# Records from HR

# Re: Officer Peters

SCOTTSDALE POLICE DEPARTMENT

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# City of Scottsdale
## At Will Employment Statement

The relationship between the City of Scottsdale and its employees, including classified, unclassified, part time and job share employees, is an at-will employment relationship. "At-will" means that either the employee, or the City may end the employment relationship at any time. The Scottsdale Revised Code, Chapter 14 "Human Resources Management" contains provisions describing employee status, disciplinary actions and procedures.

The City also acts by Ordinance (City Code), Administrative Guidelines (AG's) and other policy direction to state the conditions and expectations of City employment. It is not the City's intent in making such policy statements, unless expressly provided, that they should be construed or interpreted as terms of any employment contract. Neither are they intended to create actionable rights or provide legal remedies for any individual employee, but rather to encourage a more respectful and productive work environment for every employee.

| | |
|---|---|
| **Employee Signature:** | **Date:** 9/7/99 |
| **Print Name:** JAMES PETERS | |

# City of Scottsdale

## SUPERIOR PERFORMANCE AWARD NOMINATION FORM

### I. INFORMATION

| To be completed by Nominator | | To be completed by the Dept. SP3: |
|---|---|---|
| Employee's Name: | James Peters | Social Security #: |
| Employee's Department: | Police Department | Employee Center #: 02200 |
| Employee's Job Title: | Police Officer | *Charge Center #: 02200 |
| Criteria Code: | J | |
| Dollar amount of award: | $50.00 | *Enter your department's Charge Center # if the nominated employee is from another department and the award will be paid from your department. |
| Net or Gross: | Net | |
| Nominated By: | J. C. Taylor | |
| Nominator's Title: | Police Sergant | |

### II. REASON FOR THE SUPERIOR PERFORMANCE AWARD

Provide a brief description, with sufficient detail, of the reason(s) for this Superior Performance Award. Identify the effort/action and the benefit to the City. Attach sheet if more space is needed.

**James Peters** participated in the annual fitness testing for the Scottsdale Police Department. The testing took place from October 30, 2001 through February 28, 2002. **James Peters** went beyond the minimums required for passing the mandatory test. This has shown a true commitment to fitness and the department values. The levels achieved are from 65% to 79%, and per Scottsdale Police operational orders, **James Peters** should receive a net award of $50.00.

### III. APPROVAL

Your signature indicates you have reviewed this nomination and it meets the criteria in the Administrative Guideline for Superior Performance Awards (AG #368).

| | | | |
|---|---|---|---|
| Nominator's Supervisor | Date | Nominator's SP3 (Sherry L. James) 4-9-02 | Date |
| Nominator's Director | Date | Nominator's General Manager (or designee) 4-10 | Date |
| ACM or City Manager ($1,000 net or more) | Date | Nominated Employee's Supervisor (*if employee does not work in your Department) | Date |

JPeters-HRfile-PRR-000002

# City of Scottsdale

## SUPERIOR PERFORMANCE AWARD

Employee Center # 02200 Department Police

Employee Name: Peters, James Social Security # [redacted]
Last, First

Classification: Officer Job Code

### SUPERIOR PERFORMANCE AWARD

# 150 Dollar amount to be awarded (X) Net ( ) Gross

### PLEASE ATTACH DOCUMENTATION

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| General Manager | 11/6/01 Date | Director | Date |

PAYROLL - WHITE HUMAN RESOURCES - YELLOW CENTER - PINK

S355794 (5/93)

JPeters-HRfile-PRR-000003

## SCOTTSDALE POLICE DEPARTMENT

***SUPERIOR PERFORMANCE AWARDRECOMMENDATION***

| | | | |
|---|---|---|---|
| Employee Name | Officer [redacted] Officer James Peters #745 | | |
| ~~Title~~ | ~~Police Officer~~ | ~~Serial Number~~ | ~~see above~~ |
| Bureau/Division | USB | | |
| Social Security | see above | Employee Center | 02200 |

**Brief description of the performance:** On 9-19-01 at approximately 1800 hours, Ofc. Keefe and Ofc. Peters were in their assigned vehicles and were driving from different locations in District Two. They were headed south on the 101 freeway when they heard emergency traffic broadcast about a robbery that had just occurred near Pima/Frank Lloyd Wright. Each officer decided to stop on the shoulder of the freeway in order to take up a bulls-eye position and look for possible suspects. During this time, Ofc. A. Fairfield also heard the emergency traffic and then broadcast critical suspect information on the emergency channel.

Ofc. Peters saw the suspect vehicle described by Ofc. Fairfield as the vehicle went S/B on the 101 from about Chaparral. He called out this information to Ofc. Keefe who had also observed the suspect vehicle. Both officers then maintained sight of the vehicle and requested assistance with a felony stop. The vehicle was stopped and the investigation showed the occupants were in fact responsible for this armed robbery as well as a string of other robberies around the valley.

RECEIVED
NOV - 6 2001

**Describe how the performance exceeds expectations:** Our expectation is that officers assigned to calls will handle those calls appropriately. In this case, none of the officers involved were assigned to the hot traffic. Ofc. Keefe was headed to canine training after responding for a canine call-out. Ofc. Peters had been assigned as an actor for the SWAT scenario that night and was returning to district one.

Ofc. Keefe and Ofc. Peters each evaluated the circumstances of the suspect vehicle and determined the need to take enforcement action. While the occupant of the vehicle did not match the suspect perfectly, he was close enough that they decided to take action. It would have been easy for them to rationalize the circumstances as not related and then take no action. Their prompt and correct action allowed us to clear a well-sustained string of armed robberies around the valley.

**Other related or important information:** After the arrest and processing of the suspects, Ofc. Keefe returned to the scene and was able to locate the suspect's weapon that had been thrown from the window as the vehicle slowed for the felony stop.

| | | |
|---|---|---|
| Recommended Award | Peters = $150 | net amount |

| | | | |
|---|---|---|---|
| Submitted by: | J. Smythe #451 10-25-01 | | Sergeant |
| Approved by: | D. Keenom #271 11-5-01 | | Captain |
| Approved by: | [signature] 11-5-01 | | Deputy Chief |

## SUPERIOR PERFORMANCE AWARD FORM

**Employee Center** 2200 **Bureau/Division** D1

**Employee Name** James Peters **Soc Security#** [redacted]

**Title** Police Officer

**Brief description of the performance:**

James Peters participated in the Police Departments Physical Fitness Program in July of 2001. The fitness assessment/test was based on the nationally recognized Cooper Fitness Standards. James scored in the 74 percentile of the Cooper Standards which is at or above the average 40% passing score.

**Describe how the performance exceeds expectations:**

James participated in this Fitness Test and performed at an above average level. He led by example by taking the test to enhance his overall wellness and fitness level.

**Other related important information:**

The Police Department is a strong advocate of the Physical Fitness and employee wellness. Not only did James participate, but, he scored at well above the national averages. Per the guidelines set by the Fitness Committee he is entitled to the amount of $50.00.

RECEIVED
OCT 3 2001

**Recommended Award: $50.00**

**Submitted by: SGT. J. C. Taylor** Physical Fitness Coordinator

**********

Endorsements

Division Manager J C Taylor Approve (✓) Disapprove ( ) Date 10-2-01

Captain Haenel Approve (✓) Disapprove ( ) Date 10-2-01

Deputy Chief Approve ( ) Disapprove ( ) Date

Approved for $ net amount

City of Scottsdale

## SUPERIOR PERFORMANCE AWARD

Employee Center # 02200 Department Police

Employee Name: Peters, James D Social Security # [redacted]
Last, First

Classification: Officer Job Code

**SUPERIOR PERFORMANCE AWARD**

~~$~~ 100.00 Dollar amount to be awarded (X) Net ( ) Gross

**PLEASE ATTACH DOCUMENTATION**

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| [signature] | 4/3/01 | | |
| General Manager | Date | Director | Date |

PAYROLL - WHITE HUMAN RESOURCES - YELLOW CENTER - PINK

S355794 (5/93)

# SCOTTSDALE POLICE DEPARTMENT

*SUPERIOR PERFORMANCE AWARD*
*RECOMMENDATION*

| | | | |
|---|---|---|---|
| ~~Employee Name~~ | ~~James R. Peters~~ | | |
| Title | Police Officer | Serial Number | 745 |
| Bureau/Division | Uniformed Service Bureau/Patrol | | |
| Social Security | [redacted] | Employee Center | 02200 |
| | | | |
| | | | |

Brief description of the performance:

On 3-22-01 Officer Peters responded to a Fraud in progress at the Fry's grocery store, 7628 E Indian School. Officer Peters was able to locate and arrest the suspect at the scene. (DR 01-07564) Officer Peters then worked in coordination with the U.S. Postal Inspectors on this case, which ultimately resulted in numerous arrests of known serious offenders the Postal Inspectors were trying to apprehend.

Other related or important information:

Officer Peters went above and beyond the normal expectations of his patrol duties to resolve this case. He contacted the U.S. Postal Inspectors and advised them of his arrest. Officer Peters interviewed the suspect and obtained information which was extremely valuable in the resolution of this case. He then worked in coordination with the Postal Inspectors assisting them to gain further information needed. The ultimate result was numerous arrests made on several subjects who, according to the Postal Inspectors, were responsible for a large majority of the mail fraud in the east valley. Commonly it is routine for a Patrol officer to handle the initial response, and leave the further investigations for the detectives. Officer Peters took that extra step to ensure that this case would be resolved properly. This type of work ethic and professionalism brings great credit to the Scottsdale Police Department, specifically when working with outside agencies. This "SUPERIOR PERFORMANCE" should not go unrecognized. Detective Sgt. Nelson also complimented Officer Peters efforts and recommended that he receive a Superior Performance award.

| | | |
|---|---|---|
| Recommended Award | $100.00 | Net amount |

| | | | |
|---|---|---|---|
| Submitted by: | Sgt. B. Brown #511 WBrown | | Lieutenant |
| Approved by: | Capt. L. Nelson 3-27-1 | 3/28/01 | Captain |
| Approved by: | | 4/3/01 | Deputy Chief |


# SCOTTSDALE POLICE DEPARTMENT

*SUPERIOR PERFORMANCE AWARD*
*RECOMMENDATION*


RECEIVED APR - 2 2001

## SUPERIOR PERFORMANCE AWARD FORM

Employee Center 2200 Bureau/Division Patrol

Employee Name JAMES PETERS Soc Security# _____

Title Police Officer

**Brief description of the performance:**

JAMES PETERS participated in the Police Departments Physical Fitness Program in May of 2000. The fitness assessment/test was based on the nationally recognized Cooper Fitness Standards. JAMES PETERS scored in the 83% of the Cooper Standards which is at or above the average 40% passing score.

**Describe how the performance exceeds expectations:**

JAMES PETERS participated in this Fitness Test and performed at an above average level. He led by example by taking the test to enhance his overall wellness and fitness level.

