTHERS							X
29. EVALUATION SKILLS							X
30. REPORT REVIEW							X
SECTION 2G - ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)							
31. SETTING GOALS AND OBJECTIVES							X
32. FISCAL MANAGEMENT							X
33. POLICIES AND PROCEDURES							X
34. STAFF MANAGEMENT AND DEVELOPMENT							X
SECTION 2H - CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)							
35. CLERICAL SKILLS							X
36. RECORD MANAGEMENT							X
37. FORM/ SUPPLY MANAGEMENT							X
38. DATA ENTRY							X

Measurement Definitions Used in the Piqua Police Department's Performance Evaluation System:

<u>Outstanding:</u>	Exceptional and exemplary performance, highly effective
<u>Exceeds Standards:</u>	Performance exceeds the standard with regularity. Performance is effective
<u>Satisfactory:</u>	Consistently meets the standard, may occasionally perform above and below the standard, but not with regularity. Performance is effective
<u>Improvement Needed:</u>	Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.
<u>Unsatisfactory:</u>	Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.
<u>Not Observed (N/O):</u>	Performance in this category was not observed during this rating period.
<u>Not Applicable (N/A):</u>	This performance category does not apply to this employee

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 4 – GOAL AND OBJECTIVES OF NEXT EVALUATION

GOALS AND OBJECTIVES OF NEXT EVALUATION PERIOD: Officer Rodriguez should continue to enhance his technical expertise in the arena of computer forensics by seeking training and certification in that specialized field. In addition, he should seek to improve his OVI arrests and enhance his problem solving skills through community involvement.

SECTION 5 – TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS

TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS:

I recommend that Officer Rodriguez continue to attend training in computer forensics, so that he maintains his skill in this area. Computer forensics continues to be an evolving field, so he must enhance his skills with any new technology and investigative techniques available. In addition, during the next rating period, I would also recommend that he attend field training officer school, as he possesses the knowledge, skills, ability, and disposition to make an excellent field-training officer, in the near future.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98

SECTION 6 - SUPERVISOR NARRATIVE

SUPERVISOR NARRATIVE:

SECTION 7 - EMPLOYEE COMMENTS

EMPLOYEE COMMENTS:

NONE

SECTION 8 - SIGNATURE LINES

EMPLOYEE SIGNATURE: [Signature] Date: 11/30/08
RATER SIGNATURE: [Signature] Date: 01/30/08
REVIEWER SIGNATURE: [Signature] Date: 01/31/08
CHIEF OF POLICE: [Signature] Date: 1/31/2008

All employees are required to sign their evaluation form. *Signature indicates that the employee has seen and discussed this evaluation with a supervisor and has been given an opportunity to add comments. Agreement with its content is not necessarily implied.

HR Director Elaine Barton
[Signature]

3/25/08
4/6/08

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

SECTION 9 – EMPLOYEE JOB IMPROVEMENT PLAN

EMPLOYEE JOB IMPROVEMENT PLAN

FOR PERIOD: _____ TO: _____

1. _____

TO BE COMPLETED BY: _____

2. _____

TO BE COMPLETED BY: _____

3. _____

TO BE COMPLETED BY: _____

4. _____

TO BE COMPLETED BY: _____

5. _____

TO BE COMPLETED BY: _____

EMPLOYEE SIGNATURE: _____ Date: _____

RATER SIGNATURE: _____ Date: _____

*Signature indicates that the employee has seen and discussed this evaluation with a supervisor and has been given an opportunity to add comments. Agreement with its content is not necessarily implied.

EMPLOYEE NAME: Marcos Rodriguez
UNIT NUMBER: 239

11/98



PIQUA POLICE DEPARTMENT PERFORMANCE EVALUATION

SECTION 1 - GENERAL INFORMATION	
EMPLOYEE NAME	Marcos Rodriguez
EMPLOYEE UNIT NUMBER	239
EMPLOYEE ASSIGNMENT DURING APPRAISAL PERIOD	Patrol
RANK	Officer
RATING PERIOD	01/01/2006 Through 12/31/2006
RATER'S NAME	LT W. J. Collins
DATE OF RATING	05/15/2007

Purpose of Report:

Annual Review:

(✓)

Probationary Review:

()

Step Increase:

()

Other (Explain)

()

SECTION 2A - PROFESSIONALISM

Description	Category						
	O	E	S	I	U	N/O	N/A
1. ATTENDANCE/PUNCTUALITY - Indicative of employee reliability and promptness in reporting for work, meetings, training sessions, court, and other functions requiring his/her attendance			✓				
2. PROFESSIONAL / CONDUCT/ INTEGRITY/ ORGANIZATIONAL VALUES. - Indicative of the employee's ability to perform all activities in accordance with pertinent laws, rules, and regulations and to recognize and act appropriately in situations where discretion is required. Employee's ability to promote a positive image of the department through proper and professional demeanor, and by treating all members of the public fairly			✓				
3. CLOTHING/PERSONAL APPEARANCE - Employee's ability to promote a positive image of the department through a professional appearance. This includes the employee's ability to comply with uniform and dress code requirements, as well as personal hygiene, proper grooming, and fitness requirements.	✓						
4. SAFETY - Indicative of employee's ability to appropriately and responsibly comply with general safety rules and regulations..			✓				

Comments on Section 2A: Officer Rodriguez' clothing & personal appearance are continually an example of professionalism & a positive image of a police officer.

EMPLOYEE NAME: M. Rodriguez
UNIT NUMBER: 239

SECTION 2B -- JOB KNOWLEDGE

Description	Category						
	O	E	S	I	U	N/O	N/A
5. Law Enforcement/Technical Knowledge: Indicative of the employee's ability to demonstrate knowledge of law enforcement and technical subject areas relative to current assignment (i.e., patrol techniques, Motor Vehicle Code, Criminal Code, case law, crime prevention, community policing, evidence procedures, investigative procedures and techniques, clerical duties, etc.) and to keep current with new methods or practices. Employee's ability to display and maintain sound knowledge of the criminal justice system and law enforcement standard operating procedures, rules and regulations, etc, in daily activities. Employee's interest in the furtherance of education and training in this regard whenever possible.			✓				
6. Laws and Ordinances: Indicative of the employee's ability to demonstrate understanding of current laws and ordinances and the ability to locate applicable information as related to the employee's classification.			✓				
7. Department Policies & Procedures Knowledge: Indicative of the employee's ability to display and maintain sound knowledge of Departmental General Orders, Policies, Procedures, Standards of Conduct, and pertinent collective bargaining agreements and in the mission of the Department in daily activities.			✓				
8. Patrol/Traffic Enforcement (Sworn Officers Only): Indicative of the employee's ability, within patrol and observation function, to apply knowledge regarding proper traffic, civil, and criminal laws/codes and to identify situations requiring further investigation and/or action on the part of the department/employee.			✓				
9. Criminal Investigations (Sworn Officers Only): Indicative of the employee's ability to apply appropriate investigative knowledge and skill (i.e., securing crime scene, evidence procedures, interrogation and interview skill, etc.) so that evidence is properly identified and preserved and all possible information from relevant sources is properly recorded and documented.			✓				
10. Equipment Use/Maintenance: Indicative of the employee's ability to demonstrate a familiarity with the proper use and maintenance of departmental equipment			✓				
11. Application of Job Knowledge: Indicative of the employee's ability to apply all categories of applicable job knowledge to actual work performance.			✓				

EMPLOYEE NAME: M. Rodriguez
 UNIT NUMBER: 239

11/98

Comments on Section 2B: _____

EMPLOYEE NAME: M. Rodriguez
UNIT NUMBER: 239
11/98

SECTION 2C - JOB PERFORMANCE

Description	Category						
	O	E	S	I	U	N/O	N/A
12. Quality of Work/Competence: Indicative of the employee's ability to be thorough, organized and complete performance of work in a timely manner			✓				
13. Quantity of Work: Indicative of the employee's ability to accomplish work to meet goals and objectives in a timely manner, with consideration of overall activity.	✓						
14. Initiative and Innovation: Indicative of the employee's ability to manage uncertainty and influence events; to stimulate creative solutions for quality service through excellence, integrity, and courtesy. Employee's ability to show self-motivation by actively seeking and completing task and assignments with little direct supervision	✓						
15. Planning and Organizing: Indicative of the employee's ability to organize and plan work activities effectively, including the prioritization of task completion to meet schedules and deadlines.			✓				
16. Written Communications: Indicative of the employee's ability to produce written assignments that are clear, concise, thorough, and completed on schedule using proper spelling, grammar, and punctuation			✓				

Comments on Section 2C: *Ofc. Rodriguez Quantity of work & initiative continues to be an example for his peers. He continues to "think outside the box" and places a lot of thought into innovative ways to accomplish tasks.*

EMPLOYEE NAME: *M. Rodriguez*
 UNIT NUMBER: *239*

SECTION 2D – INTERPERSONAL SKILLS

Description	Category						
	O	E	S	I	U	N/O	N/A
17. Oral Communication Skills: Indicative of the employee's ability to listen and communicate thoughts and feelings in a clear and concise manner through the spoken language			✓				
18. Inter-Personal Communications Skills: Indicative of the employee's ability to effectively interact with others outside of the police department under a variety of conditions and situations showing understanding and sensitivity.			✓				
19. Teamwork: Indicative of employee ability to reflect a positive approach toward assigned duties; and to work effectively with co-workers, supervisors, and all other City employees.			✓				
20. Public Relations/ Community Policing: Indicative of the employee's ability to influence public opinion, through personal contacts, that is favorable for the department, striving to help the department achieve its goals related to community policing.			✓				

Comments on Section 2D: _____

EMPLOYEE NAME: M. Rodriguez
 UNIT NUMBER: 234

SECTION 2E – JUDGEMENT

Description	Category						
	O	E	S	I	U	N/ O	N/ A
21. Judgement & Decision-making: Indicative of the employee's ability to make sound work decisions independently. Indicative of employee ability to identify causes of routine work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively.			✓				
22. Intervention: Indicative of the employee's ability to apply good judgement, discretion, and self-control in handling a variety of conflict situations, which result in effective problem resolution.			✓				
23. Problem Solving: Indicative of employee ability to identify causes of <u>long-term</u> work problems; to analyze applicable data and generate workable solutions; and to take appropriate action on a consistent basis to handle difficult situations effectively. Collects, evaluates, and integrates information to achieve the department's mission, goals, and objectives. Differentiates between symptoms and causes when proposing remedies. Evaluates proposed solutions, and implements the most appropriate solution			✓				

Comments on Section 2E: _____

EMPLOYEE NAME: M. Rodriguez
 UNIT NUMBER: 239

**SECTION 2F – SUPERVISORY SKILLS (WATCH COMMANDERS AND BUREAU
COMMANDERS)**

Description	Category						
	O	E	S	I	U	N/ O	N/ A
24. Leadership Skills: Indicative of the supervisor's ability to apply appropriate leadership style							✓
25. Motivation, Delegation, and Discipline: Indicative of the supervisor's ability to provide motivation to work unit; to delegate authority and responsibility; and to utilize positive and negative discipline to improve performance levels and meet department's mission, goals, and objectives.							✓
26. Prioritizing and Effectiveness: Indicative of the supervisor's ability to coordinate employee's activities effectively in accordance to the priorities of the department; to utilize available resources to fulfill the department's mission, goals, and objectives; to ensure a common and unified effort; and to describe and communicate organizational objectives of the department.							✓
27. Organizational Perspective: Indicative of the supervisor's ability to display thorough knowledge of overall departmental functions and policy. Indicative of supervisor's ability to understand the function of each component of the department and coordinate activities appropriately							✓
28. Employee Relations/Flexibility/Open to Input from Others: Indicative of the employee's ability to demonstrate flexibility and openness to new ideas and methods; to seek new ways to achieve the department's goals and improve daily practices and to solicit input and feedback from all available resources when time and circumstances permit. Indicative of the supervisor's ability to fairly and impartially discipline employees, clearly instructs and provides two-way feedback among subordinates and administration.							✓
29. Evaluation Skills: Indicative of the supervisor's ability to fairly evaluate the performance of subordinates using evaluation guidelines; conducts comprehensive inspection							✓
30. Report Review: Indicative of the employee's ability to review all duty-related documents for accuracy and completeness.							✓

Comments on Section 2F: _____

EMPLOYEE NAME: M. Rodriguez
UNIT NUMBER: 239

SECTION 2G - ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)

Description	Category						
	O	E	S	I	U	N/O	N/A
31. Setting Goals and Objectives: Indicative of the employee's ability to establish and attain realistic goals and objectives. Coordinates employee's activities effectively in accordance to the priorities of the Department. Utilizes available resources to fulfill the department's mission, goals, and objectives. Ensures a common and unified effort. Able to describe and communicate the organizational objectives of the department.							✓
32. Fiscal Management: Indicative of the employee's ability for cost effective management of available resources. Utilizes available manpower, financial, and other resources to fulfill the department's mission, goals, and objectives							✓
33. Policies and Procedures: Indicative of the Administrator's ability for creation, implementation, enforcement of Department guidelines and standards.							✓
34. Staff Management/Development: Indicative of the employee's ability to maintain a comfortable, efficient, and effective work environment for employees; to demonstrate the ability to guide, motivate, and direct a work team that supports each its activities; and to develop in staff the ability to assume leadership. This also includes the employee's ability to understand and to support the equal opportunity and affirmative action goals of the department; and to ensure equal opportunity on selection, training, and promotion of employees based upon merit, ability, and potential. Understands and supports the affirmative action goals of the department and is sensitive to equal employment issues. Ensures equal opportunity on selecting, training, and promoting employees based upon merit, ability, and potential.							✓