**Other related important information:**

The Police Department is a strong advocate of the Physical Fitness and employee wellness. Not only did JAMES PETERS participate, but, he scored at well above the national averages. Per the guidelines set by the Fitness Committee he is entitled to the amount of $75.

**Recommended Award: $75**

**Submitted by: Joseph Schultz** Physical Fitness Coordinator

**********

Endorsements

Division Manager Approve ( ) Disapprove ( ) Date

Captain Approve ( ) Disapprove ( ) Date

Deputy Chief Approve (✓) Disapprove ( ) Date 5/24

Approved for $ net amount

RECEIVED MAY 2 1

# City of Scottsdale

## Condition of Employment Waiver

I certify that all statements made on all application and new hire materials are true and complete. I authorize any individual, organization or institution to release any and all information concerning statements made by me, and I do hereby release all parties and individuals connected therewith from all liabilities for any damages whatsoever incurred in furnishing such information.

I hereby provide the City of Scottsdale the release to contact professional and personal references and to conduct a Federal background investigation, and to release from liability former employers, business references and others who may furnish information about my past job performance and work history. I also authorize checks of any and all court/police records and other institutions that may verify my educational history and other credentials.

I understand that my continued employment with the City of Scottsdale is contingent upon successful completion of Federal and State background investigations that may not be returned prior to my hire date. The results of this background could have an impact on my employment status. I further understand that any omissions, misstatements and falsification on any material will cause forfeiture on my part to employment with the City of Scottsdale.

| | |
|---|---|
| **Employee Name (Printed):** James Peters | **Date:** 09/07/99 |
| **Employee Signature:** | |

POLICE DEPARTMENT
*An Internationally Accredited Police Agency Since 1994*

9065 E. VIA LINDA
SCOTTSDALE, AZ 85258

(480) 312-5000
(480) 312-5097 FAX

December 05, 2002

**TO:** JAMES PETERS, POLICE OFFICER

**FROM:** DOUGLAS L. BARTOSH, DIRECTOR OF PUBLIC SAFETY

**SUBJECT:** LETTER OF SUSPENSION (C.P. 02-078)

You are hereby suspended for a period of eight (8) days, equivalent to eighty (80) hours, from December 16, 2002 to December 30, 2002, under provisions of Section 14-72 of the Scottsdale City Code for violations of Humans Resources Ordinance Section 14-72 (30); **An employee working for the Scottsdale Police Department has violated provisions of General Orders or Operations Orders of the Police Department** and General Orders 47.00.F.8; **Unprofessional Conduct.**

My specific reason for this action is a result of your conduct on the date of August 09, 2002. You and a trainee recruit officer were transporting a handcuffed prisoner in the back seat of a patrol vehicle to Phoenix. While driving on the freeway, the prisoner became verbally abusive, and your trainee, who was driving, deliberately applied the brakes several times, causing the prisoner to strike the cage divider that separates prisoners from the front seat passengers. An administrative investigation concluded that this was an excessive use of force. You did not do anything to stop your trainee from this improper conduct, and did not document this incident on the Daily Observation Report detailing the trainee's performance for that date. This incident only came to light after the trainee mentioned it during a conversation with your supervisor. You did not have any explanation when asked why you didn't intervene with your trainee. In addition, you admitted to making several antagonistic and derogatory comments to the prisoner. These comments included profanity, and were unprofessional in nature. You have been counseled several times in the past twelve (12) months by your supervisor for either using profanity or being rude to citizens.

Officer Peters, as a Field Training Officer, you are charged with responsibility for training new recruit officers and must stop improper actions on the part of the trainee, especially those in clear violation of policy. Thus, in addition to the suspension mentioned above, you will not be allowed to participate in any of the duties of a Field Training Officer for two (2) years from the date of receipt of this letter. You may reapply to the program after that time.

Printed on recycled paper

Henceforth, you are expected to maintain a professional attitude while dealing with citizens, and to not engage in unprofessional conduct such as profanity. Failure to maintain expectations of performance, attitude and behavior, or your involvement in any similar incidents, will not be tolerated and shall result in your dismissal. During your suspension, you will be required to provide your supervisor with your commission card, electronic key card, department keys, pager, portable radio, computer equipment, computer and phone mail passwords and any other items deemed necessary.

As a full-time regular employee of the classified service, you have the right to appeal to the Personnel Board under sections 14-71 and 14-75 of the Scottsdale City Code. If you desire to appeal, you must submit a written request to the Human Resources Director no later than five working days after receipt of this letter.

**DOUGLAS L. BARTOSH**
**DIRECTOR OF PUBLIC SAFETY**

**HUMAN RESOURCES DIRECTOR**

HR General Manager
**CITY MANAGER DESIGNEE**

**Receipt Acknowledged:** 745 **Date:** 12/09/02
**James Peters #745**

HR430

Police Department

8401 E. Indian School Rd.
Scottsdale, AZ 85251

PHONE 480-312-5000
FAX 480-312-1919

Police Department
*An Internationally Accredited Police Agency Since 1994*

**DATE:** **February 18, 2010**

**TO:** **JAMES PETERS, DETECTIVE**

**FROM:** **ALAN RODBELL, CHIEF OF POLICE**

**SUBJECT:** **NON-DISCIPLINARY SUSPENSION**

Under the provisions of Section 14-73 of the Scottsdale Revised Code, you are hereby placed on non-disciplinary suspension with pay for a period of not more than thirty (30) working days, effective February 18, 2010, until the internal investigation relating to your on-duty officer involved shooting is completed.

During this non-disciplinary suspension you shall make yourself available for interviews or other appointments deemed necessary by the City. Regardless of your current assigned shift, you will be required to be available Monday through Friday, 0800–1600, for all aspects of the investigation.

Outside employment, in which you perform duties as a City of Scottsdale Police Officer, is not permitted during this time

You are further directed to have no discussions or contacts with other employees regarding this investigation and to specifically have no discussions or contacts with prospective witnesses or parties to this investigation other than supervisors or those conducting the investigation.

for AR
**Alan Rodbell, Chief of Police**

**HR/GM Designee**

Acknowledgement: _____ Date: 02/18/10
James Peters

Police Department
An Internationally Accredited
Police Agency Since 1994

Police Department
9065 E. Via Linda
Scottsdale, AZ 85258

PHONE 480-312-5000
FAX 480-312-5097
WEB www.scottsdalepd.com

43

5-18-05 pp

April 22, 2005

**TO:** **JAMES PETERS, POLICE OFFICER**

**FROM:** **JOHN COCCA, DEPUTY CHIEF OF POLICE**

**SUBJECT:** **LETTER OF REPRIMAND (CP 05-018)**

You are officially reprimanded under provisions of the Scottsdale Revised Code Section 14-72 (30), "An employee working for the Scottsdale Police Department has violated provisions of General Orders or Operations Orders of the Police Department". Specifically, you violated General Order 47.00.F.21, unsafe performance, by mishandling your firearm.

On February 19, 2005, Sergeant Mike Hanafin observed you pointing your duty weapon at your head during briefing with your squad in the District Two briefing room. You removed your gun from its holster, pointed it at your face and looked down the barrel. When questioned about this by your supervisor, you said that it had rained the night before and you wanted to check to ensure the gun was clean. You admitted that this was an unsafe act and said it was out of character for you.

The "Four Firearms Safety Rule" is recited at each visit to the Scottsdale Police Department Range. James, your actions were unsafe, out of department policy and procedures, and will not be tolerated.

Your disciplinary history during your employment with the department was reviewed and taken into consideration in determining the appropriate action for this violation.

Peters LOR

Henceforth, you are expected to:

- Adhere to the four basic firearms safety rules, which are taught at each range session, whenever handling a firearm.

Failure to maintain the standards of performance and behavior required above, or your involvement in any similar incidents may result in disciplinary action up to and including a reprimand, salary reduction, demotion, combination thereof, or dismissal.

In accordance with the Scottsdale City Code, Sections 14-71 and 14-75, Letters of Reprimand are not appealable to the Personnel board.

**John Cocca**
**Deputy Chief of Police**

**Joyce Lira**
**Human Resources Director**

Receipt Acknowledged: 745 Date: 05/12/05
James Peters #745

Peters LOR

# Identification Badge Request Form
## *City of Scottsdale*

Please print or type clearly

**Badge Action Required:** (check all that apply)

- [X] New Badge – First Issue
- [ ] Name Change* (Attach copy of documentation)
- [ ] Replacement – Lost/Destroyed
- [ ] Department/Employer Change

**Badge Type Requested:** (check one)

- [ ] **Employee** (On City payroll - other than Police Dept.)
- [X] **Police Department** (on City payroll)
- [ ] **Board or Commission Member** (Formal Appointment by City Council)
- [ ] **Contract Worker** (Over 90 day assignment)
- [ ] **Long Term Volunteer** (Over 100 hours or 1 year of service)

**(Please Print)**

| | |
|---|---|
| * Full Name: JAMES RICHARD PETERS | * Preferred First Name for Card Front: JAMES |
| * Web Time Number: [redacted] | |
| My Name Has Now Changed to*: | HRS USE ONLY New Name Verified |
| Department (Employer if Contractor): Police Dept. | Center #: |
| My Department Has Now Changed to (Employer if Contractor): | |
| * Work Phone Extension: x 3201 | |

**AUTHORIZATION**

J JEFFREY SMYTHE — PD
* Supervisor (please print) — Department

[signature] 457 — 6-6-02
* Supervisor Signature — Date

Deneen Kelley — 9-4-02
SP3 Signature — Date

*Name changes will not be processed until all required documentation has been received.

Badge will be picked up at the following location: PD will distribute to employees

- [ ] HRS - 7575 E. Main St. Scottsdale, AZ 85251
- [ ] HRS - 9191 E. San Salvador, Scottsdale AZ 85260

**ACKNOWLEDGEMENT OF RECEIPT**

By my below signature, I acknowledge that I have received a City of Scottsdale Identification Badge, have read Administrative Guideline 341 "Identification Badges," and will comply with the terms of AG 341. In addition, my below signature is acknowledgement that I am aware that said badge is the property of the City of Scottsdale, and that I must surrender it upon termination of employment, administrative leave, suspension, end of assignment or upon request by the General Manager of the Department in which I serve.

[signature] — 08/29/02 — ✓
* Employee/Contractor Signature — Date Signed

HUMAN RESOURCE SYSTEMS USE ONLY:
✓ Badge Type Verified | ✓ Picture Captured | Card Printed | Card Validated | Old Card Received (If applicable)

**Please send completed form to** [redacted] Deneen Kelley – Dist 2

CITY OF SCOTTSDALE

HUMAN RESOURCE SYSTEM

7575 E. Main Street #205
Scottsdale, AZ 85251

THE CITY OF SCOTTSDALE PROMOTES A DRUG AND ALCOHOL FREE WORKPLACE

EQUAL OPPORTUNITY EMPLOYER • 24 Hour Job Information (602)312-2395 • T.D.D. Job Information (602)312-2359 • Fax (602)312-7960 • Phone (602)312-2491

EMPLOYMENT OPPORTUNITY

Excellence, Initiative, Integrity

# POLICE OFFICER TRAINEE

**Annual Salary:** $32,464
**Opening Date:** January 4, 1999
**Closing Date:** Ongoing

We have an exciting and challenging opportunity for those individuals who strive to protect life and property, to prevent and deter crime, enforce laws, and respond to citizens needs. We are seeking individuals who exhibit a history and characteristics of honesty, reliability, initiative, integrity, excellence and personal commitment.