Comments on Section 2G: _____

EMPLOYEE NAME: M. Rodriguez
 UNIT NUMBER: 239

SECTION 2H – CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)

Description	Category						
	O	E	S	I	U	N/ O	N/ A
35. Clerical Skills: Indicative of the employee's ability in efficient and effective typing and word processing skills.							✓
36. Record Management: Indicative of the employee's ability in processing, filing and purging of all Departmental records.							✓
37. Form/Supply Management: Indicative of the employee's ability in maintaining and stocking of all forms and supplies							✓
38. Data Entry: Indicative of the employee's ability in the accurate, timeliness, speed in the entry of data in computer system.							✓

Comments on Section 2H: _____

EMPLOYEE NAME: M. Rodriguez
UNIT NUMBER: 239

OVERALL PERFORMANCE SUMMARY

	O	E	S	I	U	N/O	N/A
SECTION 2A - PROFESSIONALISM							
1. ATTENDANCE/PUNCTUALITY			✓				
2. PROFESSIONAL /CONDUCT /INTEGRITY /ORGANIZATIONAL VALUES			✓				
3. CLOTHING /PERSONAL APPEARANCE	✓						
4. SAFETY			✓				
5. LAW ENFORCEMENT TECHNICAL KNOWLEDGE			✓				
6. LAWS AND ORDINANCES			✓				
7. DEPARTMENT POLICIES AND PROCEDURES KNOWLEDGE			✓				
8. PATROL/TRAFFIC ENFORCEMENT (SWORN OFFICERS)			✓				
9. CRIMINAL INVESTIGATIONS (SWORN OFFICERS)			✓				
10. EQUIPMENT USE/MAINTENANCE			✓				
11. APPLICATION OF JOB KNOWLEDGE			✓				
SECTION 2C - JOB PERFORMANCE							
12. QUALITY OF WORK /COMPETENCE			✓				
13. QUANTITY OF WORK	✓						
14. INITIATIVE AND INNOVATION	✓						
15. PLANNING AND ORGANIZATION			✓				
16. WRITTEN COMMUNICATION			✓				
SECTION 2D - INTERPERSONAL SKILLS							
17. ORAL COMMUNICATION			✓				
18. INTER-PERSONAL COMMUNICATION SKILLS			✓				
19. TEAMWORK			✓				
20. PUBLIC RELATIONS / COMMUNITY POLICING			✓				
SECTION 2E - JUDGEMENT							
21. JUDGEMENT AND DECISION MAKING			✓				
22. INTERVENTION			✓				
23. PROBLEM SOLVING			✓				
SECTION 2F - SUPERVISORY SKILLS (WATCH AND BUREAU COMMANDERS)							
24. LEADERSHIP SKILLS							✓
25. MOTIVATION, DELEGATION, AND DISCIPLINE							✓
26. PRIORITIZATION AND EFFECTIVENESS							✓
27. ORGANIZATIONAL PERSPECTIVE							✓
28. EMPLOYEE RELATIONS /FLEXIBILITY /OPEN TO INPUT FROM OTHERS							✓
29. EVALUATION SKILLS							✓
30. REPORT REVIEW							✓
SECTION 2G - ADMINISTRATIVE SKILLS (BUREAU COMMANDERS)							
31. SETTING GOALS AND OBJECTIVES							✓
32. FISCAL MANAGEMENT							✓
33. POLICIES AND PROCEDURES							✓
34. STAFF MANAGEMENT AND DEVELOPMENT							✓
SECTION 2H - CLERICAL SKILLS (CIVILIAN PERSONNEL ONLY)							
35. CLERICAL SKILLS							✓
36. RECORD MANAGEMENT							✓
37. FORM/ SUPPLY MANAGEMENT							✓
38. DATA ENTRY							✓

Measurement Definitions Used in the Piqua Police Department's Performance Evaluation System:

Outstanding: Exceptional and exemplary performance, highly effective

Exceeds Standards: Performance exceeds the standard with regularity. Performance is effective

Satisfactory: Consistently meets the standard, may occasionally perform above and below the standard, but not with regularity. Performance is effective

Improvement Needed: Meets the standard most of the time, may occasionally perform below the standard, but not with regularity. Performance is not as effective as possible and there is room for improvement.

Unsatisfactory: Performance level is not acceptable. Performs at a level below what is required. May be marginally effective, but improvement is needed in their position.

Not Observed (N/O): Performance in this category was not observed during this rating period.

Not Applicable (N/A): This performance category does not apply to this employee

EMPLOYEE NAME: M. Rodriguez
 UNIT NUMBER: 239

SECTION 4 - GOAL AND OBJECTIVES OF NEXT EVALUATION

GOALS AND OBJECTIVES OF NEXT EVALUATION PERIOD:

Officer Rodriguez should continue his strong enthusiasm as patrol officer. He should strive to remain cognizant of how his initiation of case investigations impact members of his shift, as well as members of the department, and he should continue to communicate his ideas for these investigations with his supervisor.

SECTION 5 - TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS

TRAINING AND CAREER DEVELOPMENT RECOMMENDATIONS:

I recommend that Officer Rodriguez proceed with additional training in the area of computer forensics and also seek training as a department evidence technician.

SECTION 6 - SUPERVISOR NARRATIVE

SUPERVISOR NARRATIVE:

Officer Rodriguez is a highly motivated and skilled officer who eagerly volunteers to take calls for his peers, when he is available. He frequently offers to assist them at calls, or with prisoner processing. He has become adept at interview and interrogations, and should continue his enthusiastic productivity at solving crime.

EMPLOYEE NAME: M. Rodriguez
UNIT NUMBER: 239

SECTION 7 - EMPLOYEE COMMENTS

EMPLOYEE COMMENTS:

NO COMMENT. MHA

SECTION 8 - SIGNATURE LINES

EMPLOYEE SIGNATURE: Mary Prody Date: 5/16/07

RATER SIGNATURE: Lt. J. Coen Date: 05/16/07

REVIEWER SIGNATURE: [Signature] Date: 05/28/07

CHIEF OF POLICE: [Signature] Date: 5/29/2007

All employees are required to sign their evaluation form. *Signature indicates that the employee has seen and discussed this evaluation with a supervisor and has been given an opportunity to add comments. Agreement with its content is not necessarily implied.

HR Director Elaine Barton 6/12/07

Acting City Manager Andy Beeghly 6/14/07

EMPLOYEE NAME: _____
UNIT NUMBER: _____

PERFORMANCE APPRAISAL

Empl. #:



Name: Rodriguez, Marcos

Title: POLICE OFFICER Dept: POLICE DEPT

Review Period: 05/03/04 - 05/02/05

Summary: *Officer Rodriguez has progressed satisfactorily in most area, including several where he is above average. He continues to have problems in report writing, although overall he has made significant progress in this area. It will need to continue to be the focus of his development.*

Topic: OVERALL PURPOSE

Enforce law, maintain order, and protect life and property. Promote the health, safety and welfare of the community by effectively: patrolling assigned area, responding to calls for service, making security checks, enforcing laws, rendering first aid and accurately documenting incidents.

Obs. Date

Rating

06/22/04

3

Lt. Collins - This is the first, quarterly evaluation of Officer Rodriguez, who is a brand new officer, learning the specifics of the job. He commenced the FTO Program observing his training officer during patrol and during citizen contacts within the community, starting 060704.

11/01/04

3

Officer Rodriguez promptly responds to calls for service and frequently assists other Officers with their calls. His activity in security checks and community contacts is high.

01/29/05

3

Officer Rodriguez promptly completed his vacant house checks on a day of inclement weather.

04/19/05

3

Officer Rodriguez is very conscientious in patrolling his beat and his business checks are always high.

Weighted Score (10 = perfect)

Observations: 4 Score: 6.0

Topic: ENFORCEMENT / SERVICE

Patrols assigned area. Immediately responds to assignments and calls for service, by most expeditious route. Follows correct radio communications procedures. Observes environs, recognizing and analyzing questionable situations. Takes appropriate action as required (e.g., citation, arrest, warning, counseling). Demonstrates and maintains required levels of competence in police procedures, equipment usage, communication skills and interpersonal relations to effectively and efficiently support the patrol mission. Meets expectations for Quantity/Quality of work.

Obs. Date

Rating

06/21/04

3

Lt. Collins - At this stage, Officer Rodriguez' street orientation is good for that of a new hire, but much improvement is needed in the coming weeks and months, in order for him to be an officer who is competent in this



PIQUA POLICE DEPARTMENT

Report of Employee Conviction

Date: 9/1/11

To: Chief of Police

Sir,

In accordance with Piqua Police Department Policy 1010 – Reporting of Employee Convictions, I submit the following:

- ☒ I have no activity to report related to this policy, or; MAK
☐ List of past convictions or the occurrence of a new arrest or conviction:

Domestic Violence Conviction and/or Restraining Order		
Offense, Date	L.E. Agency	Court
<u>N/A</u>		

Criminal Arrest Involving Confiscation of Duty-Related Firearm		
Offense, Date	L.E. Agency	Court
<u>N/A</u>		

Felony Criminal Conviction		
Offense, Date	L.E. Agency	Court
<u>N/A</u>		

Active Court Orders	
Date	Court
<u>N/A</u>	

Respectfully Submitted,


 Employee Signature

area. He likewise has missed some radio traffic, but this is expected of a new officer. Much improvement is recommended in this area of orientation and communication.

07/15/04

1

Lt. Collins - I have spoken with Officer Rodriguez extensively in reference to his lack of response to radio traffic of other officers and the dispatcher, who may be calling him.

11/01/04

3

Officer Rodriguez has improved his radio usage, although he does still occassionally miss traffic directed at him and misuse some codes. He does a good job of recognizing when a warning, citation or arrest is appropriate

01/29/05

3

Officer Rodriguez diligently patrols his assigned area and responds to calls for service. He aggressively pursues warrant arrests.

02/16/05

4

Officer Rodriguez made a traffic stop and when the driver was bending over and reaching to the passenger side of the car. Officer Rodriguez showed good awareness of the drivers actions and searched him and the lunge area.

04/19/05

3

Officer Rodriguez has shown good judgement in traffic and criminal issues when deciding if a warning or citation is most appropriate.

Weighted Score (10 = perfect)

Observations: 6 Score: 5.7

Topic: PROFESSIONAL / TECHN

**Demonstrates consistent competence in four primary skill areas:
Investigations, Traffic Enforcement, Pursuits/Arrests and Telecommunications.
These skills include...**

Investigative: controls a crime scene so as to efficiently and effectively collect and preserve evidence; ensures that evidence and witness statements are properly identified and recorded; performs surveillance as trained; completes investigations to fullest extent possible; and ensures the best possible quality of support to subsequent prosecution.

Traffic Enforcement: performs traffic enforcement/control; traffic crash investigation duties; performs rescue functions at accidents, administers aid and summons assistance as necessary.

Pursuits-Arrests: when appropriate, pursues suspects on foot and/or vehicle, physically restraining/subduing suspects as required using reasonable and necessary force dependent upon circumstances; and makes arrests as required by law in accord with established procedures.

Telecomm: communicates clearly and effectively via radio or telephone, following established procedures and protocols.

Obs. Date

Rating

07/23/04

3

Lt. Collins - Officer Rodriguez was successful in assisting Officer Grove

in controlling several subjects at a disturbance, where knives were involved. He issued effective verbal commands, controlling the situation.

10/18/04

3

Officer Rodriguez initiated a traffic control detail in the Piqua Catholic school zone.

11/01/04

3

Officer Rodriguez regularly performs interviews while investigating offenses. His traffic enforcement is good and he performed well in a minor resisting incident while backing up Officer Benson. (04-23023)

01/11/05

2

Officer Rodriguez was hesitant in a use of force situation. He did not discharge the taser at the first appropriate opportunity and when it was ineffective he did not go to another technique. (05-000083)

02/02/05

3

Officer Rodriguez consistently pursues investigations and traffic enforcement, frequently resulting in charges filed.

02/26/05

4

Officer Rodriguez was very aggressive in investigating the possibility of drug possession and use while handling a domestic dispute. (04-3486)

04/19/05

4

Officer Rodriguez aggressively pursues investigations. His traffic enforcement is high, particularly in DUS and OVI.

02/27/05

4

Officer Rodriguez promptly reviewed the pending case log and updated me on the status of each case, via email.

Weighted Score (10 = perfect)

Observations: 8 Score: 6.5

Topic: REPORTS / WRITTEN WO

Demonstrates consistent competence in selecting and utilizing appropriate departmental forms, based on the type of situation or investigation. Prepares reports that are accurate, factual, well organized, containing all the necessary elements, and that are completed on schedule. Writing is clear, concise, thorough, legible, grammatically correct, with proper sentence structure, punctuation and spelling.

Obs. Date

Rating

07/23/04

2

Lt. Collins - Officer Rodriguez had great difficulty compiling an accurate and comprehensive narrative report, even though he had taken his own notes and obtained witness statements. Several hours were wasted on a single report, that should have taken only several minutes. See report #04017390.

11/01/04

1

Officer Rodriguez continues to have numerous errors in paperwork to include; an inappropriate specification on a criminal charge (04-25419), an inaccurate birthday on a criminal charge (04-19853), and inadequate wording on an open container charge. He has been placed on an Employee

Performance Plan to address this issue.

11/30/04

1

Officer Rodriguez submitted paperwork on a domestic violence arrest without including the charge. When he submitted the charge it was on Municipal Court paperwork, rather than the Juvenile Court form it should have been on. (04-28664)

12/19/04

2

Officer Rodriguez was put on an employee performance plan and he has greatly improved the number of errors in his paperwork. He did submit a traffic citation in which the suspects name was misspelled. (04-30380)

02/02/05

2

Officer Rodriguez needs to reduce the time taken to prepare and proofread reports, in order to demonstrate competence in this area.

02/21/05

2

Officer Rodriguez submitted an incident sheet in which the complainants name, Cliff Makris, was spelled Markis. (05-3540)

04/19/05

2

Officer Rodriguez's performance in this area remains inconsistent. He will have periods where he consistently submits error free reports, then he will revert to the same types of errors he has had throughout his probationary period. In the month of April he submitted four citations with errors.

Weighted Score (10 = perfect)

Observations: 7 Score: 3.4

Topic: COURT APPEARANCES /

Prepares and presents court cases in a manner which most effectively supports successful prosecution. Prepares testimony in advance to ensure accuracy and completeness, including gathering supporting documentation or evidence that may be required. Arrives in court as scheduled wearing proper attire per policy. Performs complete preparation, coordination and follow-ups as needed to support the prosecutor. Provides credible, clear, complete, and courteous testimony.

Obs. Date**Rating**

07/23/04

3

Lt. Collins - Officer Rodriguez has accompanied his training officer to court on several occasions, but has yet to testify. He has appeared promptly and in proper uniform.

11/01/04

3

Officer Rodriguez is prompt and properly attired for his court appearances. He keeps his supervisor aware of upcoming cases.

12/19/04

3

Officer Rodriguez promptly advises his supervisor of upcoming cases.

Weighted Score (10 = perfect)

Observations: 3 Score: 6.0

Topic: ORAL COMMUNICATION/I

Demonstrates effective verbal skills which result in clear and concise oral communication. Provides necessary data and emphasis and then inquires to ensure that message is understood, clarifying as necessary. Demonstrates effective active listening skills. Projects a positive attitude regarding assigned duties, and interacts effectively with citizens in general, city employees, department members (supervisors, peers, support personnel), and employees of the court.

Obs. Date
07/15/04Rating
3

Lt. Collins - Officer Rodriguez demonstrated good voice tone and inflection, while controlling subjects at a heated debate over a civil matter.

11/02/04

3

Officer Rodriguez projects confidence and competency through his verbal communication when dealing with citizens, city employees, and fellow officers.

12/19/04

3

Officer Rodriguez always projects a positive attitude about his duties and he does not hesitate to ask questions when needed.

12/19/04

3

Officer Rodriguez has improved his listening and oral communication skills. He projects a positive image of the department when interacting with others.

Weighted Score (10 = perfect)

Observations: 4 Score: 6.0

Topic: INTERNAL RELATIONS /

Conducts self in a manner that supports teamwork and enhances the city/department in the accomplishment of its stated missions and expectations. Helps to encourage and implement a department-wide participative team approach to problem solving whenever possible, especially in finding ways to efficiently and effectively reach a common goal. Behaves in ways so as to be part of the solution, not a part of the problem. Demonstrates responsiveness to direction and performs job so that others are not burdened with additional work. Develops and maintains effective working relationships with personnel throughout the department, by helping others when the need is apparent, treating others with respect, and finding constructive ways to handle differences.

Obs. Date
07/15/04Rating
3

Lt. Collins - Officer Rodriguez communicates well with other officers, and assists them as needed. I have spoken with him about ways to improve his radio skills and street orientation, and he utilized effective listening skills during this time.

11/02/04

3

Officer Rodriguez promptly responds to directions given. He is respectful and helpful to others.

12/19/04

4

Officer Rodriguez frequently volunteers to assist other officers with their workload. He has developed effective working relationships with other members of the department.

Weighted Score (10 = perfect)

Observations: 3 Score: 6.7

Topic: PUBLIC RELATIONS / C

Conducts self in ways that promote good public relations, customer service, and which bring credit to the city/department. Behavior and actions are consistent with the city and department's mission statement, values and policies. Interacts with the public in ways that are service-oriented as exhibited by courtesy, integrity, respect, fairness, excellence and professionalism. Avoids behavior that is likely to produce complaints and claims.

Obs. Date

Rating

08/03/04

4

Marcos volunteered to eat pie in a pie-eating contest for National Night Out on 8/3/04. This made for a very enjoyable and popular event for everyone to enjoy - 218

07/23/04

4

Lt. Collins - Officer Rodriguez generates self-initiated citizen and community contacts, and communicates in a professional manner, with members of the community.

11/02/04

4

Officer Rodriguez performs a high number of self-initiated community and citizen contacts. He is always courteous and respectful.

12/19/04

4

Officer Rodriguez performs a high number of business and citizen contacts. He is always courteous and he has had no substantiated citizen complaints for this evaluation period.

Weighted Score (10 = perfect)

Observations: 4 Score: 8.0

Topic: COMMUNITY POLICING /

Implements community policing and problem-solving strategies and initiatives of the department. Influences public opinion, through personal contacts, in a way that is favorable for the department, striving to help the department achieve its goals related to community policing. Correctly identifies causes of routine and long-term work problems, analyzing applicable data and creating workable solutions.

Obs. Date

Rating

07/23/04

4

Lt. Collins - Officer Rodriguez volunteered to communicate information with several businesses, about recent robberies that have occurred, and advised them of ways they could enhance the safety of their employees.

10/04/04 3
Officer Rodriguez found and confiscated several illegal signs. (04-23747)

02/02/05 3
Officer Rodriguez leaves the public with a favorable opinion of the department through his personal contacts.

Weighted Score (10 = perfect)

Observations: 3 Score: 6.7

Topic: SAFETY

Conducts work in ways that protect self, co-workers, and others from harm, and that protects equipment and facilities from damage. Practices safe behavior in order to prevent accidents, injury, or damage. Takes immediate action to correct and/or report unsafe acts and conditions of which one becomes aware. Meets and complies with all job safety requirements and all applicable OSHA safety standards that pertain to essential functions; Reports all accidents, injuries, incidents, threats, or threatening behavior per city/department policy.

Obs. Date

Rating

07/15/04

2

Lt. Collins - Officer Rodriguez needs to continue to improve his driving skills, as his training officer has had to direct his attention on several occasions, in order to avoid crash-causing traffic violations. He improves on occasion, but then reverts to poor driving habits, if he is preoccupied.

07/23/04

3

Lt. Collins - Officer Rodriguez displays good officer safety skills, remaining cognizant of potential threats, and maintaining necessary officer safety precautions.

10/14/04

2

Officer Rodriguez had a minor accident which he promptly reported to his OIC.

02/02/05

3

Officer Rodriguez has had no safety related issues during this evaluation period.

04/19/05

3

Officer Rodriguez takes all necessary precautions to protect himself and his co-workers.

Weighted Score (10 = perfect)

Observations: 5 Score: 5.2

Topic: EQUIPMENT USE / MAIN

Consistently demonstrates error-free competence in the appropriate and acceptable operation and safe handling of all police equipment, including: vehicles, firearms and other approved weapons of self defense, handcuffs and other restraints, radio communication equipment, rescue equipment; blood-alcohol concentration testing equipment, speed measuring devices, evidence collection equipment, computers, office equipment (i.e. calculator; copier;

fax machine), cameras; video/audio cassette recorders; projectors. Properly utilizes equipment and treats it with care, in order to minimize wear and tear and ensure its readiness when needed.

Obs. Date
07/15/04

Rating
3

Lt. Collins - Officer Rodriguez is diligent in regard to properly maintaining his police equipment. He has properly filed vehicle maintenance sheets, denoting vehicle malfunctions.

11/01/04

1

Officer Rodriguez received a written warning for a minor accident in car #38.

02/02/05

3

Officer Rodriguez has competently and safely handled all equipment he used. He is a resource for other Officers with computer related questions.

04/19/05

3

Officer Rodriguez has continued to safely handle all police equipment.

Weighted Score (10 = perfect)

Observations: 4 Score: 5.0

Topic: WORK HABITS

Achieves high quality performance on the job by consistently applying positive work habits in the areas of ethics, judgment, analytical skills, initiative and adaptability.

Obs. Date
07/23/04

Rating
3

Lt. Collins - Officer Rodriguez consistently applies positive work habits in the areas of ethics, judgement, and initiative. He needs to concentrate on improving his quality of paperwork and adaptability to working under varying degrees of pressure from a high number of calls for service.

11/01/04

3

Officer Rodriguez could improve the overall quality of his performance by eliminating the majority of his paperwork errors. He does display positive habits in judgement, initiative and adaptability.

02/02/05

4

Officer Rodriguez approaches his duties with a positive attitude and he displays excellent initiative and adaptability.

Weighted Score (10 = perfect)

Observations: 3 Score: 6.7

Topic: APPEARANCE/GROOMING/

Presents self in a manner most likely to inspire public confidence and respect. Promotes a positive image of the department by maintaining a clean, well-groomed, professional appearance. Complies with uniform and dress code requirements, as well as personal hygiene and fitness requirements. Does not put self in a position where a supervisor must remind that one's appearance, grooming, or hygiene need attention.

Obs. Date**Rating**

07/23/04

4

Lt. Collins - Officer Rodriguez appears fit for duty, well groomed, and his uniform is always complete, maintaining a professional appearance. He passed recent line inspections with no deficiencies.

11/01/04

4

Officer Rodriguez is always well groomed with a professionally maintained uniform. He has had no deficiencies on line inspections.

02/02/05

4

Officer Rodriguez is always well groomed with a well maintained uniform.

02/26/05

4

During the February inspection Officer Rodriguez had all items very well maintained and organized.

Weighted Score (10 = perfect)**Observations: 4 Score: 8.0**

Topic: ATTENDANCE/PUNCTUALI

Demonstrates regular and predictable attendance. Can be relied upon to be working when and where he/ she is supposed to be. Begins working shift on time at assigned department, bureau, or section, prepared to perform assigned duties, in appropriate attire (per policy) and with all necessary equipment. Is in the field and available for calls within ten minutes after briefing, unless otherwise directed by supervisor. Remains in service until the end of shift, unless directed otherwise by supervisor. Is productively engaged in the department's tasks during paid worktime.

Obs. Date**Rating**

07/23/04

4

Lt. Collins - Officer Rodriguez always reports several minutes early for duty, and is ready to begin the shift. He reviews departmental email and other pertinent material prior to briefing.

11/01/04

4

Officer Rodriguez is regularly early for his shift. He gets his car ready and engages in work related activities.

02/02/05

4

Officer Rodriguez is regularly early for duty and engaging in work related activity prior to the start of his shift.

04/20/05 04:23:54

Weighted Score (10 = perfect)

Observations: 1 Score: 4.0

Summary Empl#: [REDACTED]

Observations: 66 Score: 6.1

Weighted Score Range: 2 - 10 Prior Appraisal Score: 6.0
Score Mid Range: 5.0 - 6.9

EMPLOYEE COMMENTS (at employee's option)

PERFORMANCE GOALS & OBJECTIVES - NEXT REPORTING PERIOD

Goal/Obj. 1: SUBMIT ERROR FREE REPORTS AND CHARGES ATLEAST 95% OF THE TIME.

Goal/Obj. 2: MASTER QUESTIONS AND STATEMENTS RELATED TO LAW ENFORCEMENT, IN THE SPANISH LANGUAGE.

Goal/Obj. 3:

EMPLOYEE CAREER DEVELOPMENT PLAN (Includes Training)

Career Devel. Objective 1: ATTEND TRAFFIC CRASH INVESTIGATION SCHOOL.

Career Devel. Objective 2:

Career Devel. Objective 3:

EMPLOYEE PERFORMANCE IMPROVEMENT PLAN

None

EMPLOYEE ACKNOWLEDGEMENT - I have reviewed this performance evaluation and the observations report on which it is based, and have discussed the contents with my supervisor. My signature only indicates my awareness of this report and does not necessarily imply my agreement with its contents or conclusions.

Employee signature: [Signature]

Date: 6/19/05

Rater Signature: [Signature]

Date: 5-30-05

Reviewer Signature: [Signature]

Date: 060905

Chief Of Police: [Signature]

Date: 6/16/2005

PERFORMANCE APPRAISAL

Empl. #:



Name: Rodriguez, Marcos

Title: POLICE OFFICER Dept: POLICE DEPT

Review Period: 05/03/04 - 08/03/04

SUMMARY of 1) appraisal period performance, and 2) suggested future improvements:

.....

.....

.....

.....

.....

.....

Topic: OVERALL PURPOSE

Enforce law, maintain order, and protect life and property. Promote the health, safety and welfare of the community by effectively: patrolling assigned area, responding to calls for service, making security checks, enforcing laws, rendering first aid and accurately documenting incidents.

Obs. Date

Rating

06/22/04

3

Lt. Collins - This is the first, quarterly evaluation of Officer Rodriguez, who is a brand new officer, learning the specifics of the job. He commenced the FTO Program observing his training officer during patrol and during citizen contacts within the community, starting 060704.