## QUALIFICATIONS

This position requires a minimum of 60 college credit hours; coursework in Criminal Justice is preferred. A Bachelor's degree in Criminal Justice or a related field is desirable. Candidates must be 21 years of age and be a United States Citizen. Must possess a valid standard Arizona state driver's license with no major driving citations in the past 39 months. Requires the ability to become AZPOST certified and work a variety of scheduled shifts. Strong communication skills are critical, both verbal and written. Candidates must have the ability to prepare well-written reports, citations, affidavits and warrants. Strong interpersonal skills are vital, applicants must have the ability to deal effectively with the public in routine and emergency situations. Must have the ability to exercise sound independent judgement and act decisively in emergencies involving an element of personal danger.

## RESPONSIBILITIES

- Performs law enforcement patrol activities. Operates a motor vehicle; observes and monitors the public to determine compliance/noncompliance with laws and safety standards. Pursues offenders by patrol vehicle and on foot; stops offenders; subdues resisting offenders using necessary force where appropriate, including deadly force; issues citations and makes arrests; searches persons, places and things; seizes and impounds property and evidence; transports arrested persons and property; communicates in person, by radio and computer; mediates disputes; performs crowd and riot control activities; uses and maintains proficiency with a variety of law enforcement tools including handguns, batons and other weapons; prepares detailed written reports using a computer requiring visual and muscular dexterity.
- Conducts law enforcement investigations including: Protects crime and traffic accident scenes; conducts face to face and phone interviews; observes. Gathers. Records, processes and preserves evidence; measures and diagrams crime and traffic accident scenes; prepares detailed written reports of investigative findings; seizes and processes evidence; presents testimony and evidence in court.
- Performs public assistance activities including: Responds to citizen requests for assistance; responds to fires, accidents and crime scenes; administers first aid to sick and injured citizens for a wide variety of illnesses and injuries; assists distressed motorists and crime scene individuals; stands for long periods in all weather conditions directing traffic; physically moves person, vehicles and other property.



JPeters-HRfile-PRR-000016

CITY OF SCOTTSDALE

HUMAN RESOURCE SYSTEM

7575 E. Main Street #205
Scottsdale, AZ 85251

THE CITY OF SCOTTSDALE PROMOTES A DRUG AND ALCOHOL FREE WORKPLACE

EQUAL OPPORTUNITY EMPLOYER • 24 Hour Job Information (602)312-2395 • T.D.D. Job Information (602)312-2359 • Fax (602)312-7960 • Phone (602)312-2491

## EMPLOYMENT OPPORTUNITY

### ESSENTIAL FUNCTIONS

Applicants must have the ability to perform all police essential functions; act decisively in emergencies involving an element of personal danger; visually distinguish full range of color spectrum; make detailed reports of incidents using proper sentence structure, grammar and punctuation; safely operate a motor vehicle in a variety of situations, weather and times of day; read maps; work in situations involving body fluids, hazardous chemical, firearms, and various evidence; coordinate visual and muscular dexterity to operate a motor vehicle, radio, KDT, computer terminal; and operate and maintain proficiency of law enforcement tools including a handgun, baton, and other weapons; stand or sit for long periods of time; lift, carry and drag heavy objects up to 175 lb.; climb over and pulls up oneself over obstacles; climb 6 foot fences; jump down from elevated surfaces; climb through openings; jump over obstacles, ditches and streams, crawl in confined areas; balance on uneven or narrow surfaces and use body force to gain entrance through barriers; measure and make calculations of crime/accident scenes; observe and monitor behavior to determine compliance. Attendance and punctuality are essential functions.

### SELECTION PROCESS

Applications are reviewed according to education, training, experience, and quality of content. Top qualifying candidates may be invited to test further (written test, physical agility tests, writing exercise, panel interview, and extensive background check to include a psychological evaluation) based on department necessity and applicant performance. **Employment is contingent upon successful completion of a pre-employment alcohol/drug test. This test is to determine the presence of alcohol and/or illegal drugs, unauthorized prescription drugs (it is illegal to use another person's prescription drug) in your system.**

JOB POSTING #9000 PM/tb

Classified (Rev. 01/99)

# City of Scottsdale
**Loyalty Oath of Office**

CITY OF SCOTTSDALE
COUNTY OF MARICOPA
STATE OF ARIZONA

I, JAMES PETERS
(Print Name)

do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution and laws of the State of Arizona; that I will bear true faith and allegiance to the same, and defend them against all enemies, foreign and domestic, and that I will faithfully and impartially discharge the duties of the office of

POLICE OFFICER
(Name of Office or Position)

according to the best of my ability, so help me God (or so I do affirm.)

Signature of Officer or Employee

Subscribed and sworn to before me this 15th day of September A.D. 1999

Marilyn S. Pence
City Clerk or Notary Public

My Commission expires 6/2/2000

OFFICIAL SEAL
MARILYN S. PENCE
Notary Public - State of Arizona
MARICOPA COUNTY
My Comm. Expires June 2, 2000



JPeters-HRfile-PRR-000018

# NEW HIRE PACKET CHECKLIST

## Full Time/Job Share New Employee Checklist

Employee Name: James Peters – Police Dept

Date: 9-7-99

HRS Staff Member: L. Tingdale

### Section I

| Page | | ITEM |
|---|---|---|
| | ☐ | Pre-employment Substance Abuse Test (Handled by Analyst) |
| 13 | ☐ | Background Investigation Fingerprinting (Must be signed by person who did fingerprinting) |
| | ☐ | Physical Examination (Handled by Analyst) |
| 15 | ☒ | At Will Employment Statement |
| | ☐ | Current Driving Record (If driving a city vehicle and/or any vehicle on city time, a copy of their DMV record must be provided.) Are they driving a city vehicle? Yes or No Copy Provided? Yes or No |
| | ☐ | College/University Transcripts (Copies of degree or transcripts needed only if it is a requirement for the job per bulletin.) |
| 17 | ☐ | Request/Consent for Information from Previous Employer (Only if CDL – Ask) |
| 19 | ☒ | I-9 Employment Eligibility Information - Pull I-9 sheet and make sure top half is completed and signed. Review ID presented (their choice based on back of form) and fill in appropriate sections, then you sign. |
| 21 | ☒ | Wage Assignment Order (Yes or No must be initialed and form signed) |
| 23 | ☒ | Hepatitis B Vaccination (Either signed or write "will receive vaccine") |
| 25 | ☒ | Tax Withholdings (Completed) |
| 29 | ☒ | Surepay Enrollment |
| 31 | ☒ | Employee Information Sheet (Must be completed.) |
| 33 | ☒ | Loyalty Oath of Office (Top filled in and signed.) |
| 35 | ☒ | Substance Abuse Policy (Signed) |
| 39 | ☒ | Employee Developed Products (Signed) |
| 41 | ☒ | Arizona State Retirement System (Completed & Signed) |
| 43 | ☒ | PSRS – PSRS Transfer Form<br>Beneficiary Designation (Must be completed if full-time or job share.) |
| 45 | ☒ | Selective Service Status (MEN ONLY – Completed & Signed) |
| 47 | ☒ | Condition of Employment Waiver (Must be signed and dated.) |
| 51 | ☒ | Anti-Discrimination and Non-Harassment Policy (Signed) |

### Section II

| | | |
|---|---|---|
| 65 | ☒ | Scottsflex Enrollment Form |

Peters

# Full-Time & Job Share

## New Hire Orientation Checklist

- ~~Anti-Discrimination & Non-Harassment Policy~~ ☑
- Application ☑
- ASRS or PSPRS Enrollment Form ☑
- Beneficiary Designation Form ☑
- COBRA Continuation Rights ☐
- Employee Developed Products Guidelines ☑
- Employee Information Sheet ☑
- I-9 Form with Proper ID ☑
- Job Bulletin ☑
- Job Share Agreement ☐
- Loyalty Oath ☑
- Medical Plan Brochure (if Indemnity Plans, give ID card) ☑
- New Hire Workbook paperwork ☑
- Scottsflex Enrollment Form ☑
- Selective Service Status ☑
- Staffing Request ☑
- Substance Abuse ☑
- Timesheet ☑
- VTL Insurance Enrollment Form ☐

## Payroll Paperwork

- 4-A State Tax Form ☑
- ASRS/PSPRS Enrollment Form (copy) ☑
- Beneficiary Form (copy) ☑
- Copy of Social Security Card (if available) ☑
- Employee Information Sheet ☑
- Scottsflex Enrollment Form (copy with selections highlighted) ☑
- Staffing Request (copy) ☑
- Surepay Enrollment Form (if applicable) ☑
- W-4 Federal Tax Form ☑
- Wage Assignment (if applicable) ☑ n/a

## DISCIPLINARY ACTION FORM

**City of Scottsdale**

TO: PAYROLL

Today's Date: Feb 22, 2010

Employee Name: James Peters | Classification: Police Officer

Employee Number: [redacted] | Timekeeping Group: 22412

☐ **SALARY REDUCTION** [CODE: S9]
Effective Date _____ Percent Decrease _____
Date of Next Review _____ End Date _____

☐ **DISCIPLINARY SUSPENSION (UNPAID)** [CODE: L3] (Ex. 01/01/09 – 8 hours)
Number of Days / Number of Shifts: _____ Date(s) Suspended & Number of Hours _____
*(Shifts for Fire Personnel Only)*
*Exclude Holidays and Pre-Approved Time Off - - Based on Employee's Normal Schedule*

☒ **NON DISCIPLINARY SUSPENSION (PAID)** [CODE: L2] (Ex. 01/01/09 – 8 hours)
Number of Days / Number of Shifts: ~~8~~ 11 Date(s) Suspended & Number of Hours
2/18/10 – 9 hours
2/19/10 – 9 hours
2/22/10 – 9 hours
2/23/10 – 9 hours
~~2/24/10 – 9 hours~~ 13
~~2/25/10 – 9 hours~~
(Shifts for Fire Personnel Only)
*Exclude Holidays and Pre-Approved Time Off - - Based on Employee's Normal Schedule*

☐ **PROBATIONARY REJECTION** [CODE: 11]
Effective Date _____ ☐ NOT ELIGIBLE FOR REHIRE

☐ **DISMISSAL** [CODES: D0 – DL ]
Effective Date _____ ☐ NOT ELIGIBLE FOR REHIRE

☐ **DEMOTION FOR CAUSE** [CODE: S5] (Attach Staffing Requisition)
Effective Date _____

| | Date |
|---|---|
| Alan Q. Rodbell, Chief of Police | 2-22-10 |
| Authorized Human Resources Signature | 2/24/10 |
| La Verne Parker Diggs, Executive Director – Human Resources | 2/22/2010 |