Weighted Score (10 = perfect)

Observations: 1 Score: 6.0

Topic: ENFORCEMENT / SERVICE

Patrols assigned area. Immediately responds to assignments and calls for service, by most expeditious route. Follows correct radio communications procedures. Observes environs, recognizing and analyzing questionable situations. Takes appropriate action as required (e.g., citation, arrest, warning, counseling). Demonstrates and maintains required levels of competence in police procedures, equipment usage, communication skills and interpersonal relations to effectively and efficiently support the patrol mission. Meets expectations for Quantity/Quality of work.

Obs. Date

Rating

06/21/04

3

Lt. Collins - At this stage, Officer Rodriguez' street orientation is good for that of a new hire, but much improvement is needed in the coming weeks and months, in order for him to be an officer who is competent in this area. He likewise has missed some radio traffic, but this is expected of a new officer. Much improvement is recommended in this area of orientation and communication.

07/15/04

1

Lt. Collins - I have spoken with Officer Rodriguez extensively in reference to his lack of response to radio traffic of other officers and the dispatcher, who may be calling him.

Weighted Score (10 = perfect)**Observations: 2 Score: 4.0****Topic: PROFESSIONAL / TECHN**

**Demonstrates consistent competence in four primary skill areas:
Investigations, Traffic Enforcement, Pursuits/Arrests and Telecommunications.
These skills include...**

Investigative: controls a crime scene so as to efficiently and effectively collect and preserve evidence; ensures that evidence and witness statements are properly identified and recorded; performs surveillance as trained; completes investigations to fullest extent possible; and ensures the best possible quality of support to subsequent prosecution.

Traffic Enforcement: performs traffic enforcement/control; traffic crash investigation duties; performs rescue functions at accidents, administers aid and summons assistance as necessary.

Pursuits-Arrests: when appropriate, pursues suspects on foot and/or vehicle, physically restraining/subduing suspects as required using reasonable and necessary force dependent upon circumstances; and makes arrests as required by law in accord with established procedures.

Telecomm: communicates clearly and effectively via radio or telephone, following established procedures and protocols.

Obs. Date**Rating**

07/23/04

3

Lt. Collins - Officer Rodriguez was successful in assisting Officer Grove in controlling several subjects at a disturbance, where knives were involved. He issued effective verbal commands, controlling the situation.

Weighted Score (10 = perfect)**Observations: 1 Score: 6.0****Topic: REPORTS / WRITTEN WO**

Demonstrates consistent competence in selecting and utilizing appropriate departmental forms, based on the type of situation or investigation. Prepares reports that are accurate, factual, well organized, containing all the necessary elements, and that are completed on schedule. Writing is clear, concise, thorough, legible, grammatically correct, with proper sentence structure, punctuation and spelling.

Obs. Date**Rating**

07/23/04

2

Lt. Collins - Officer Rodriguez had great difficulty compiling an accurate and comprehensive narrative report, even though he had taken his own notes and obtained witness statements. Several hours were wasted on a single report, that should have taken only several minutes. See report #04017390.

Weighted Score (10 = perfect)

Observations: 1 Score: 4.0

Topic: COURT APPEARANCES /

Prepares and presents court cases in a manner which most effectively supports successful prosecution. Prepares testimony in advance to ensure accuracy and completeness, including gathering supporting documentation or evidence that may be required. Arrives in court as scheduled wearing proper attire per policy. Performs complete preparation, coordination and follow-ups as needed to support the prosecutor. Provides credible, clear, complete, and courteous testimony.

Obs. Date

Rating

07/23/04

3

Lt. Collins - Officer Rodriguez has accompanied his training officer to court on several occasions, but has yet to testify. He has appeared promptly and in proper uniform.

Weighted Score (10 = perfect)

Observations: 1 Score: 6.0

Topic: ORAL COMMUNICATION/I

Demonstrates effective verbal skills which result in clear and concise oral communication. Provides necessary data and emphasis and then inquires to ensure that message is understood, clarifying as necessary. Demonstrates effective active listening skills. Projects a positive attitude regarding assigned duties, and interacts effectively with citizens in general, city employees, department members (supervisors, peers, support personnel), and employees of the court.

Obs. Date

Rating

07/15/04

3

Lt. Collins - Officer Rodriguez demonstrated good voice tone and inflection, while controlling subjects at a heated debate over a civil matter.

Weighted Score (10 = perfect)

Observations: 1 Score: 6.0

Topic: INTERNAL RELATIONS /

Conducts self in a manner that supports teamwork and enhances the city/department in the accomplishment of its stated missions and expectations. Helps to encourage and implement a department-wide participative team approach to problem solving whenever possible, especially in finding ways to efficiently and effectively reach a common goal. Behaves in ways so as to be part of the solution, not a part of the problem. Demonstrates responsiveness to direction and performs job so that others are not burdened with additional work. Develops and maintains effective working relationships with personnel throughout the department, by helping others when the need is apparent, treating others with respect, and finding constructive ways to handle differences.

Obs. Date

Rating

07/15/04

3

Obs. Date**Rating**

07/15/04

3

Lt. Collins - Officer Rodriguez communicates well with other officers, and assists them as needed. I have spoken with him about ways to improve his radio skills and street orientation, and he utilized effective listening skills during this time.

Weighted Score (10 = perfect)**Observations: 1 Score: 6.0****Topic: PUBLIC RELATIONS / C**

Conducts self in ways that promote good public relations, customer service, and which bring credit to the city/department. Behavior and actions are consistent with the city and department's mission statement, values and policies. Interacts with the public in ways that are service-oriented as exhibited by courtesy, integrity, respect, fairness, excellence and professionalism. Avoids behavior that is likely to produce complaints and claims.

Obs. Date**Rating**

08/03/04

4

Marcos volunteered to eat pie in a pie-eating contest for National Night Out on 8/3/04. This made for a very enjoyable and popular event for everyone to enjoy - 218

07/23/04

4

Lt. Collins - Officer Rodriguez generates self-initiated citizen and community contacts, and communicates in a professional manner, with members of the community.

Weighted Score (10 = perfect)**Observations: 2 Score: 8.0****Topic: COMMUNITY POLICING /**

Implements community policing and problem-solving strategies and initiatives of the department. Influences public opinion, through personal contacts, in a way that is favorable for the department, striving to help the department achieve its goals related to community policing. Correctly identifies causes of routine and long-term work problems, analyzing applicable data and creating workable solutions.

Obs. Date**Rating**

07/23/04

4

Lt. Collins - Officer Rodriguez volunteered to communicate information with several businesses, about recent robberies that have occurred, and advised them of ways they could enhance the safety of their employees.

Weighted Score (10 = perfect)**Observations: 1 Score: 8.0**

all accidents, injuries, incidents, threats, or threatening behavior per city/department policy.

Obs. Date**Rating**

07/15/04

2

Lt. Collins - Officer Rodriguez needs to continue to improve his driving skills, as his training officer has had to direct his attention on several occasions, in order to avoid crash-causing traffic violations. He improves on occasion, but then reverts to poor driving habits, if he is preoccupied.

07/23/04

3

Lt. Collins - Officer Rodriguez displays good officer safety skills, remaining cognizant of potential threats, and maintaining necessary officer safety precautions.

Weighted Score (10 = perfect)

Observations: 2 Score: 5.0

Topic: EQUIPMENT USE / MAIN

Consistently demonstrates error-free competence in the appropriate and acceptable operation and safe handling of all police equipment, including: vehicles, firearms and other approved weapons of self defense, handcuffs and other restraints, radio communication equipment, rescue equipment; blood-alcohol concentration testing equipment, speed measuring devices, evidence collection equipment, computers, office equipment (i.e. calculator; copier; fax machine), cameras; video/audio cassette recorders; projectors. Properly utilizes equipment and treats it with care, in order to minimize wear and tear and ensure its readiness when needed.

Obs. Date**Rating**

07/15/04

3

Lt. Collins - Officer Rodriguez is diligent in regard to properly maintaining his police equipment. He has properly filed vehicle maintenance sheets, denoting vehicle malfunctions.

Weighted Score (10 = perfect)

Observations: 1 Score: 6.0

Topic: WORK HABITS

Achieves high quality performance on the job by consistently applying positive work habits in the areas of ethics, judgment, analytical skills, initiative and adaptability.

Obs. Date**Rating**

07/23/04

3

Lt. Collins - Officer Rodriguez consistently applies positive work habits in the areas of ethics, judgement, and initiative. He needs to concentrate on improving his quality of paperwork and adaptability to working under varying degrees of pressure from a high number of calls for service.

Weighted Score (10 = perfect)**Observations: 1 Score: 6.0****Topic: APPEARANCE/GROOMING/**

Presents self in a manner most likely to inspire public confidence and respect. Promotes a positive image of the department by maintaining a clean, well-groomed, professional appearance. Complies with uniform and dress code requirements, as well as personal hygiene and fitness requirements. Does not put self in a position where a supervisor must remind that one's appearance, grooming, or hygiene need attention.

Obs. Date**Rating**

07/23/04

4

Lt. Collins - Officer Rodriguez appears fit for duty, well groomed, and his uniform is always complete, maintaining a professional appearance. He passed recent line inspections with no deficiencies.

Weighted Score (10 = perfect)**Observations: 1 Score: 8.0****Topic: ATTENDANCE/PUNCTUALI**

Demonstrates regular and predictable attendance. Can be relied upon to be working when and where he/ she is supposed to be. Begins working shift on time at assigned department, bureau, or section, prepared to perform assigned duties, in appropriate attire (per policy) and with all necessary equipment. Is in the field and available for calls within ten minutes after briefing, unless otherwise directed by supervisor. Remains in service until the end of shift, unless directed otherwise by supervisor. Is productively engaged in the department's tasks during paid worktime.

Obs. Date**Rating**

07/23/04

4

Lt. Collins - Officer Rodriguez always reports several minutes early for duty, and is ready to begin the shift. He reviews departmental email and other pertinent material prior to briefing.

Weighted Score (10 = perfect)**Observations: 1 Score: 8.0****Topic: COMMITMENT TO DEPT M**

Takes an active role in contributing to the overall mission, values, goals, objectives, and priorities of the department. Displays high degree of enthusiasm and pride in the job. Works with administrators, supervisors, other officers and staff to effectively promote the department's mission, values, goal and objectives in all activities.

Obs. Date**Rating**

06/06/04

3

Officer Rodriguez showed commitment to the department values by voluntarily participating in a memorial service for a retired brother Officer.

Weighted Score (10 = perfect)

Observations: 1 Score: 6.0

Summary Empl#: [REDACTED]

Observations: 18 Score: 6.1

Weighted Score Range: 2 - 10 Prior Appraisal Score: 0.0

Score Mid Range: 5.0 - 6.9

EMPLOYEE COMMENTS (at employee's option)

NONE AT THIS TIME

PERFORMANCE GOALS & OBJECTIVES - NEXT REPORTING PERIOD

Goal/Obj. 1: Eliminate deficiencies in paperwork.

Goal/Obj. 2: Improve knowledge of city streets.

Goal/Obj. 3: Continue improvement in defensive driving habits.

EMPLOYEE CAREER DEVELOPMENT PLAN (Includes Training)

Career Devel. Objective 1:

Career Devel. Objective 2:

Career Devel. Objective 3:

EMPLOYEE PERFORMANCE IMPROVEMENT PLAN

EMPLOYEE ACKNOWLEDGEMENT - I have reviewed this performance evaluation and the observations report on which it is based, and have discussed the contents with my supervisor. My signature only indicates my awareness of this report and does not necessarily imply my agreement with its contents or conclusions.

Employee signature: *Michael Rodriguez* Date: 9/22/04Rater Signature: *G. R. [Signature]* Date: 9-22-04Reviewer Signature: *[Signature]* Date: 092304Chief Of Police: *[Signature]* Date: 10/18/2004HR Director *Elaine Barton* 10/19/04

Promotional Ceremony Agenda

Introduction and Welcome: Deputy Chief Thomas M. Steiner

Marcos A. Rodriguez : Introduction
Presentation of Certificate
Presentation of Promotional Badge
Oath of Office

IACP Oath of Honor: Deputy Chief Thomas S. Christy

Closing Remarks: Chief Bruce A. Jamison

-Refreshments-

City Commission Meeting: "Swearing-In" Ceremony at 1900 hrs



Marcos A. Rodriguez
Lieutenant
Unit #239



PIQUA POLICE DEPARTMENT

Outside Employment – Application/Permit

Published: 03/23/2017

Employee Name: MARCOS RODRIGUEZ Application Date: 1/22/24

Outside Employer: SELF EMPLOYMENT

Location of Work Performed: HOME

Anticipated Work Schedule: WORK PERFORMED ON OFF DAYS

Description of Work Performed

(number of hours, type of work, etc.): WOOD WORKING & COMPUTER DESIGN

HOURS 2-20 HOURS PER WEEK DEPENDING ON TIME OF
YEAR. See Attachment ☐

Employee Acknowledgement:

By signing my name below, I acknowledge an understanding of the Piqua Police Department Policy on Outside Employment. The proposed outside employment does not conflict with this policy. By filing this application, I agree to comply with this policy.

Employee Signature/Date: [Signature] 1/22/24

Supervisory Comments/Recommendation/Signature/Date:

NO ISSUES. Recommend Approval Wm Oth 1/23/24

See Attachment ☐

Management Comments/Recommendations/Signature/Date:

See Attachment ☐

Chief of Police:	<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Denied
Permission Valid Through (Date):	<u>12-31-24</u>	
Comments/Signature/Date:	<u>[Signature]</u> <u>1-22-24</u>	
See Attachment <input type="checkbox"/>		



PIQUA POLICE DEPARTMENT

Outside Employment – Application/Permit

Employee Name: Rodriguez Application Date: 1/1/23

Outside Employer: Self Employed

Location of Work Performed: Home

Anticipated Work Schedule: Varies. No set schedule.

Description of Work Performed
(number of hours, type of work, etc.): Laser Engraving and CNC work. Hours will
are not set. Hours per week are estimated to be 0-20 hours per week.

See Attachment ☐

Employee Acknowledgement:

By signing my name below, I acknowledge an understanding of the Piqua Police Department Policy – Outside Employment. The proposed outside employment does not conflict with this policy. By filing this application, I agree to comply with this policy.

Employee Signature/Date: [Signature] 1/1/23

Supervisory Comments/Recommendation/Signature/Date:
[Signature] 1/4/23

See Attachment ☐

Management Comments/Recommendations/Signature/Date:

See Attachment ☐

Chief of Police:	<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Denied
Permission Valid Through (Date):	<u>1-1-2024</u>	
Comments/Signature/Date:	<u>R Byers</u> <u>1-19-23</u>	
See Attachment <input type="checkbox"/>		

This permit is ☐ Expired; ☐ Withdrawn by Employee; ☐ Revoked; ☐ Suspended.

Date: _____
See Outside Employment Policy for revocation/suspension procedures.



PIQUA POLICE DEPARTMENT

Outside Employment – Application/Permit

Published: 03/23/2017

Employee Name: MARCOS RODRIGUEZ Application Date: 1/6/22

Outside Employer: SELF EMPLOYED

Location of Work Performed: HOME

Anticipated Work Schedule: VARIABLE. NO SET SCHEDULE.

Description of Work Performed
(number of hours, type of work, etc.): LASER ENGRAVING + 3D PRINTING. DESIGN &

SHIPPING OF PRODUCTS. LISTING ITEMS FOR SALE ONLINE. UNKNOWN

NUMBER OF HOURS PER WEEK. See Attachment ☒

Employee Acknowledgement:

By signing my name below, I acknowledge an understanding of the Piqua Police Department Policy on Outside Employment. The proposed outside employment does not conflict with this policy. By filing this application, I agree to comply with this policy.

Employee Signature/Date: [Signature] 1/6/22

Supervisory Comments/Recommendation/Signature/Date:

See Attachment ☐

Management Comments/Recommendations/Signature/Date:

[Signature] 1-7-22 (OK)

See Attachment ☐

Chief of Police:	<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Denied
Permission Valid Through (Date):	<u>1-1-23</u>	
Comments/Signature/Date:	<u>[Signature]</u> <u>1-7-22</u>	
See Attachment <input type="checkbox"/>		

EMPLOYEE SICK LEAVE DONATION FORM

It has been requested that the City consider a donation of sick leave due to the illness of the following employee or employee's family: ANDY RAY, as he/she will soon exhaust all available paid leave. Employees may donate up to a maximum of 40 hours of unused sick leave by completing Section A below and returning to the Human Resources Department. Please note - no donor hours will be used until all available recipient hours are exhausted.

SECTION A

Donor Employee Name MARCOS RODRIGUEZ

Employee No. [REDACTED] Employee Dept. POWCH

I hereby authorize the transfer of 8 sick leave hours (up to a maximum of 40 hours) from my accumulated sick leave to 1062.05. The donation of sick leave hours will be used in the order of receipt. Any donor hours not used will remain in my accumulated sick leave balance.

[Signature]
Employee Signature

6/29/21
Date

PAYROLL DEPARTMENT USE ONLY

The sum of sick leave hours donated by an employee times each employee's pay rate will determine the total value of the donated sick leave. The value divided by the recipient's hourly rate will determine the hours received.

DONOR

 X =
(Hours) (Donor Pay Rate) (Total Value)

RECIPIENT

 ÷ =
(Total Value) (Recipient Pay Rate) (Donated Hours)

PAYROLL

(Hours Transferred)

(Payroll Date)

(Initials)

To Jan
6/29

EMPLOYEE SICK LEAVE DONATION FORM

It has been requested that the City consider a donation of sick leave due to the illness of the following employee or employee's family: ANDY RAY, as he/she will soon exhaust all available paid leave. Employees may donate up to a maximum of 40 hours of unused sick leave by completing Section A below and returning to the Human Resources Department. Please note - no donor hours will be used until all available recipient hours are exhausted.

SECTION A

Donor Employee Name MARCOS RODRIGUEZ

Employee No. [REDACTED] Employee Dept. POLICE

I hereby authorize the transfer of 12 sick leave hours (up to a maximum of 40 hours) from my accumulated sick leave to ANDY RAY. The donation of sick leave hours will be used in the order of receipt. Any donor hours not used will remain in my accumulated sick leave balance.

Marcos Rodriguez 239
Employee Signature

6/10/20
Date

PAYROLL DEPARTMENT USE ONLY

The sum of sick leave hours donated by an employee times each employee's pay rate will determine the total value of the donated sick leave. The value divided by the recipient's hourly rate will determine the hours received.

DONOR

 X =
(Hours) (Donor Pay Rate) (Total Value)

RECIPIENT

 ÷ =
(Total Value) (Recipient Pay Rate) (Donated Hours)

PAYROLL

(Hours Transferred)

(Payroll Date)

(Initials)

Jamie

CERTIFICATE OF RECOGNITION

FOR THE PUBLIC SERVICE OF *Marcos Rodriguez* AS A CITY OF PIQUA EMPLOYEE

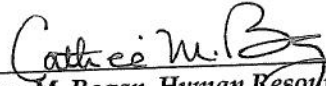
WHEREAS, Marcos Rodriguez has reached a milestone of fifteen years of service and,

WHEREAS, his service has been given in a faithful and dedicated manner to the Citizens of the City of Piqua and,

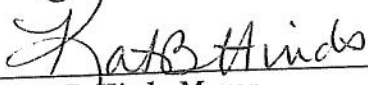
WHEREAS, his public spirit and devotion to this community and its citizens exemplify the highest standards of an exceptional City employee and public servant,

NOW, THEREFORE, let it be recognized by the Commission and the Citizens of Piqua, Miami County, Ohio, the years of service of Marcos Rodriguez.




Catherine M. Bogan, Human Resources Director


Gary A. Huff, City Manager


Kathryn B. Hinds, Mayor

**CITY OF PIQUA PERSONNEL
POLICY AND PROCEDURE MANUAL**

ACKNOWLEDGMENT

I, MARLOS RODRIGUEZ, employee of the City of Piqua, hereby acknowledge that I have received a copy of the REVISED Ethics of Public Employment Section 7.01 policy from the City's Personnel Policy and Procedure Manual with said revised policy being effective April 15, 2016. I acknowledge that I am to be familiar with the policy, to follow the policy and if I have any questions about the policy, am to ask for clarification.

This Acknowledgement is to be kept on file in my personnel file located in Human Resources.



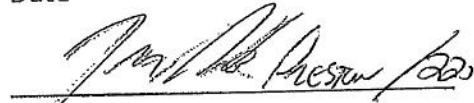
Signature

MARLOS RODRIGUEZ

Print Name

5/27/16

Date



Supervisor's signature

City of Piqua
Fuel Purchasing Policy
Acknowledgement Statement

I, MARCOS RODRIGUEZ, have read and understand the above fuel dispensing policy. (Please print name)

Department: PPD

Signed: *Marcos Rodriguez*

Dated: 11/15/04

Witnessed:

Signed: *Vonda G Jackowski*

Dated: 11/15/04

**POLICE LIEUTENANT- PIQUA POLICE DEPARTMENT
MARCOS A. RODRIGUEZ**

OATH OF OFFICE

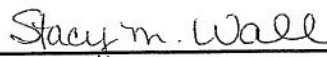
I, Marcos A. Rodriguez, solemnly swear (or affirm) that I will obey the Constitution and Laws of the United States and of the State of Ohio, that I will in all respects, observe the provisions of the Charter and Ordinances of the City of Piqua, and faithfully discharge the duties of the Police Lieutenant of the Piqua Police Department.



**Marcos A. Rodríguez
Police Lieutenant
Piqua Police Department**

**STATE OF OHIO }
 } SS:
COUNTY OF MIAMI }**

**Sworn to and subscribed in my presence this 6th day of April
2010.**



**Stacy Wall
Director of Law**



City of Piqua
Designation of Beneficiary
Unpaid Compensation for Deceased Employee

A. Identification of Employee

Name (Last, first, middle)

Date of birth (mm, dd, yyyy)

Social Security Number

RODRIGUEZ

MARCOS A

Department in which presently employed

Department

POLICE

Employee Number

I, the employee named above, canceling any and all previous Designations of Beneficiary heretofore made by me, do now designate the beneficiary or beneficiaries named below to receive any unpaid compensation due and payable after my death. I understand that this designation of Beneficiary relates solely to money due as an employee of the City of Piqua, and in no way will affect the disposition of any benefit which may become payable under a life insurance policy applicable to my City service. I further understand that this Designation of Beneficiary will remain in full force and effect until I expressly change or revoke it in writing.

B. Information Concerning The Beneficiaries

First name, middle initial, and last name of each beneficiary

Address (including ZIP code) of each beneficiary

Relationship

Share to be paid to each beneficiary

Date of designation (mm,dd,yyyy)

Your signature

Total must = 100%

11/10/10

[Signature]

C. Witnesses

I, the undersigned, certify that this statement was signed in my presence.

Signature of witness

Number and street

City, State, and ZIP code

[Signature]

D. Revocation of Above

I revoke the designation made on this form effective at once.

Signature

Date

Signature of witness

Number and Street

City, State, and ZIP code

Note: A designation or a revocation is not effective until it is delivered to the Director of Finance of the City of Piqua. For your own protection keep your duplicate copy of this designation or revocation with your important papers, such as your will or life insurance policy.

E. City certification

I have reviewed this designation and certify that the designated shares total 100% and that no witnesses are designated as beneficiaries.

Date received

Signature

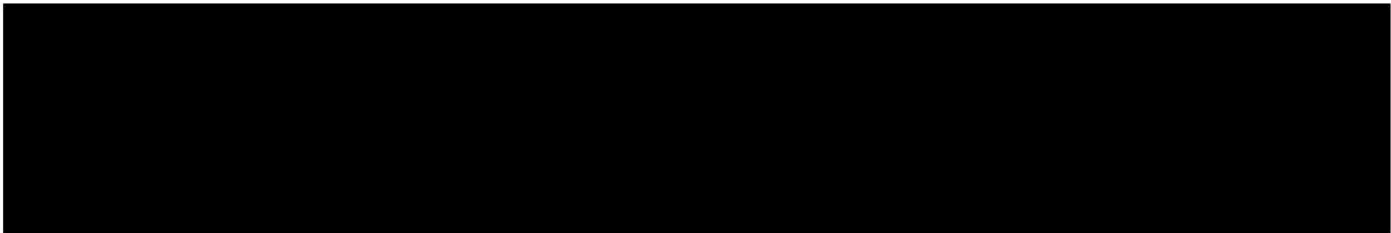
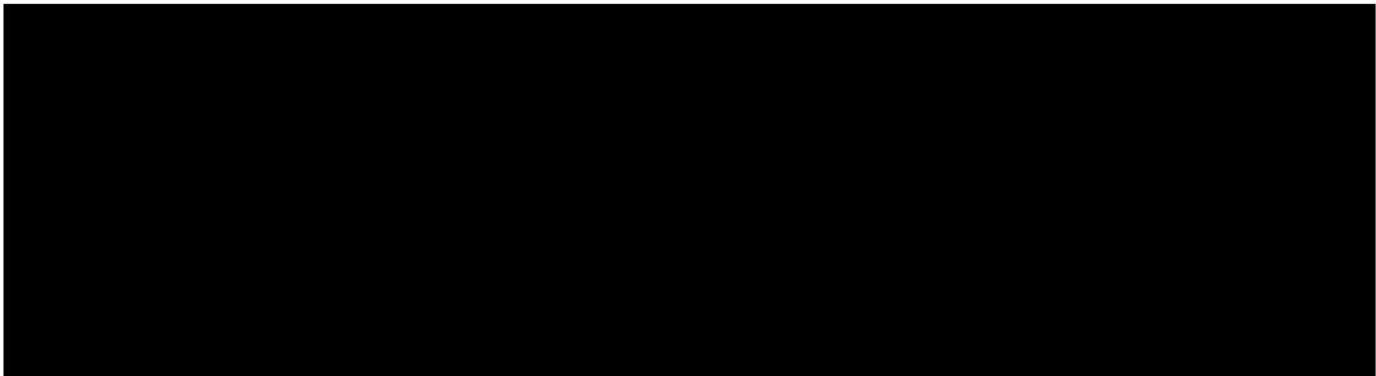
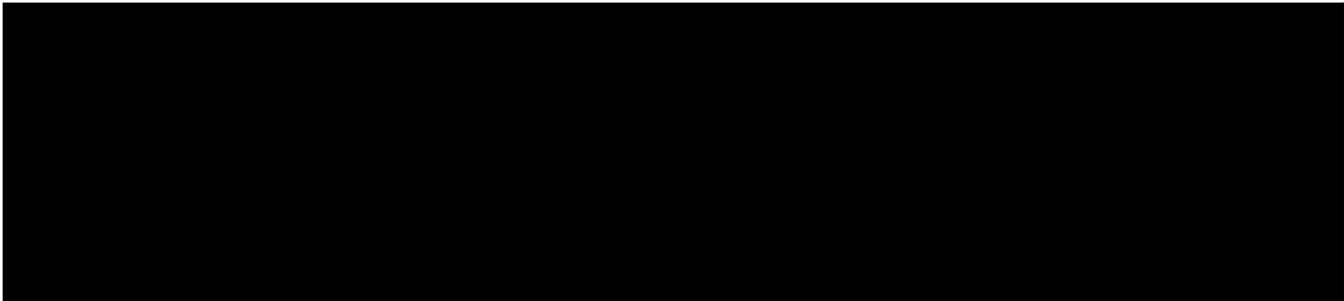
Date