DISTRIBUTION: ORIGINAL – HUMAN RESOURCES; COPY – PAYROLL

Payroll Only
YYPP:
Initials:

# City of Scottsdale

[XX] **Disciplinary Action**

[ ] **Non Disciplinary Action**

To: Payroll

From: SGT. MATT ROADIFER/INTERNAL AFFAIRS  Today's Date: 11 / 14 / 2002

Phone: 480-312-5187

Employee Name: JAMES PETERS  Classification: POLICE OFFICER

Soc. Sec. #: [redacted]  Center #: 02200

Salary Reduction

* Effective Date: ____/____/____

Percent Decrease: _____  New Rate: _____

* Date of Next Review: ____/____/____

* Beginning of Pay Period

Suspension

Number of Days Suspended: EIGHT (8) DAYS= EIGHTY (80) HOURS

Dates of Suspension: December 16,20,21,22,23,28,29,30, 2002

[XX] Disciplinary  [ ] Non-Disciplinary

[ ] Probationary Rejection  [ ] Dismissal  [ ] Demotion

Attach Official Document

Supervisor

General Manager

Assistant City Manager

Director

Human Resources Director

SP3

Payroll - White • Human Resources - Yellow • Center - Pink  GG03591 (1/96)

JPeters-HRfile-PRR-000022

## DISCIPLINARY ACTION FORM

**City of Scottsdale**

TO: PAYROLL

Today's Date: 03/15/2010

Employee Name: James Peters Classification: Police Officer

Employee Number: [redacted] Timekeeping Group: 22412

☐ SALARY REDUCTION [CODE: S9]
Effective Date Percent Decrease
Date of Next Review End Date

☐ DISCIPLINARY SUSPENSION (UNPAID) [CODE: L3] (Ex. 01/01/09 – 8 hours)
Number of Days / Number of Shifts: Date(s) Suspended & Number of Hours
(Shifts for Fire Personnel Only)
*Exclude Holidays and Pre-Approved Time Off* – *Based on Employee's Normal Schedule*

☒ NON DISCIPLINARY SUSPENSION (PAID) [CODE: L2] (Ex. 01/01/09 – 8 hours)
Number of Days / Number of Shifts: 6
Date(s) Suspended & Number of Hours:
3/1/10 – 9 hours
3/2/10 – 9 hours
3/3/10 – 9 hours
3/4/10 – 9 hours
3/5/10 – 9 hours
3/8/10 – 9 hours
(Shifts for Fire Personnel Only)
*Exclude Holidays and Pre-Approved Time Off* – *Based on Employee's Normal Schedule*

☐ PROBATIONARY REJECTION [CODE: 11]
Effective Date ☐ NOT ELIGIBLE FOR REHIRE

☐ DISMISSAL [CODES: D0 – DL ]
Effective Date ☐ NOT ELIGIBLE FOR REHIRE

☐ DEMOTION FOR CAUSE [CODE: S5] (Attach Staffing Requisition)
Effective Date

Alan G. Rodbell, Chief of Police — Date 3/17/10

Authorized Human Resources Signature — Date 03/15/2010

La Verne Parker Diggs, Executive Director – Human Resources

DISTRIBUTION: ORIGINAL – HUMAN RESOURCES; COPY – PAYROLL

Payroll Only
YYPP:
Initials:

# City of Scottsdale

☐ Disciplinary Action
☒ Non Disciplinary Action

To: Payroll

From: Sgt. Johnny Cervantes  Today's Date: 04 / 17 / 03

Phone: 480 312-5186

Employee Name: James Peters  Classification: Police Officer

Soc. Sec. #: [redacted]  Center #: 02200

Salary Reduction

* Effective Date: ___/___/___

Percent Decrease: _____  New Rate: _____

* Date of Next Review: ___/___/___

* Beginning of Pay Period

Suspension

Number of Days Suspended: (2) Days

Dates of Suspension: 3/27/03, 3/28/03

☐ Disciplinary  ☒ Non-Disciplinary

☐ Probationary Rejection  ☐ Dismissal  ☐ Demotion

Attach Official Document

SGT. Johnny Cervantes
Supervisor

FOR ALAN RUSSELL
General Manager

Assistant City Manager

Director

Human Resources Director

SP3

Payroll - White • Human Resources - Yellow • Center - Pink  GG03591 (1/96)

# Performance Review Payroll Action

CITY OF SCOTTSDALE

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval

## EMPLOYEE INFORMATION

| | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02200 |
| Job Code: | 0096 |
| Job Title: | POLICE OFCR |

**Action Code**

MK 5% or to the top

% increase subject to appropriations as approved by City Council

NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| | |
|---|---|
| Effective Date: | 09/03/06 (MM/DD/YY) (Effective Date must be beginning of a pay period) |
| Date of Next Review: | 09/02/07 (Date of Next Review will automatically calculate 1 year from Effective Date) |

## Signatures

| | | | |
|---|---|---|---|
| Supervisor's Name: | Dennis Gordon | Title: | Police Sergeant |
| Supervisor's Signature: | D. Gordon #531 | Date: | 10/11/2006 |
| *Manager's Name: | Johnny Cervantes | Title: | Police Lieutenant |
| *Manager's Signature: | | Date: | 10/20/06 |
| **Upper Level Management Name: | Alan Rodbell | Title: | Chief of Police |
| **Upper Level Management Signature: | | Date: | 10/25/06 |

*Manager defined as one signature authority over the supervisor, if not upper management.
**Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

## Payroll Use Only

| | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given | |
| Action Code (see NOTE above) | |

Distribution - Payroll Action Form
Original: Payroll Copy: HR w/ original Performance Review Copy: Dept. File Copy: Employee

# Performance Review Payroll Action

CITY OF SCOTTSDALE

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02200 |
| Job Code: | 0096 |
| Job Title: | POLICE OFCR |

| Action Code: |
|---|
| MK 5% or to the top |
| % increase subject to appropriations as approved by City Council. |

* NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| Effective Date: | 09/04/05 | Date of Next Review: | 09/03/06 |
|---|---|---|---|
| (Effective Date must be beginning of a pay period) | (MM/DD/YY) | (Date of Next Review will automatically calculate 1 year from Effective Date) | |

**Signatures:**

| | | | |
|---|---|---|---|
| Supervisor's Name: | JOSEPH LEDUC | Title: | POLICE SERGEANT |
| Supervisor's Signature: | [signature] | Date: | SEPTEMBER 01, 2005 |
| **Manager's Name: | JOHNNY CERVANTES | Title: | POLICE LIEUTENANT |
| Manager's Signature: | [signature] | Date: | 9/6/05 |
| ***Upper Level Management Name: | ALAN RODBELL | Title: | CHIEF OF POLICE |
| ***Upper Level Management Signature: | [signature] | Date: | 9/7/05 |

** Manager defined as one signature authority over the supervisor, if not upper management.
***Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

**Payroll Use Only**

| | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Distribution - Payroll Action Form
Original: Payroll  Copy: HR w/ original Performance Review  Copy: Dept. File  Copy: Employee

# Performance Review Payroll Action

CITY OF SCOTTSDALE

NSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | James Peters, |
| Center #: | 2200 |
| Job Code: | 92 |
| Job Title: | Police Officer |

| Action Code |
|---|
| MI 4% or to the top |
| % increase subject to appropriations as approved by City Council. |

NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| Effective Date: | 09/07/04 | Date of Next Review: | 09/06/05 |
|---|---|---|---|
| Effective Date must be beginning of a pay period) | (MM/DD/YY) | (Date of Next Review will automatically calculate 1 year from Effective Date) | |

| Signatures | | | |
|---|---|---|---|
| Supervisor's Name: | E. Duggan | Title: | Sergeant |
| Supervisor's Signature: | [signature] | Date: | 11/22/04 |
| **Manager's Name: | M. Roadifer | Title: | Lieutenant |
| Manager's Signature: | Mir Roadifer #430 | Date: | 11/22/04 |
| ***Upper Level Management Name: | A. Rodbell | Title: | Chief of Police |
| ***Upper Level Management Signature: | [signature] | Date: | 11/29/04 |

**Manager defined as one signature authority over the supervisor, if not upper management.
*** Upper level management defined as: City Manager and other Charter Officials; Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

| Payroll Use Only | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Send completed form to PAYROLL - mail code OCC204.

Distribution - Payroll Action Form
Original: Payroll Copy: HRw/ original Performance Review Copy: Dept. File Copy: Employee

# Performance Review Payroll Action

CITY OF SCOTTSDALE

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. ~~Enter Effective Date of the review (Date of Next Review will automatically be calculated)~~
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

## EMPLOYEE INFORMATION

| | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02200 |
| Job Code: | 0098 |
| Job Title: | POLICE OFCR |

**Action Code***

MI 4% or to the top

% increase subject to appropriations as approved by City Council.

* NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| | | | |
|---|---|---|---|
| Effective Date: | 09/07/03 (MM/DD/YY) | Date of Next Review: | 09/05/04 |
| (Effective Date must be beginning of a pay period) | | (Date of Next Review will automatically calculate 1 year from Effective Date) | |

## Signatures:

| | | | |
|---|---|---|---|
| Supervisor's Name: | Ruth Nahom 612 | Title: | Sergeant |
| Supervisor's Signature: | Ruth Nahom | Date: | 09/13/03 |
| **Manager's Name: | Thomas Henny 503 | Title: | Lieutenant |
| Manager's Signature: | | Date: | 9/13/03 |
| ***Upper Level Management Name: | ALAN ROSBELL | Title: | CHIEF OF POLICE |
| ***Upper Level Management Signature: | | Date: | 9.22.03 |

** Manager defined as one signature authority over the supervisor, if not upper management.

*** Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

## Payroll Use Only

| | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Distribution - Payroll Action Form
Original: Payroll Copy: HRw/ original Performance Review Copy: Dept. File Copy: Employee

# FY 02/03 Performance Review
# Payroll Action Form

Please type or print legibly

| | |
|---|---|
| Employee Name | James Peters |
| Employee # | [redacted] |
| Center # | 2200 |
| Department | Police |
| Job Code | 0092 |
| Job Title | Police Officer |

| Action Code | % of increase | Select One* |
|---|---|---|
| MK | 5% or to the top | |
| MI | 4% or to the top | |
| MG | 3% or to the top | X |
| ME | 2% or to the top | |
| MC | 1% or to the top | |
| MA | 0.0% | |
| Already at the maximum | | |

Effective Date: 9/8/01 (must be the beginning of a pay period)

Date of Next Review: 9/7/02 (must be the beginning of a pay period)

*Note 1 : If the % selected causes the hourly rate to exceed the max of the range, the employee will only receive the performance pay increase that takes the employee to the max. That increase may be lower than the % selected above.