City of Piqua -- Employee Life Insurance -- Coverage Enrollment Record
Harleysville Life Insurance Company, Harleysville, PA 19438-9989

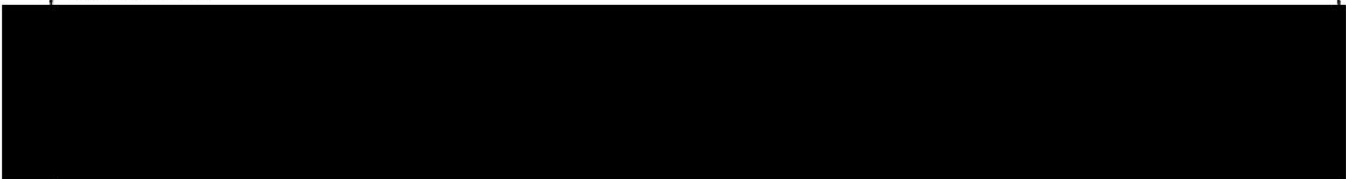
Employee Name: MARCOS A RODRIGUEZ

Employee DOB: _____ Social Security #: _____

Date Hired: 5-1-00 Male/Female: M Single/Married: MARRIED



Beneficiary Designation applies to all Life Insurance sponsored by City of Piqua in effect at the time of death. The benefits will be paid to:



Beneficiary Address:

(If more than one beneficiary is designated, settlement will be made in equal shares to such of the designated beneficiaries as survive the insured, unless otherwise provided herein. If no designated beneficiary survives the insured, settlement will be made to the Estate of the Insured, unless otherwise provided in the Group Policy.)

Employee Signature: [Signature] Date: 1/29/08

emailed Candi
2-15-08

Employee: M Rodriguez

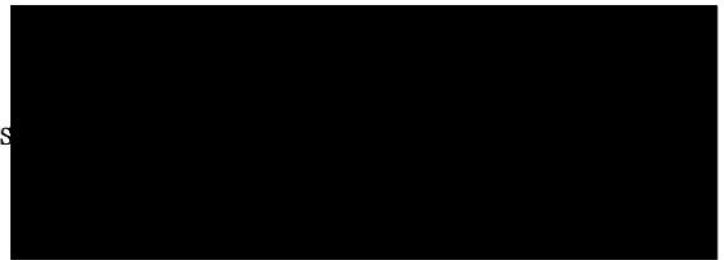
Date: November 2007

Life Insurance Benefits

1. Employee Group Insurance

Full cost paid by City of Piqua

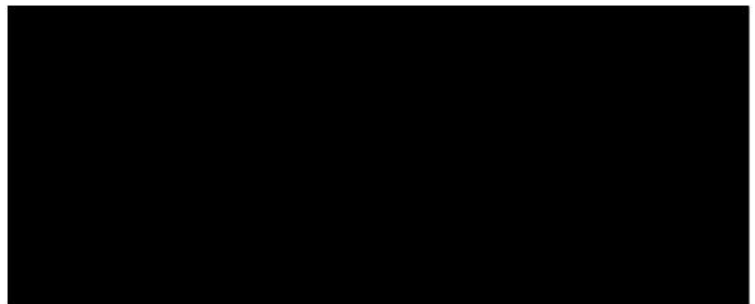
- ☐ Class I Directors
- ☐ Class II Safety/Police Officers
- ☐ Class III All Others



2. Dependent Life

OPTIONAL – Employee payroll deduction

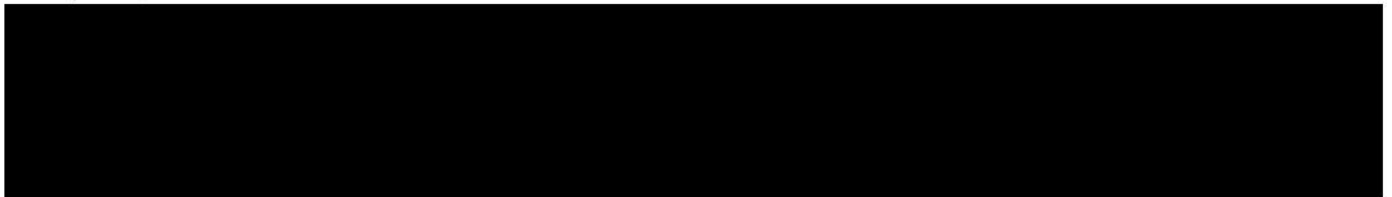
- ☐ Plan A \$0.41 month
- ☐ Plan B \$1.64 month
- ☐ Plan C* \$6.00 month



3. Supplemental Employee Life

OPTIONAL – Employee payroll deduction

(Benefit amounts \$10,000 to \$500,000 not to exceed 4 x salary; future rates adjusted based on age)



• Monthly Deductions for Dependent & Supplemental Life Insurance Benefits:



Employer: City of Piqua

Give to
Pam Tves

Staley Insurance: Broker/Agent

11.19.2008

City of Piqua -- Employee Life Insurance -- Coverage Enrollment Record
Harleysville Life Insurance Company, Harleysville, PA 19438-9989

Employee Name: MARCOS A RODRIGUEZ
Employee DOB: 10/19/80 Social Security #: [REDACTED]
Date Hired: 5/3/04 Male/Female: M Single/Married: MARRIED

Beneficiary Designation applies to all Life Insurance sponsored by City of Piqua in effect at the time of death. The benefits will be paid to:

Beneficiary Address:

(If more than one beneficiary is designated, settlement will be made in equal shares to such of the designated beneficiaries as survive the insured, unless otherwise provided herein. If no designated beneficiary survives the insured, settlement will be made to the Estate of the Insured, unless otherwise provided in the Group Policy.)

Employee Signature: [Signature] Date: 1/29/08

Employee: M Rodriguez

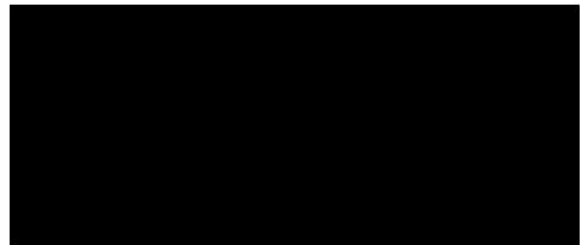
Date: November 2007

Life Insurance Benefits

1. Employee Group Insurance

Full cost paid by City of Piqua

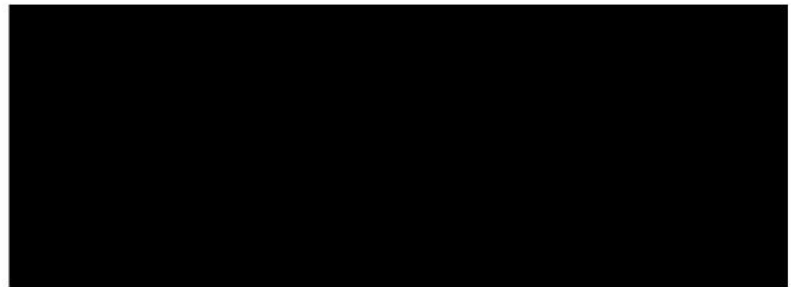
- ☐ Class I Directors
- ☐ Class II Safety/Police Officers
- ☐ Class III All Others



2. Dependent Life

OPTIONAL – Employee payroll deduction

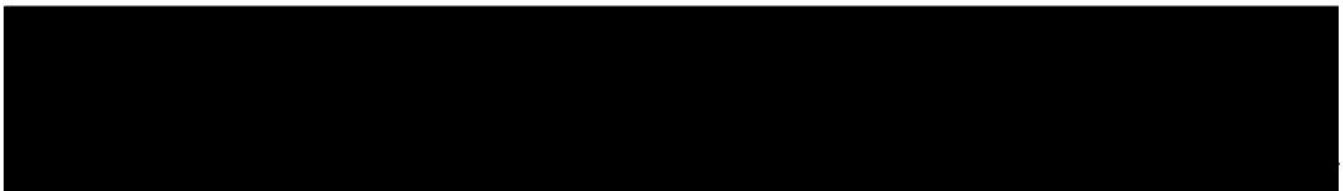
- ☐ Plan A \$0.41 month
- ☐ Plan B \$1.64 month
- ☐ Plan C* \$6.00 month



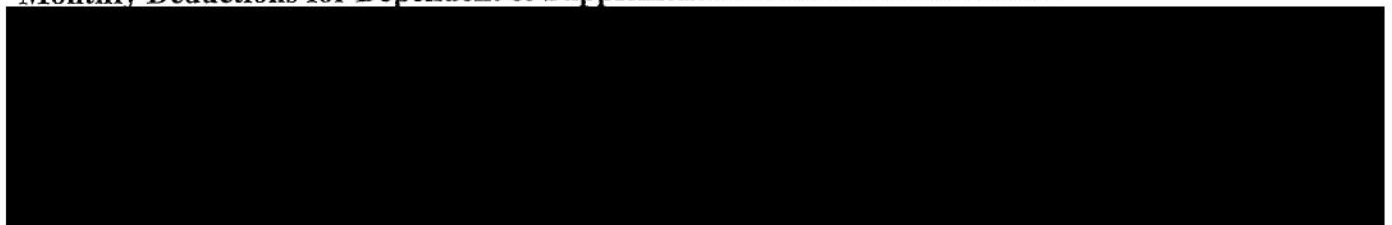
3. Supplemental Employee Life

OPTIONAL – Employee payroll deduction

(Benefit amounts \$10,000 to \$500,000 not to exceed 4 x salary; future rates adjusted based on age)



• Monthly Deductions for Dependent & Supplemental Life Insurance Benefits:



Employer: City of Piqua

Give to
Paul Tves

Staley Insurance: Broker/Agent

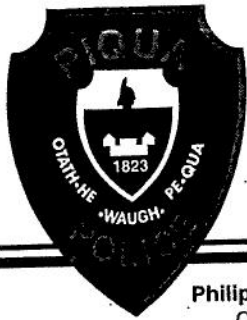
Jan 19 2008

Date: May 10, 2004
To: Administrator Watson
From: Officer Marcos Rodriguez
Subject: Change in Phone Number

The purpose of this memo is to inform the my employer of a change in telephone number. The old number is _____ and the new number is _____ The reason for the change is because of an excessive amount of wrong numbers. I apologize for any inconvenience that this may have caused.

Respectfully Submitted
Marcos Rodriguez

OK
Chapman
5/11/2004



C Committed to Excellence.....Dedicated to Serve and Protect
PIQUA POLICE DEPARTMENT

100 North V
Phone: (937)
Emergency Police Dispatch
www.piquaohpd.org

Philip K. Potter, CLEE
Chief of Police

Phone: (937)
E-mail



Internationally Accredited
Enforcement Agency

2004

Elaine,
This is for the new officers'
employee files
Thanks,
Vanda



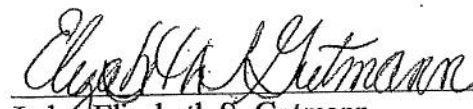
OATH
OFFICER MARCOS A. RODRIGUEZ
Piqua Police Department

I, Marcos A. Rodriguez, do solemnly swear 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 City of Piqua, Ohio and that I will discharge the duties of the Office of Police Officer, to which I have been appointed, to the best of my ability.


Marcos A. Rodriguez

May 5, 2004

Sworn to and subscribed before me this 5th day of May 2004.


Judge Elizabeth S. Gutmann
Miami County Municipal Court

CITY OF PIQUA
EMPLOYEE PROFILE

NAME Marcos Rodriguez EMPLOYEE NO. 239


ADDRESS _____ CITY/STATE/ZIP Piqua, OH 45356

SOCIAL SECURITY NO. _____ BIRTHDATE 1 _____

TELEPHONE _____ SEX Male RACE Hisp

MARITAL STATUS: MARRIED _____ SINGLE ☒ (divorced or widowed)

DRIVERS' LICENSE NO.  EXPIRATION DATE _____

LICENSE TYPE  O=Operators A, B or C=Commercial (CDL)

SCHOOL DISTRICT: Due to certain school districts in Ohio passing a school district income tax, it is necessary to know what school district you reside in. If you move into a new school district, please advise the Payroll Department. Your school district is usually the city you reside in such as Piqua, Troy, etc., although there are a few exceptions. SCHOOL DISTRICT YOU RESIDE IN: _____

PAYROLL INFORMATION: Your payroll is automatically deposited into your bank account. Please advise the customer service representative at your bank that you are an employee of the City of Piqua. NAME OF BANK _____

ACCOUNT NUMBER _____ CHECKING OR SAVINGS

Marcos Rodriguez 5/3/04
(EMPLOYEE SIGNATURE) (DATE)

OFFICE USE ONLY

EFFECTIVE DATE _____ RATE _____

CLASSIFICATION _____ CODE/STEP _____

DEPARTMENT NAME _____ DEPARTMENT NUMBER _____

There is no better or easier way to protect your family from your unexpected death.

Supplemental Life Insurance is now available to you through your employer, City of Piqua.

✓ You must be a full-time employee working 30 hours per week.

PLAN BENEFITS

✓ You may select a benefit amount equal to \$10,000 to a maximum of \$500,000 not to exceed 4 x salary.

✓ Amounts up to \$224,000 combined base and supplemental life will be guaranteed issue. Any amount in excess will require evidence of insurability.

✓ Benefits will reduce by 35% at age 65, further reducing to 50% of the original amount at age 70, termination of benefits at actual retirement.

PREMIUM CONTRIBUTION

✓ Monthly rates are based on your current age and are per \$1,000 of coverage:

Age	Rate
Under 30	.07
30-34	.08
35-39	.12
40-44	.19
45-49	.32
50-54	.53
55-59	.84
60-64	1.30
65-69	1.99
70+	3.05

✓ To calculate your monthly premium, multiply the supplemental amount by your age rate and divide by \$1,000.

Example: Assume employee age 40 and Supplemental Benefit of \$10,000

$\$10,000 \times .19$ divide by $\$1,000 = \1.90 per month

PLAN FEATURES

✓ Option to request up to half your death benefit if diagnosed with a terminal illness.

Please complete the attached enrollment form.



Harleysville Life Insurance Company

A Member of The Harleysville Insurance Companies
A National Network of Regional Insurers

Name Manos Rodriguez
Date of Birth _____
Date of Hire 5/3/04
Salary 40,000 per year

I hereby authorize my Employer to deduct from my salary whatever premiums are due under this group policy. This authorization will remain in force until revoked by me by written notice addressed to my Employer. I understand that the insurance requested will not be effective until approved by Harleysville Life Insurance Company.

Manos Rodriguez
Signature

Signature

5/3/04
Date

Date

The loss of a loved one is never something you want to think about. But if tragedy strikes, important life insurance protection will make a difficult time just a little easier.

Group Dependent Life Insurance is now available to you through your employer, City of Piqua.

You must be a full-time employee working 30 hours per week.

PLAN BENEFITS

Plan A: provides a term life benefit equal to \$2,500 for your spouse and \$1,000 for each dependent child.

Plan B: provides a term life benefit equal to \$20,000 for your spouse and \$1,000 for each dependent child.

Plan C: provides a term life benefit equal to \$40,000 for your spouse and \$1,000 for each dependent child.

PREMIUM CONTRIBUTION

✓ To participate in this plan you will be required to contribute 100% of the monthly cost, offered conveniently through payroll deduction.

✓ **Plan A:** Monthly Dependent Life Premium: .60 (Regardless of the number of dependents)

✓ **Plan B:** Monthly Dependent Life Premium: \$3.10 (Regardless of the number of dependents)

✓ **Plan C:** Monthly Dependent Life Premium: \$6.00 (Regardless of the number of dependents)

PLAN FEATURES

✓ An eligible spouse must be under age 70.

✓ An eligible dependent must be at least 14 days old but not older than age 19, age 25 if a full-time student.

✓ If a dependent is confined to a hospital, clinic, nursing home, rest home, rehabilitation center or similar establishment on the effective date, coverage will not be in force until the date your dependent is no longer confined. (Does not apply to newborns after 14 days of age.)

✓ Dependents must name the employee as their beneficiary. A lump sum will be paid to the employee or, if not living, to the employee's estate.

Name Marcos Rodriguez

Date of Birth _____

Date of Hire 5/3/04

☐ I choose to participate in the Dependent Life Program.

☐ Plan A ☐ Plan B ☐ Plan C*

*Plan C is only available for employees whose combined base & supplemental life amount is at least \$40,000.

Spouse's Name _____

Children _____

☐ I decline to participate in the Dependent Life Program. I understand that if I request coverage at a later date, my dependents will be required to furnish, at my own expense, evidence of insurability. I also understand that Harleysville Life reserves the right to reject my request.

I hereby authorize my Employer to deduct from my salary whatever premiums are due under this group policy. This authorization will remain in force until revoked by me by written notice addressed to my Employer. I understand that the insurance requested will not be effective until approved by Harleysville Life Insurance Company.

Marcos Rodriguez

Signature 5/3/04

Date



Harleysville Life Insurance Company

A Member of The Harleysville Insurance Companies
A National Network of Regional Insurers

**CITY OF PIQUA
DESIGNATION OF BENEFICIARY
FOR ACCUMULATED SICK LEAVE UPON DEATH**

Print in ink employee's name	Print in ink employee's Social Security Number	Employee's Date of Birth
Marcos A Rodriguez		

Employee's Permanent Home Address

Print in ink full complete name of beneficiary	Print in ink relationship and date of birth for beneficiary	Print in ink Social Security Number of beneficiary										
[REDACTED]		<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>										

Beneficiaries Permanent Home Address

Employee's signature I designate the beneficiary named above to receive any accumulated sick leave that I may have which is to be paid in the case of my death.

Marcos A Rodriguez

5/3/04 Date

Witness (Must be other than Beneficiary) The undersigned, being of lawful age, certify I am acquainted with the member signing this form and the member requested me to acknowledge his/her signature as his/her free act.

Daniel Tamplin

5-3-04 Date

ALL PREVIOUSLY DESIGNATED BENEFICIARIES FOR SICK LEAVE ARE HEREBY REVOKED AND THE BENEFICIARY LISTED ON THIS FORM WILL BE CONSIDERED THE PERMANENT RECORD. ANY CHANGE REQUESTED IN THE FUTURE REQUIRES A NEW DESIGNATION OF BENEFICIARY FORM TO BE COMPLETED.

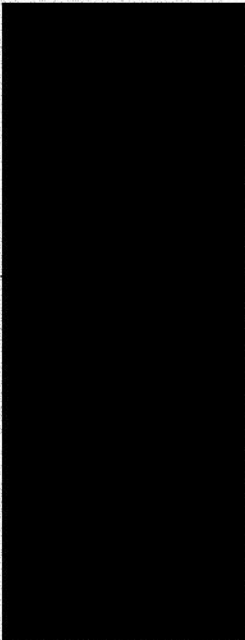
HARLEYSVILLE LIFE INSURANCE COMPANY
355 MAPLE AVENUE
HARLEYSVILLE, PA 19438


Supplemental Life Insurance
for the full-time employees of

City of Piqua

Employee Name: Marcos Rodriguez

Date of Birth: [REDACTED]

 Yes, I would like to participate in the Harleysville Life Supplemental Life Insurance Plan. I may elect an amount in increments of \$10,000, to a maximum of \$500,000 not to exceed 4 x salary. I understand that any amount in excess of \$224,000 (combined base plan & supplemental plan amount) will be subject to proof of my good health and will be underwritten by Harleysville Life Insurance Company.

 No, I decline to participate in the Harleysville Life Supplemental Life Insurance Plan. I understand that if I request coverage at a later date, I am required to furnish, at my own expense, evidence of insurability. I also understand that Harleysville Life reserves the right to reject my request.

I elect to participate in the insurance plan at the amount listed above. I hereby authorize my Employer to deduct from my salary whatever premiums are due for the Supplemental Life insurance under this group policy. This authorization will remain in force until revoked by me by written notice addressed to my Employer. I understand that the insurance requested in the application will not be effective until approved by Harleysville Life Insurance Company.

Signature

Marcos Rodriguez

Date

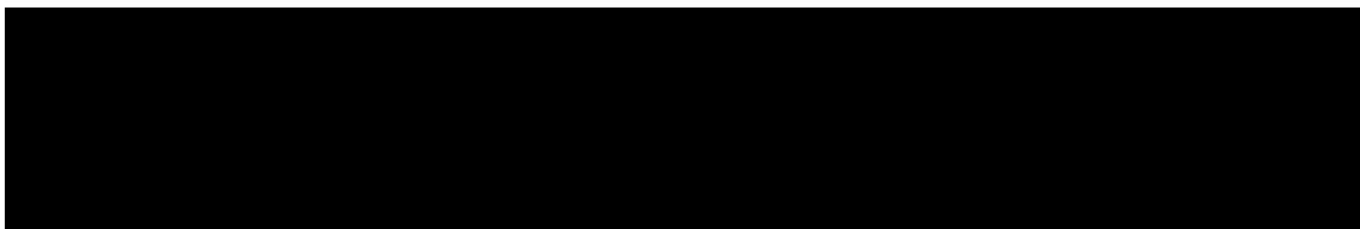
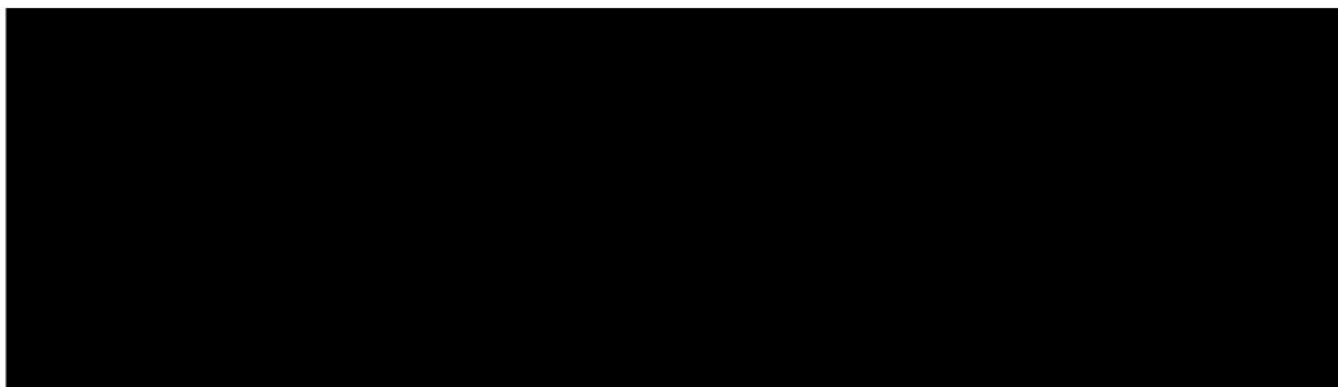
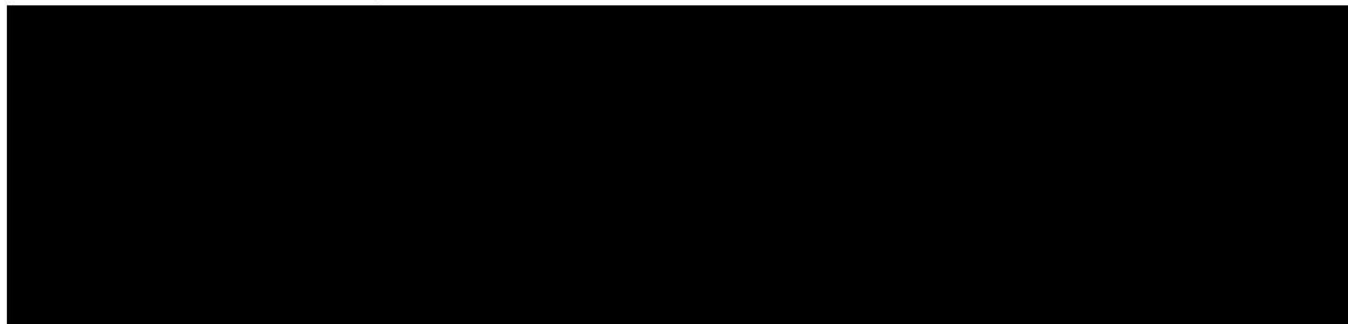
5/3/04

City of Piqua -- Employee Life Insurance -- Coverage Enrollment Record
Harleysville Life Insurance Company, Harleysville, PA 19438-9989

Employee Name: Marcos A Rodriguez

Employee DOB: _____ Social Security #: _____

Date Hired: 5/3/04 Male/Female: M Single/Married: Single



Beneficiary Designation applies to all Life Insurance sponsored by City of Piqua in effect at the time of death. The benefits will be paid to:



Beneficiary Address: _____

(If more than one beneficiary is designated, settlement will be made in equal shares to such of the designated beneficiaries as survive the insured, unless otherwise provided herein. If no designated beneficiary survives the insured, settlement will be made to the Estate of the Insured, unless otherwise provided in the Group Policy.)

Employee Signature: Marcos Rodriguez Date: 5/3/04

Miami Valley Risk Management Association

Let it be known and proclaimed that

Marcos A. Rodriguez

contributed to a Zero Loss Year on behalf of the

**Piqua
Police Department**

*for the loss year ended December 31, 2009 and
is hereby recognized for an outstanding safety record.*

Michael Hammond

Michael Hammond, Executive Director

4/29/10 Retaliation and Workplace Violence Training by Law Director

207 William D Thomas
214 Jeremy Weber
211 David Swont
239 MARCOS RODRIGUEZ
208 Steven Cantrell
236 Rick Byron
234 ADAM KIMPEL
240 Sean Stein
237 Rick Beasley
209 Kris Lee
241 Todd Voskott
216 Allen Dock

Will Oll
Eda Sh
Mrs. John
SCWD
Rick Byron
Sean Stein
Rick Beasley
Kris Lee
Todd Voskott
Allen Dock



PIQUA POLICE DEPARTMENT

Chief Bruce A. Jamison, CLEE

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquaohpd.org • E-Mail: bjamison@piquaoh.org

May 8, 2009

To: Elaine Barton, Human Resources Director
Subject: **Educational Incentive Pay, Marcos Rodriguez**
From: Bruce Jamison, Chief of Police

I have reviewed a written request from Officer Marcos Rodriguez submitted in accordance with Article 14, Section 5 of the collective bargaining agreement between the City of Piqua and the Fraternal Order of Police, Ohio Labor Council, Inc., currently in effect.