**PLEASE ATTACH THE ORIGINAL SIGNED REVIEW TO HUMAN RESOURCES**

| | | | | |
|---|---|---|---|---|
| Robert Hoskin #616 | Sergeant | | 10/25/02 | 23077 |
| Supervisor/Reviewer (print name) | Title | Signature | Date | Ext. |
| Scott Popp #478 | Lieutenant | | 11/4/02 | 22505 |
| Reviewer's Supervisor (print name) | Title | Signature | Date | Ext. |
| Burl Haenel #278 | Captain | | 11-4-02 | 27318 |
| Director (print name) | Title | Signature | Date | Ext. |
| John Cocca #374 | Deputy Chief | | 10/4/02 | 25370 |
| Upper Level Mgmt** (print name) | Title | Signature** | Date | Ext. |

** Note 2 : Upper Level Management approval is required for processing. Upper Level Mgmt is defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager.

**Payroll Use Only**

Current hourly _____ New hourly _____ % actually given _____ (see * Note 1 above)

**Distribution:** Original: to Payroll Copy: to HR with signed review attached Copy: to dept. file

(Rev 7-11-02)

City of Scottsdale

## QUALITY PLUS PERFORMANCE REVIEW

Employee Center # 022000 Department POLICE

Employee Name: PETERS, JAMES R Social Security # [redacted]
Last, First

Classification: OFFICER Job Code

Effective date*: 9/9/01 Date of Next Review*: 9/8/02

Percentage increase: (check one)

1 (✓) 5.0% Quality Performer (or to the top, or already at maximum)

2 ( ) 2.5% Needs Improvement (or to the top, or already at maximum)

3 ( ) 0% Needs Significant Improvement

* Dates must be the beginning of a pay period .

**PLEASE ATTACH SIGNED REVIEW**

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| General Manager | 9/10/01 Date | Director | Date |

**PAYROLL USE ONLY**

HOURLY_____ MAX_____

PAYROLL - WHITE • HUMAN RESOURCES - YELLOW • CENTER - PINK

S355654 (4/93)

City of Scottsdale

## QUALITY PLUS PERFORMANCE REVIEW

Employee Center # 022200 Department Police

Employee Name: Peters, James Social Security # [redacted]
Last, First

Classification: Officer Job Code 0096

Effective date*: 9/10/00 Date of Next Review*: 9/9/01

Percentage increase: (check one)

1 (X) 5.0% Quality Performer (or to the top, or already at maximum)

2 ( ) 2.5% Needs Improvement (or to the top, or already at maximum)

3 ( ) 0% Needs Significant Improvement

* Dates must be the beginning of a pay period

**PLEASE ATTACH SIGNED REVIEW**

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| | | | |
| General Manager | Date | Director | Date |
| | 9/11/00 | | |

**PAYROLL USE ONLY**

HOURLY_____ MAX_____

PAYROLL - WHITE • HUMAN RESOURCES - YELLOW • CENTER - PINK

S355654 (4/93)

| HR Initials | DT |
|---|---|
| Date | 1-14-2010 |

# Performance Review
## Payroll Action Form

EMPLOYEE VALUES:
Plan and Innovate for the Future * Listen, Communicate, Take Action * Respect the Individual
Collaborate as a Team * Learn and Grow Continuously * Focus on Quality Customer Service
Be Accountable and Act with Integrity * Show Caring and Compassion for Others

| EMPLOYEE INFORMATION | | Action |
|---|---|---|
| **Employee Number:** | [redacted] | MK - Excels at All Expectations - 5% (No Increase Available) |
| **Employee Name:** | PETERS II, JAMES R | |
| **Employee Title/Job Code:** | Police Officer (0096) | |
| **Center #/Description:** | 22422 - SURVEILLANCE/SWAT | |
| **Payroll Effective Date:** | 12/20/2009 | |
| **Date of Next Review:** | 12/19/2010 | |

**Signatures:**

| Name (Print) | Signature | Title | Date |
|---|---|---|---|
| Richard Slavin<br>Manager/Supervisor | R. Slavin | Sergeant | 12/14/09 |
| Scott Popp<br>Director | Scott Popp | Commander | 12/22/09 |
| Alan Rodbell<br>*Upper Level Management (Required) | | Chief of Police | 12/30/09 |

*Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy Assistant Manager or General Manager. An upper level management signature is required for processing.

**DEPT RESPONSIBILITY: Submit to HR with completed & signed evaluation.**

**HR RESPONSIBILITY: Review, Initial and Scan to Payroll.**

| PAYROLL USE ONLY | |
|---|---|
| Current Hourly: | |
| New Hourly: | |
| % Actually given: | |
| Action Code: | |

# Pro-rated Performance Review Payroll Action

CITY OF SCOTTSDALE ARIZONA

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02209 |
| Job Code: | 0096 |
| Job Title: | Police Officer |

| Action Code* | |
|---|---|
| M5 Pro-rated or to the top | 5.00% |

% increase subject to appropriations as approved by City Council.

**Pro-rated Performance Percentage**

1.54%

Original Review Date: 08/31/08 (MM/DD/YY) 9/2/07

* NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| Effective Date: | 12/23/07 | Date of Next Review: | 12/22/08 |
|---|---|---|---|

(Effective Date must be beginning of a pay period) (MM/DD/YY) (Date of Next Review will automatically calculate 1 year from Effective Date)

| Signatures: | | | |
|---|---|---|---|
| Supervisor's Name: | Richard Slavin | Title: | Sergeant |
| Supervisor's Signature: | RMSlavin | Date: | 11/27/07 |
| **Manager's Name: | Matt Roadifer | Title: | Lieutenant |
| Manager's Signature: | Matt Roadifer | Date: | 11/28/07 |
| ***Upper Level Management Name: | Alan Rodbell | Title: | Chief Of Police |
| ***Upper Level Management Signature: | | Date: | 12/4/07 |

** Manager defined as one signature authority over the supervisor, if not upper management.

*** Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

| Payroll Use Only | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Sent to Payroll 12/6/07 DK

Distribution - Payroll Action Form
Original: Payroll Copy: HRw/ original Performance Review Copy: Dept. File Copy: Employee

City of Scottsdale

# Staffing Requisition

| | |
|---|---|
| Employee Name: (Last, First, MI) **PETERS, James** | |
| ~~Effective Date: 10/30/06~~ 05 | ~~EMP #:~~ [redacted] |
| Action Code & Description: **T1 Transfer: PCN or Center #** | HR Use Only<br>Recruitment #: |

| | | | | |
|---|---|---|---|---|
| **A** | **EMPLOYEE TYPE** | Employee Type: **1 Full Time** | | Hours Per Week: **40** |
| | Job Share (0) Full Time (1) Full Time Temporary (2) | Part Time Regular (3) Part Time Temporary (4) Part Time Regular with Leave (5) | | Employee's Leave %: **100** |
| **B** | **POSITION CONTROL** | **Classification: Police Officer** | | |
| | **Center #: 02209** | **Position #: 0750** | **Job Code: 0096** | **Position's Leave %: 100** |
| **C** | **EMPLOYEE POSITION** | **Classification: Police Officer** | | |
| | **Check Location:** | **Timekeeping Group:** | | **Job Code: 0096** |
| | ☐ **Underfill** | ☐ **Doublefill** | ☐ Temporary Upgrade | Upgrade End Date |
| | HR/Payroll Use Only DF CD | DEPT | RET | BENGRP BEN% LVFG |
| **D** | **PAY RATE** | **Hourly Rate: $27.01** | **Hourly Min: $21.63** | **Hourly Max: $31.36** |
| | New Pay Rate Calculation: | | | |
| **E** | **REVIEW DATE** | **Next Review Date: 09/03/06** | | |
| **F** | **EMPLOYEE'S PREVIOUS POSITION** | **Classification: Police Officer** | | |
| | **Center #: 02200** | **Position #: 1952** | **Job Code: 0096** | **Employee Type: 1 Full Time** |
| **G** | **PERSON REPLACED** | **Name: Polasky, Evan** | | Date Vacated: **10/30/05** |
| **H** | **SP³ CONTACT** | **Name: Deneen Kelley** 10/25/05 | | **Ext: 25315** |
| | Remarks | | | |

**SIGNATURES:**

Department Supervisor or Director — Date 10/25/05

Department General Manager — Date 10/27/05

Human Resources Director — Date 10/27/05

General Manager Human Resources — Date 10/27/05

Distribution: White, Yellow & Pink to Human Resources, Gold to Department5355651 - Revised 05/99

City of Scottsdale

# Staffing Requisition

HRS Human Resource Systems

| | | |
|---|---|---|
| Employee Name: (Last, First, MI) PETERS, JAMES R. | | |
| Effective Date: 1/7/00 | SSN: [redacted] | |
| Action Code & Description: ~~S3 Promotion~~ T3 Title Change | | HRS Use Only: Recruitment #: |

| | | | | |
|---|---|---|---|---|
| A | EMPLOYEE TYPE | Employee Type: 1 Full Time | | Hours Per Week: 40 |
| | Job Share (0) Full-Time (1) Full-Time Temporary (2) Part-Time Regular (3) Part-Time Temporary (4) Part-Time Regular with Leave (5) | | | Employee's Leave %: 100 |
| B | POSITION CONTROL | Classification: Police Officer | | |
| | Center #: 02200 | Position #: 1952 | Job Code 0096 | Position's Leave %: 100 |
| C | EMPLOYEE POSITION | Classification: Police Officer | | |
| | Check Location: | Work Location: | | Job Code: 0096 |
| | ☐ Underfill | ☐ Doublefill | ☐ Temporary Upgrade | Upgrade End Date |
| | HRS/Payroll Use Only: DFLD: DEPT: RET: BENGRP: BEN%: LVFG: | | | |
| D | PAY RATE | Hourly Rate: N/C | Hourly Min: N/C | Hourly Max: N/C |
| | New Pay Rate Calculation: | | | |
| E | REVIEW DATE | Next Review Date: 9/10/00 | | |
| F | EMPLOYEE'S PREVIOUS POSITION | Classification: Police Officer Trainee | | |
| | Center #: 02200 | Position #: 1952 | Job Code: 0272 | Employee Type: 1 Full Time |
| G | PERSON REPLACED | Name: | | Date Vacated: |
| H | SP³ CONTACT | Name: S. Fera | | Ext: 25078 |
| | Remarks: To correct job code only | | | |

**SIGNATURES:**

Supervisor Signature: _____ (Name / Title / Date)

Authorized Signature: S. Fera (Name) / _____ (Title) / 7/18/00 (Date)

Peter Arnold 8/21/00

Distribution: White, Yellow & Pink to Human Resource Systems, Gold to Department

S355651 - Revised 05/99

**Muir, Pam**

**To:** Slavin, Richard; Ghiglia, John; Peters, James; Debora, Gary; Lovell, Chance; Vahle, Brent; Aldridge, Aaron

**Cc:** Sherry Fera

**Subject:** Pay Increase

Hopefully you have seen the Chief's memo outlining changes to the Police Officer Trainee salary. Your salary will change to $35,193 effective 09-15-99, which is your date of hire. This means you will receive retro pay to that date and it will all be paid out on the paycheck of November 24th. Your salary will continue to be $35,193 until 09-10-2000 which is the date of your new review. At that time you will be eligible for a merit increase. Should you have any questions regarding this new policy, please don't hesitate to contact me at ext 22410.
Pam Muir
Human Resources

City of Scottsdale

# Staffing Requisition

HRS Human Resource Systems

| | | | |
|---|---|---|---|
| Employee Name: (Last, First, MI) | Peters, James R. | | |
| Effective Date: 9/15/99 | SSN: [redacted] | | |
| Action Code & Description: 01 New Hire | | HRS Use Only Recruitment #: 900 | |

| | | | | |
|---|---|---|---|---|
| A | **EMPLOYEE TYPE** | Employee Type: 1 | | Hours Per Week: 40 |
| | Job Share (0) Full Time (1) Full Time Temporary (2) Part Time Regular (3) Part Time Temporary (4) Part Time Regular with Leave (5) | | | Employee's Leave %: 100 |
| B | **POSITION CONTROL** | Classification: Police Officer | | |
| | Center #: 02200 | Position #: 1952 | Job Code: 0272 | Position's Leave %: 100 |
| C | **EMPLOYEE POSITION** | Classification: Police Officer Trainee | | |
| | Check Location: | Work Location: | | Job Code: |
| | ☐ Underfill ☐ Doublefill | ☐ Temporary Upgrade | | Upgrade End Date |
| | HRS/Payroll Use Only DF CD DEPT RET BENGRP BEN% LVEC | | | |
| D | **PAY RATE** | Hourly Rate: 16.00 | Hourly Min: 16.00 | Hourly Max: 18.39 |
| | New Pay Rate Calculation: | | | |
| E | **REVIEW DATE** | Next Review Date: 9/10/00 | | |
| F | **EMPLOYEE'S PREVIOUS POSITION** | Classification: | | |
| | Center #: | Position #: | Job Code: | Employee Type: |
| G | **PERSON REPLACED** | Name: | | Date Vacated: |
| H | **SP³ CONTACT** | Name: S. Fera | | Ext: 85078 |
| | Remarks: | | | |

**SIGNATURES:**

Supervisor Signature: _____ Name _____ Title _____ Date _____

Authorized Signature: S. Fera Name _____ Title _____ Date 9/2/99

Human Resource Systems: D. Kyllonen Name _____ Title _____ Date 9/8/99

Distribution: White, Yellow & Pink to Human Resource Systems, Gold to Department

S355651 - Revised 05/99

SENT TO: John Cocca

DATE REVIEWED: 01/27/09

TYPE OF ACCIDENT: VEHICLE ☒ EQUIPMENT ☐ ____

NAME OF EMPLOYEE INVOLVED: James Peters

JOB TITLE: Police Officer DIVISION/SECTION: Special Assignment

DATE OF ACCIDENT: 11/18/08 TIME: 6:23 am

## REPORT OF FINDINGS

**1. BRIEF STATEMENT ON HOW ACCIDENT OCCURRED:**

Officer was stopped at intersection. When light turned green, he took foot off brake and rolled into vehicle in front of him.

**2. THE INCIDENT/ACCIDENT WAS FOUND TO BE:** ***PREVENTABLE***

Reason: Employee's vehicle struck another vehicle from behind.

**3. ACCIDENT REVIEW BOARD COMMENTS:**

Be more attentive to driving; do not take foot off of brake.

**4. CORRECTIONAL MEASURE(S) RECOMMENDED:**

**5. PREVENTABLE ACCIDENT RISK CATEGORY:** **B**

Correctional Measures(s) Follow-Up – Measure(s) Taken and When:

Pauline Hecker, CHAIRPERSON

For vehicle-related incidents, the General Manager and HR will determine the disciplinary action to be taken. The responsible supervisor shall notify Risk Management and distribute copies of the disciplinary action as noted below.

RATING EARLY

, GENERAL MANAGER

Once form completed by General Manager, GM/Department staff distribute copies as follows:

1) Employee 2) Director 3) General Manager 4) HRS Employee file 5) Risk Mgmt. ARB file

02/03/2009

D Q 083

SENT TO: Sgt. Bryan Brown DATE REVIEWED: 2/28/2006

TYPE OF ACCIDENT: VEHICLE ☒ 1552 EQUIPMENT ☐

NAME OF EMPLOYEE INVOLVED: James Peters

JOB TITLE: Police Officer DIVISION/SECTION: PD/02200

DATE OF ACCIDENT: 10/08/2005 TIME: 12:50 P.M.

REPORT OF FINDINGS

1. BRIEF STATEMENT ON HOW ACCIDENT OCCURRED:

While exiting vehicle to pursue subject, opened driver's door quickly and it hyper-extended and sprung the door hinge causing the door to not open and close properly.

2. THE INCIDENT/ACCIDENT WAS FOUND TO BE: ***NON-PREVENTABLE***

Reason: Due to the nature of the call, a rapid response was necessary.

3. ACCIDENT REVIEW BOARD COMMENTS: *(This applies to preventable incidents only)*

Employee has 0 preventable accidents in the past three years.

4. CORRECTIONAL MEASURE(S) RECOMMENDED: *(This applies to preventable incidents only)*

NONE

5. PREVENTABLE ACCIDENT RISK CATEGORY (A) B C D

Correctional Measure(s) Follow-Up – Measure(s) Taken and When:

Pauline Hecker, CHAIRPERSON

For vehicle-related incidents, the General Manager will determine the disciplinary action to be taken. The responsible supervisor shall notify Risk Management and distribute copies of the disciplinary action as noted below. Notification must be made **IN WRITING WITHIN TWO WEEKS** of receipt of this report.

N/A Further

, GENERAL MANAGER

Copy Distribution: 1) Employee 2) Director 3) General Manager 4) HRS Employee file 5) Risk Mgmt. ARB file

03/03/2006

T00-052

ENT TO: Barbara Furr

DATE REVIEWED: 10/31/00

TYPE OF ACCIDENT: Vehicle X Industrial _____ Other _____

NAME OF EMPLOYEE INVOLVED: James Peters

JOB TITLE: Police Officer DIVISION/SECTION: 2200-Patrol

DATE OF ACCIDENT: 9/22/00 ; TIME: _____ AM 3:15 PM

**REPORT OF FINDINGS**

1. BRIEF STATEMENT ON HOW ACCIDENT OCCURRED:

Officer was using push bar to move a disabled vehicle. While going up the driveway push bar contacted the citizen's rear bumper, causing damage.

2. THE INCIDENT/ACCIDENT WAS FOUND TO BE: CHARGEABLE _____ NONCHARGEABLE X

REASON: Officer was performing a routine duty that would be reasonable under the circumstances. Citizen was warned that damage may occur.

3. CORRECTIONAL MEASURE RECOMMENDED:

Instruct officers to push vehicles off the road in emergency situations.

4. ACCIDENT REVIEW BOARD COMMENTS:

Consider developing a hold harmless agreement for citizens to sign to protect the City from liability.

Paul McKee, CHAIRMAN

The Director will determine the disciplinary action to be taken. The responsible supervisor shall notify Risk Management of the disciplinary action. Notification must be made **IN WRITING WITHIN TWO WEEKS** of receipt of this report. Use the space below for notifying Risk Management.

NO FURTHER ACTION

_____, DIRECTOR

White/Employee Blue/Pending Green/Division Director Canary/Human Resources File Pink/Review Board Gold/General Manager
FS03170(6/92)

CITY OF SCOTTSDALE

# HUMAN RESOURCE SYSTEMS

7575 E. Main Street #205
Scottsdale, AZ 85251

EQUAL OPPORTUNITY EMPLOYER • 24 Hour Job Information (602)312-2395 • T.D.D. Job Information (602)312-2359 • Fax (602)312-7960 • Phone (602)312-2491

THE CITY OF SCOTTSDALE PROMOTES A DRUG AND ALCOHOL FREE WORKPLACE

**We are an Equal Opportunity/Reasonable Accommodation Employer.**

- Print neatly in ink or use a typewriter
- Answer all questions completely
- Complete and include all supplemental forms
- Please read all information/disclaimer on the back of this application
- Sign this application and all other forms
- If you have any questions or problems, please request assistance

## POSITION DESIRED

Position applied for: POLICE OFFICER  Job Posting No. 9000

Salary Requirements: _____  Are you Academy Certified in Arizona? ☐ Yes ☒ No

Are you currently employed as a Police Officer in Arizona? ☐ Yes ☒ No

## PERSONAL DATA

Name Peters (Last) James (First) [redacted] (Middle)  Social Security # [redacted]

Address [redacted]

Phone: Home [redacted]  Office _____  Message _____

Are you a U.S. citizen? Yes ✓ No ____  Are you over the age of 21? Yes ✓ No ____

Have you ever worked or volunteered for the City of Scottsdale? Yes ____ No ✓ If yes, dates: _____

Are any of your relatives, employed by the City of Scottsdale? Explain: N/A

Driver's License No. & State [redacted]  Class [redacted]  Expiration [redacted]

Have you ever served in the US Armed Forces? Branch N/A  Rank _____  Length of service _____

Are you a member of a National Guard or Armed Forces Reserve Unit? Yes ____ No ✓

Please list other names you have used N/A

Have you ever been discharged, requested or forced to resign from any position for misconduct or unsatisfactory service?

Yes ____ No ✓ If yes, please explain circumstances _____

Have you ever been convicted of a crime, regardless of whether the conviction was later set aside or expunged? "Crime" means all felonies, misdemeanors and serious driving offenses (e.g. DWI/DUI and reckless driving), but does not include minor traffic offenses. [redacted] Yes [redacted] No

If you answered "yes", please give offense(s) for which convicted, date of conviction and jurisdiction. Indicate if expunged or set aside and give date(s). (Prior conviction will not automatically bar an applicant from employment with City.)

## EDUCATION

Education: Circle highest grade completed: **Grade School** 1 2 3 4 5 6 7 (8)
**High School** 9 10 11 (12)

Did you graduate from High School or do you have a G.E.D.? Yes ✓ No ____ High School G.P.A. [redacted]

Name of School [redacted] Highschool

| College/s University | Major | Credit Hrs | * Degree & Year | G.P.A. |
|---|---|---|---|---|
| [redacted] | Criminal Justice | 0 | | |
| | Criminal Justice | 58.69 | | [redacted] |
| | Criminal Justice | 68 | * B.A. Aug 1999 | |

* Proof of degree from University/College obtained will be required upon hire

| Name of Trade/Technical/Business/Other School/s Attended | Course of Study | Diploma & Year |
|---|---|---|
| | | |
| | | |

List license (date & #), professional registrations (date), certificates and professional memberships: Swift Water Rescue Technision

List Honors, Awards, Fellowships ____

## SKILLS OVERVIEW

Approximate typing speed ____ wpm.