Officer Rodriguez has:

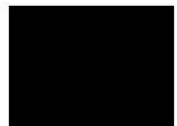
- o Completed 60 months of service with the department effective 5/3/09; and,
- o Submitted a transcript to me from the University of Toledo certifying he completed a Bachelor of Science in Criminal Justice.

This makes Officer Rodriguez eligible to receive educational incentive pay at the rate of 3% over his hourly wage rate at Step 5, Police Officer. As a holder of a Bachelor degree, he is eligible for continuing payment of the Educational Incentive Pay at the 3% level without further continuing education requirement or external in-service training requirements.

Please complete the necessary "Personnel Status Change Form" for my signature and subsequent review by your office and the City Manager.

Thank you,

Bruce A. Jamison, CLEE
Chief of Police





PIQUA POLICE DEPARTMENT

Officer Marcos Rodriguez

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquaohpd.org • E-Mail: mrodriguez@piquaoh.org

5-3-09

To: Chief Jamison
Subject: **Request for Educational Incentive Pay**
From: Officer Marcos Rodriguez

Sir,

I am requesting educational incentive pay pursuant to Article 14 Section 5 of the contract. As of May 3, 2009 I have completed 60 months of service with the city of Piqua. At this time I am a holder of a Bachelor Degree in Criminal Justice from the University of Toledo and I am requesting 3.00% incentive pay. Attached are a copy of my diploma and an original copy of my transcript.

Respectfully Submitted


Officer Marcos Rodriguez

The University of Toledo

College of Health and Human Services

Upon the recommendation of the Faculty, the Board of Trustees of the University by the authority of the statutes of the State of Ohio has conferred the Degree of

Archelor of Science in Criminal Justice

upon

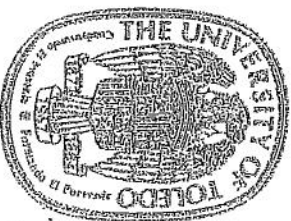
Marcos A. Rodriguez

who, having honorably fulfilled all the requirements prescribed by the University for this Degree is entitled to all the rights and privileges pertaining thereto.

Dated at Toledo, Ohio,
May 10, 2003.

John R. Smith
Dean of the College

Alan S. Smith
President of the University



David W. Johnson
President of the University

John W. Boone
Chairman of the Board of Trustees

Edison Community College

This is to certify that

Marcos Rodriguez

Has satisfactorily completed

Spot on Service

a 2 hour course of study

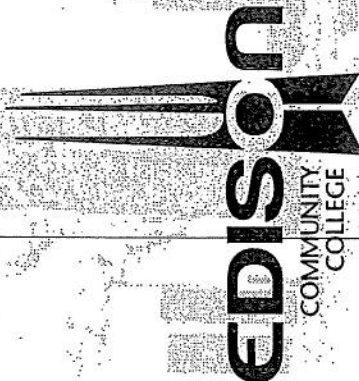
Given this 29th day of November, 2007

Jennifer Lucas

Jennifer Lucas, Instructor

Raymond M. Lepore

Raymond M. Lepore
Dean, Business & Technology Div.





PIQUA POLICE DEPARTMENT

Deputy Chief Dave Thomas

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2039 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquaohpd.org • E-Mail dthomas@piquaoh.gov

December 7, 2023

To: Chief Richard A Byron
From: Deputy Chief Thomas
Subject: Lifesaving Award

Sir

On the evening of Friday November 3, 2023, Lieutenant Rodriguez and Officer Heath were dispatched to Bob Evans on the report of a male choking and turning blue.

Prior to Lt Rodriguez's arrival, an employee attempted the Heimlich maneuver, but it was ineffective and so upon his arrival, Lt Rodriguez found 90-year-old Richard Fortner not breathing and losing color in his face. Lt Rodriguez immediately acted and lifted Mr. Fortner out of his wheelchair and began performing the Heimlich maneuver. Moments later, Mr. Fortner began breathing again. Paramedics arrived shortly after and transported Mr. Fortner to the hospital for treatment.

I later spoke with Barbara Myers, the daughter of Mr. Fortner. She and her sister were present during the event, and she said it was her opinion that Lt Rodriguez saved her father's life. Ms. Myers said she and her sister were overcome with emotion during the event and were unable to help their father and that the store employee's attempts to help had not worked. Ms. Myers said it was Lt Rodriguez's quick action that saved her father and she felt he deserved to be recognized.

It is with great pride that I nominate Lt Marcos Rodriguez for the Piqua Police Department Lifesaving Award for his actions on November 3, 2023, which directly resulted in the saving of a human life.

William D Thomas
Deputy Chief



PIQUA POLICE DEPARTMENT

Chief Rick Byron, CLEE

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2027 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.plquaoh.gov • E-Mail: rbyron@plquaoh.gov

"LIFESAVING AWARD"

December 19, 2023

Lieutenant Marcos Rodriguez
Piqua Police Department
100 North Wayne Street
Piqua, Ohio 45356

Dear Lieutenant Rodriguez,

I recently received a "Lifesaving Award" nomination from Deputy Chief Thomas for your response to the Assist Squad involving an elderly male choking and turning blue at Bob Evans on Friday, November 3, 2023. (23PI15974)

"On the evening of Friday November 3, 2023, Lieutenant Rodriguez and Officer Heath were dispatched to Bob Evans on the report of a male choking and turning blue.

Prior to Lt Rodriguez's arrival, an employee attempted the Heimlich maneuver, but it was ineffective and so upon his arrival, Lt Rodriguez found 90-year-old Richard Fortner not breathing and losing color in his face. Lt Rodriguez immediately acted and lifted Mr. Fortner out of his wheelchair and began performing the Heimlich maneuver. Moments later, Mr. Fortner began breathing again. Paramedics arrived shortly after and transported Mr. Fortner to the hospital for treatment.

I later spoke with Barbara Myers, the daughter of Mr. Fortner. She and her sister were present during the event, and she said it was her opinion that Lt Rodriguez saved her father's life. Ms. Myers said she and her sister were overcome with emotion during the event and were unable to help their father and that the store employee's attempts to help had not worked. Ms. Myers said it was Lt Rodriguez's quick action that saved her father and she felt he deserved to be recognized.

It is with great pride that I nominate Lt Marcos Rodriguez for the Piqua Police Department Lifesaving Award for his actions on November 3, 2023, which directly resulted in the saving of a human life. - Deputy Chief William D. Thomas -"

I would like to extend my appreciation to you and commend you for your professionalism, exemplary job performance, and dedication to the police profession. Your dedication is very much appreciated, and your actions demonstrate your professionalism and reflects very favorably upon you and the entire department.

I am proud of your actions that saved this victim's life and am grateful for the example you have set for members of this department. You have demonstrated the high value that this department places on human life to our entire community, and this was very well received.

As such, please accept this letter as a **"Lifesaving Award"** to you for performance that truly demonstrates your commitment to the Piqua Police Department and the citizens of Piqua. A copy of this letter will be placed in your personnel file. Keep up the great work.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Byron". The signature is fluid and cursive, with a large, stylized "R" and "B".

Richard A. Byron, CLEE
Chief of Police



PIQUA POLICE DEPARTMENT

Deputy Chief William D Thomas

100 North Wayne Street • Piqua, Ohio 45356

Phone: (937) 778-2039 • Fax: (937) 778-2008

Emergency Police Dispatch: 9-1-1 • Non-emergency: (937) 440-9911

www.piquaoh.gov • E-Mail: dthomas@piquaoh.gov

To: Lt. Marcos Rodriguez
Subject: **Disciplinary Action - Written Reprimand**
From: Deputy Chief Thomas

APPLICABLE POLICY, POLICIES OR WRITTEN DIRECTIVES

Search and Seizure:

310.1 POLICY

It is the policy of the Piqua Police Department to respect the fundamental privacy rights of individuals. Members of this department will conduct searches in strict observance of the constitutional rights of persons being searched. All seizures by this department will comply with relevant federal and state law governing the seizure of persons and property.

Standards of Conduct:

319.5.1 LAWS, RULES AND ORDERS

(a) Violation of federal, state, local or administrative laws, rules or regulations.

319.5.7 EFFICIENCY

(b) Unsatisfactory work performance including but not limited to failure, incompetence, inefficiency, or delay in performing and/or carrying out proper orders, work assignments, or the instructions of supervisors without a reasonable and bona fide excuse.

DATE/TIME OF INCIDENT(S):

11 November 2024 1115 hours

DESCRIPTION OF INCIDENT(S):

24PI16913

Lt Rodriguez responded to the defendant's apartment on report that the male was actively attempting suicide by hanging himself. Information relayed by a female identifying herself as a girlfriend, was that they were video chatting and the male, Zachary Williams, "had a rope around his neck and his face was turning blue" and that Williams "appeared to be strangling himself and said he was going to hang himself".

Lt Rodriguez made contact with Williams at his apartment and there was no supporting evidence observed to indicate that Williams was in distress or was a threat to himself or that any

crime had been committed. Lt Rodriguez asked Williams to step out into the hall, Williams refused and began to close the door. Lt Rodriguez then entered the apartment without consent and lacking proper authority and began to restrain Williams, a short struggle ensued where Lt Rodriguez continued to maintain a hold on Williams until he was ultimately able to handcuff him after Officers arrived to assist.

Lt Rodriguez entered Williams' apartment and took Williams into custody and advised him that he was being criminally charged although he had no authority to do so at that time.

CORRECTIVE PLAN:

Conduct a review of applicable policy, laws of arrest and search and seizure law. Determine if any applicable external training is offered and have Lt Rodriguez attend.

☐ Performance Improvement Plan Attached

Signature of Issuing Supervisor Wm D U Date: 11/20/24

Employee Acknowledging Receipt: M. Lopez Date: 11/20/24

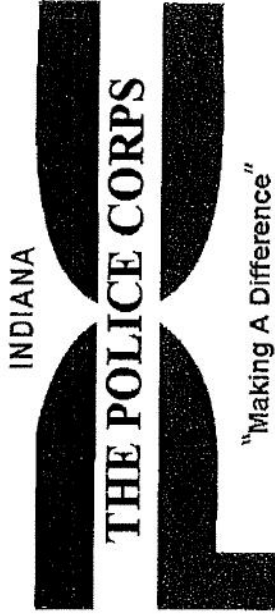
Employees should determine the appeal rights available to them within Department Policy and any applicable Collective Bargaining Agreement.

Copy of reprimand and attachments to Guardian Tracking, where employee may add comments.

Copy of reprimand only to be forwarded to Human Resources.

Exhibit 6

INDIANA POLICE CORPS



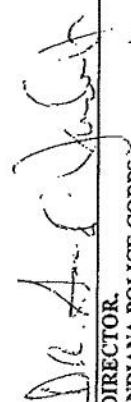
IN CONJUNCTION WITH THE
CRIMINAL JUSTICE INSTITUTE
AWARDS TO

MARCOS A. RODRIGUEZ

THIS CERTIFICATE IN RECOGNITION OF SATISFACTORY COMPLETION OF

BASIC LAW ENFORCEMENT TRAINING
GIVEN AT

THE INDIANA LAW ENFORCEMENT ACADEMY
OCTOBER 12, 2003 THROUGH MARCH 19, 2004



DIRECTOR,
INDIANA POLICE CORPS



EXECUTIVE DIRECTOR,
CRIMINAL JUSTICE INSTITUTE



OHIO ATTORNEY GENERAL



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

This is to certify that

Marcos Rodriguez


has successfully completed the advanced training course


05-020-19-02: Hostage Negotiations - Basic

at the Ohio Peace Officer Training Academy given

November 18 - 22, 2019


Dave Yost
Attorney General


Vernon P. Stanforth, Chairperson
Ohio Peace Officer Training Commission


Dwight A. Holcomb, Executive Director
Ohio Peace Officer Training Commission
DATE CERTIFICATE PRINTED: January 19, 2022

Certificate of Completion

Tri-County Crisis Intervention Team (CIT) Advisory Committee

And

Tri-County Board of Recovery & Mental Health Services

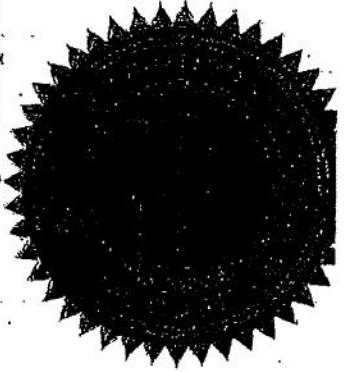
Certifies that

Marcos Rodriguez

Has completed the 4-day Tri-County CIT Academy for Law Enforcement in Best Practice Interventions for the Mentally Ill

And

Is now designated a CIT Officer and a member of the Tri-County Crisis Intervention Team this 23rd day of April, 2009.



Mark McDaniel

Mark McDaniel

Executive Director

Tri-County Board of Recovery & Mental Health Services