List computer software with which you are familiar ____

Fluent in a language other than English: Language ____ Speak ____ Read ____ Write ____

Please summarize relevant skills and experience that exemplify your qualifications for the above position.

Every Job I've had and my life has always involved customer service, dealing with problem's and finding a solution, protection and physical activities

Summarize Community Service work (paid or volunteer) including dates:

Padres Kids baseball camp Aug. 1998, will again participate in Kids Camp in July and Aug. 1999.

Summarize Leadership roles:

I've been a inspector, supervisor and forman on jobs throughout work life.

## EMPLOYMENT HISTORY

Current or most recent employer [redacted] Phone: [redacted]
Address: [redacted]
Your Title: Inspector in traing Number of workers you directly supervised: 0
Employment Dates: from Current to _____ Supervisors name/title: [redacted]
Starting Salary: [redacted] per hr Present/Ending: [redacted] per hr Hrs. Per Week: 20
Work Performed: Construction Inspecting to assure compliance of rules and regulations in accordance to plans designed by archetects

Reason for leaving or wanting to change: _____
May we contact this employer if you are considered for the position: Yes X No _____

Employer: [redacted] Phone: [redacted]
Address: [redacted]
Your Title: Athletic Field Maintainence / Bus Driver Number of workers you directly supervised: 0
Employment Dates: from [redacted] to [redacted] Supervisors name/title: [redacted]
Starting Salary: [redacted] per hr Present/Ending: [redacted] per hr Hrs. Per Week: 20-40
Work Performed: Drove the different Groups on campus, Also maintainence not limited to but involving ; fence repair, care of vehicles, wall building, tree removal. Also supervision of employees while doing special projects
Reason for leaving or wanting to change: [redacted]

Employer: [redacted] Phone: [redacted]
Address: [redacted]
Your Title: Courtesy Clerk Number of workers you directly supervised: 0
Employment Dates: from [redacted] to [redacted] Supervisors name/title: [redacted]
Starting Salary: [redacted] per hr Present/Ending: [redacted] per hr Hrs. Per Week: 20-30
Work Performed: Bag groceries, help customers, do go backs, open and close store as courtesy clerk

Reason for leaving or wanting to change: [redacted]

Employer: [redacted] Phone [redacted]
Address: [redacted]
Your Title: River Guide Number of workers you directly supervised: 0
Employment Dates: from [redacted] to [redacted] Supervisors name/title: [redacted]
Starting Salary: [redacted] Present/Ending: [redacted] Hrs. Per Week: 7days week
Work Performed: Care for customers, cook, clean, sattry and maintainace of boats and equipment

Reason for leaving or wanting to change: [redacted]

## CONDITIO[illegible] OF CONSIDERATION FOR E[illegible]LOYMENT

All information contained on the application is subject to verification. The City of Scottsdale will conduct background checks including but not limited to, work references, driving records, criminal conviction records, and educational attainment. New hires for some City positions may be required to pass a physical examination at the City's expense.

I understand an employment offer is contingent upon successful completion of a pre-employment alcohol/drug test. Applicants testing positive for illegal drugs, unauthorized prescription drugs or alcohol will not be hired by the City. I further understand that any condition which may preclude my ability to perform essential functions of the job - and such conditions can not be reasonably accommodated - will disqualify me from consideration for employment in the job for which I was examined. I also authorize the City of Scottsdale to conduct future examinations and work-related reviews by a physician and agree to follow any consequent prescribed work restrictions, activities, and/or treatment.

I understand that employment with the City of Scottsdale is also contingent upon successful completion of a national background investigation & for relevant positions, a physical examination & polygraph examination.

~~I understand that specific positions at the City of Scottsdale may require me to provide evidence of an acceptable driving record.~~

I understand that employment at the City of Scottsdale is "at will" meaning that it may be terminated at any time by either party.

I understand all conditions of employment including but not limited to hours, benefits and salary are subject to change by City of Scottsdale at any time.

If employed, I agree to provide proof of identity, relevant licensure or credentials, and authorization for employment in the United States.

If employed, I agree to abide by all policies, regulations and guidelines established by the City of Scottsdale.

When advised, reasonable accommodations will be made in order for an "otherwise qualified applicant" with a disability to participate in any phase of the recruitment process. (American Disabilities Act of 1991)

If employed, I agree to enter into contract with the City of Scottsdale to participate in the Police Department Physical Fitness Program and to maintain for the duration of my employment as a peace officer, a reasonable standard of fitness. A reasonable standard of fitness is defined as the 40th percentile of Cooper Standards for each of the following:

1. 1.5 mile run or 3 mile walk
2. Bench press
3. Leg press
4. Sit-ups or curl-ups in 1 minute
5. Push-ups in 1 minute

If employed, I understand that I will be required to work evenings, nights, weekends, and holidays as scheduled. Attendance and punctuality are essential job functions.

**AUTOMATIC DISQUALIFIERS** **The Scottsdale Police Department will automatically disqualify any individual who has:**

1. Ever been convicted of a felony or any offense that would be a felony if committed in Arizona.
2. Used ("tried") marijuana in the past three years or anytime after age 21, or used more than 10 times prior to age 21.
3. Used ("tried") any dangerous drugs or illegal narcotics in the past seven years or anytime after age 21, or used more than once prior to age 21. This includes, but is not limited to, cocaine/crack, heroin, morphine, LSD/acid, methamphetamine/speed, peyote, mescaline, or derivative thereof.
4. Sold, produced, cultivated, or transported marijuana or dangerous drugs/narcotics.
5. Been dishonorably discharged from the United States armed forces.
6. Had a pattern of abusing prescription medication.
7. Had excessive traffic violations within the past three years.
8. Committed or violated federal, state, or city laws pertaining to criminal activity while employed by a law enforcement agency.
9. Been previously employed with a law enforcement agency and since has committed or violated federal, state, city laws pertaining to criminal activity.
10. Lied during any stage of the hiring process, falsified any information on the application or background questionnaire.
11. Unresolved responses to relevant issues when administered a polygraph examination.
12. Used non-prescribed steroids since January 1, 1994.

**DISCRETIONARY DISQUALIFIERS** **The following disqualifiers may, upon review by the Scottsdale Police Department, make you ineligible to work for the department:**

1. An inability to perform the essential functions of the position.
2. Unlawful sexual conduct.
3. Excessive traffic violations: DUI, reckless, moving citations.
4. Commission of a felony.
5. Any discharge from the U.S. armed forces other than an honorable discharge.
6. Debts - demonstrated an unwillingness to honor fiscal contracts or just debts.
7. Any other conduct or pattern of conduct that would tend to disrupt, diminish, or otherwise jeopardize public trust in the law enforcement profession.

I certify that all the information provided herein is true and complete to the best of my knowledge. I agree and understand that omissions, misstatements, and falsifications will cause forfeiture on my part of all eligibility to any employment with the City of Scottsdale and may be cause for rejection of this application, removal of my name from eligibility lists, or discharge from City service. In addition, I give the City of Scottsdale the right to investigate and verify any information obtained through the application process. Permission is granted and I release from any and all liability any employer, agency, or individual assisting the City of Scottsdale in providing relevant, job related information that will assist in this process. My signature below acknowledges my understanding and agreement with the above.

PRINT NAME & ADDRESS ON LABEL BELOW.

Signature: [signature] Date: 6/9/99

GG03500B (12/98)

James Richard Peters

[redacted]

**Education**

B.A. in Sociology with a concentration in Criminal Justice, [redacted]

**Work**

Field Maintenance, [redacted]

Duties: Supervise 4 student workers, maintaining the athletic fields and do any required construction on the athletic fields.

Bus Driver, [redacted]
Duties: drive and maintain the 45-passenger bus

Ski Lift Supervisor, [redacted]
Duties: In charge of the night operations of Ski Resort, supervised 10 to 18 employees, trained employees in lift operations and crowd management.

River Guide, [redacted]
Duties: Piloted a river raft for clients, instructed clients in river safety procedures, supervised multi-raft outings.

**Volunteer Work**

Hitting Instructor at the [redacted]
Duties: Provided hitting instruction for Little League players which included analysis of players hitting problems with suggested solutions to correct deficiencies.

Assistant Little League Coach for [redacted]
Duties: Directed batting and fielding practices, worked with pitchers and all other positions.

Coach for Little League All-Star Team for [redacted]
Duties: Pitching instructor.

Assistant Football Coach, [redacted]
Duties: Provided instruction to and supervision of middle line-backer position players.

[redacted]

**Activities**

Lettered in Baseball at [redacted]

Coach's Award, Baseball, [redacted] This award is given to students that best exemplify the model [redacted]

Varsity Football, [redacted]

**Skills**

Swift Water Rescue I Certified; B-Class Driver's License; Experienced operator of heavy equipment (back-hoe, Bobcats, forklift operator, steamroller); First-Aid Certified; Ski-Lift Operator License.

# City of Scottsdale
## Anti-Discrimination and Non-Harassment Policy

**SECTION I**

This section of the City's Anti-discrimination and Non-harassment Policy is intended to comply with federal statutes prohibiting discrimination in employment, as interpreted by the United States Supreme Court, and to inform employees of legally enforceable rights and requirements.

**Purpose:**

For the purpose of this policy, "employees" shall be defined to include employees, contract workers, and volunteers.

The purposes of this policy are:

(a) To provide employees with a work environment free from unlawful discrimination, as provided by Title VII of the Civil Rights Act of 1964 and other state and federal laws;

(b) To inform employees of prohibited acts and conduct, which constitute or contribute to unlawful discrimination or harassment; and

(c) To provide employees with a complaint procedure, that will allow the City: (1) to promptly and thoroughly investigate alleged acts of discrimination and/or harassment; (2) to engage in preventative or corrective measures; and (3) to protect employees from retaliation for engaging in the complaint procedure.

**Policies:**

Title VII of the Civil Rights Act of 1964, as amended, and other state and federal laws prohibit discrimination in employment because of race, color, religion, sex (including gender and sexual harassment), age, national origin, and/or disability. All employees are responsible for ensuring that the workplace is free from conduct or activities which constitute or contribute to such discrimination or harassment.

*Discrimination* means any act by a City employee or employees which negatively affects the terms and conditions of employment of another employee, which is motivated by the race, color, religion, sex (including gender and sexual harassment), age, national origin or disability of the employee who is the subject of the action. Discrimination does not include employment or workplace concerns, that do not involve conduct prohibited by Title VII and state and federal laws. Discrimination may occur in work assignments, working conditions, job classification, disciplinary actions, promotions, salaries, performance reviews, interpretation or application of City rules.

*Sexual Harassment* is a form of prohibited sex discrimination. The following conduct, which constitutes sexual harassment or contributes to it, is prohibited:

(1) Verbal or physical conduct that threatens or insinuates, either explicitly or implicitly, that the employee's submission to or rejection of sexual advances will in any way influence any decision, evaluation, duties, or any other condition regarding the employee's employment;

(2) Unwelcome sexual advances, gestures, touches, requests for dates, or requests for sexual favors;

(3) Unwelcome comments, remarks, or threats, including but not limited to comments about an individual's body, use of sexual words to describe an individual, offensive jokes, comments or compliments of a sexually suggestive nature, innuendoes, inappropriate terms of endearment such as "doll", "honey", "babe", "hunk", and the like;

(4) Display of sexually suggestive objects, books, magazines, photos, pictures or cartoons.



JPeters-HRfile-PRR-000057

Any violation of this policy may result in disciplinary action, up to and including dismissal. Violation of this policy may also result in the potential for individual as well as municipal liability.

**Process:**

Complaints relating to alleged incidents of unlawful discrimination or harassment, either personally experienced or observed by an employee, or reasonably believed to have been experienced by another employee, should be reported to the employee's supervisor. Complaints involving the employee's supervisor, or someone in the employee's direct line of supervision, or complaints that for any other reason the employee may feel uncomfortable bringing to his or her immediate supervisor, or someone in the employee's direct line of supervision, should be brought to the Employee Relations Officer and/or the Diversity and Dialogue Officer.

Any supervisor receiving a complaint must inform the Employee Relations Officer as soon as possible, in order to allow the City to investigate all complaints expeditiously and professionally. Appropriate corrective action will be taken. Information acquired in the course of an investigation will be accorded the highest degree of confidentiality permitted by the circumstances and by law.

Providing false information or refusing to provide information in respect to a complaint is prohibited and may subject an employee to disciplinary action.

**Retaliation**

Retaliation against employees for reporting unlawful harassment or other discrimination, or for assisting the City in investigation of a complaint, is against the law, and will not be permitted. Retaliation includes, but is not limited to, unlawful discrimination or harassment as set forth above, refusing to recommend an employee for an opportunity for which he or she qualifies, spreading rumors about the employee, encouraging hostility from co-workers, or any other negative, tangible employment action done intentionally.

Any person who has taken any act of retaliation against another employee is subject to disciplinary action. Any instances of perceived retaliation must be reported to the Employee Relations Officer and/or the Diversity and Dialogue Officer.

**SECTION II**

This section of the City's Anti-discrimination and Non-harassment Policy is designed to address the general conduct of employees, contract workers and volunteers in the workplace. It addresses inappropriate behaviors in the workplace which, though not unlawful, violate our City values and may result in disciplinary action.*

**Policies:**

It is the policy of the City to treat its employees fairly, equitably and professionally, and to provide all employees the same respect and dignity that they are expected to share with every citizen, customer and co-worker. The City of Scottsdale is a values-based organization, which considers its employees as its most important resource. This section of the policy reflects a commitment to the City's values, particularly "Respect the Individual" and "Value Diversity". Inappropriate behavior includes but is not limited to the following conduct:

(1) Employees should not gossip, defame another employee, or act in a manner that could negatively impact the workplace morale, service or productivity;

(2) Employees should not engage in humor or bantering in the workplace that may intimidate, offend, embarrass, or demean another person;

* This section of the policy does not create any independent legally enforceable rights, such as the ability to proceed before the EEOC, nor is it intended to form the basis of a civil or criminal action, or to create any contractual rights.



JPeters-HRfile-PRR-000058

(3) Employees should not participate in a business decision if their judgment may be unduly affected by a personal relationship.

**Process:**

Complaints relating to violations of this section, either personally experienced or observed by an employee, or reasonably believed to have been experienced by another employee, should be reported to the employee's supervisor. Complaints involving the employee's supervisor, or someone in the employee's direct line of supervision, or complaints that for any other reason the employee may feel uncomfortable bringing to his or her immediate supervisor, or someone in the employee's direct line of supervision, should be brought to the Employee Relations Officer and/or the Diversity and Dialogue Officer.

Any violation of this policy may result in disciplinary action, up to and including dismissal. In addition, retaliation against any person who reports or otherwise complains about conduct of the type covered in this section, though perhaps not unlawful, is inappropriate and would conflict with our City values. Such retaliation may result in disciplinary action, up to and including dismissal.

I have read and understand the Anti-Discrimination and Non-Harassment Policy.

Signature

James Peters — 09/07/99

Name (Please Print) — Date

Police Officer Recruit

Department

# City of Scottsdale

## Employee Developed Products

**PURPOSE:**

To establish City ownership of employee-developed inventions and products while providing employees with an incentive to create and innovate.

**POLICIES:**

1. Employee suggestions and work products, which involve patentable inventions, shall be eligible for performance plus awards. The awards for inventions or products will be based on the current criteria used in determining performance plus awards.

2. If a suggestion award is given and accepted for an invention and the invention results in patentable rights, the City shall own these rights. If the City decides not to own the patentable inventions or products, the City shall have the right to royalty-free use of the invention or product to improve the City's services or operations.

**PROCEDURES:**

Any new employee, who will be in a position to develop copyrightable or patentable products, will sign a copyright/patent policy form during orientation.

I have read, understand and will comply with the Employee Developed Products Administrative Guideline.

| | |
|---|---|
| **Employee Name (Printed):** JAMES PETERS | **Date:** 09/07/99 |
| **Employee Signature:** | |



JPeters-HRfile-PRR-000060

**City of Scottsdale**
Administrative Regulation 320 – Ethical Standards
Certificate of Receipt

~~The following is an excerpt from the City of Scottsdale's Ethical Standards AR 320:~~

### *Sec. 1 Purpose*

*The expectation for all members of the City's workforce is that they will promote the highest standards of honesty and integrity in City government and ensure the quality of City government through adherence to ethical principles. The purpose of this Administrative Regulation is to identify standards of professional, ethical, legal, and socially responsible behavior expected of City employees, contract workers and volunteers (see Section 6, below). All City business should be conducted in a manner that is not only above reproach in fact, but also in appearance.*

*To frame ethics issues with a legal framework is only the beginning of the process that must be done in municipal government work. Legal guidelines provide only the initial foundation for ethical issues. As stewards of the public trust, City employees, contract workers and volunteers are expected to uphold the highest standard of conduct at all times. An individual employee's actions will be viewed and regarded by the community, customers and fellow staff persons, as a reflection of the City of Scottsdale and its values.*

I have been provided a copy of and training on City of Scottsdale Administrative Regulation #320 – Ethical Standards. I have read the AR, understand it and agree to comply with it.

| Employee Name (Printed): JAMES PETERS | Date: 04/19/07 |
|---|---|
| Employee Signature: | |

## CITY OF SCOTTSDALE SUBSTANCE ABUSE POLICY

Quality service to the citizens of Scottsdale and the use of illegal drugs and misuse of controlled substances (any drug or substance that has a potential for abuse and whose use, possession, or distribution is illegal or regulated by federal law under the Controlled Substances Act) do not mix. The City of Scottsdale does not tolerate the use of illegal drugs or alcohol, or the misuse of controlled substances in the workplace. It is the intent of the City to maintain a drug and alcohol free workplace to keep City employees healthy, productive and free from injury. The use of illegal drugs and alcohol, and the misuse of controlled substances constitute threats to these objectives and pose potential serious risks to both employees and the City.

Every employee is required to abstain from the use of illegal drugs and alcohol, and the misuse of controlled substances in the workplace. Employees under the treatment of a physician are responsible for advising the physician of the kind of work done by the employee so that any medication prescribed will not negatively effect the employee's job performance, safety or the safety of others, including co-workers. The City may request that an employee provide the names and dosages of any medications being taken by the employee.

The City of Scottsdale, as a public employer, is concerned with the health and safety of both its citizens and employees. Accordingly, the following are prohibited in the workplace: (1) the use, sale, purchase, possession or manufacture of illegal drugs; (2) the misuse of controlled substances; (3) possession or use of alcoholic beverages in any form; (4) the presence of illegal drugs, unauthorized controlled substances or alcohol in an employee's system. Violations of these provisions will be the basis for disciplinary action up to and including termination.

The City adheres to a reasonable suspicion testing program, which applies to all employees. When reasonable suspicion exists, based upon observation, information or performance, that an employee is, has or may violate the substance abuse policy, the employee is required to submit to a test to determine whether an illegal drug, controlled substance or alcohol (individually or collectively "Required Test") has been used by the employee. REFUSAL OF AN EMPLOYEE TO SUBMIT TO A REQUIRED TEST WILL RESULT IN THE TERMINATION OF THE EMPLOYEE.

Positive results from a Required Test will be reviewed on a case by case basis and will result in appropriate disciplinary action, up to and including termination. When a review of the facts and circumstances of a case results in a determination of continued employment, the employee may be returned to duty subject to conditions, which may include return to duty and follow-up testing for the use of illegal drugs, controlled substances, or alcohol. Any employee who tests positive for illegal drugs, controlled substances or alcohol during a return to duty or follow-up test will be terminated.

In addition to this policy, police department employees are subject to additional policies as specified in current departmental General Orders. Commercial Driver's License holders are also subject, additionally, to the current policies and testing requirements mandated by the regulations of the United States Department of Transportation.

The City of Scottsdale encourages employees voluntarily to seek help ("self referral") through the City for referral, evaluation and treatment programs to resolve problems relating to the use or misuse of illegal drugs, alcohol or controlled substances. Self-referral will not relieve the employee of the responsibility for adequate job performance. Self-referral after notification of a Required Test will not eliminate the requirement to take such a test, nor will it preclude the taking of disciplinary action against an employee who fails a Required Test.

If you have questions about this policy, contact either your supervisor, or Gretchen Holt at (480) 312-2402 or Human Resource Systems at (480) 312-2491.

I have read the policy, it has been explained to me and I understand the City of Scottsdale's substance abuse policy, which appears above and I also acknowledge that I have been given a copy of it. I understand that if I desire, I may also have a copy of other formats, including large print, Spanish, or audio in English or Spanish. It is my responsibility to request a different format.

JAMES PETERS — Employee name (printed)

Employee Signature

09/07/99 — Date



JPeters-HRfile-PRR-000062

| HR Initials | DH |
|---|---|
| Date | 1-12-12 |

# Performance Review
## Payroll Action Form

EMPLOYEE VALUES:
Plan and Innovate for the Future * Listen, Communicate, Take Action * Respect the Individual
~~Collaborate as a Team * Learn and Grow Continuously * Focus on Quality Customer Service~~
~~Be Accountable and Act with Integrity * Show Caring and Compassion for Others~~

| EMPLOYEE INFORMATION | | Action |
|---|---|---|
| Employee Number: | [redacted] | MI - Achieves All Expectations - 4% (No Increase Available) |
| Employee Name: | PETERS II, JAMES R | |
| Employee Title/Job Code: | Police Officer (0096) | |
| Center #/Description: | 22200 - PATROL SERVICES | |
| Payroll Effective Date: | 12/18/2011 | |
| Date of Next Review: | 12/16/2012 | |

**Signatures:**

| Name (Print) | Signature | Title | Date |
|---|---|---|---|
| MELISSA PALOPOLI<br>Manager/Supervisor | # 759 | SERGEANT | 12.12.11 |
| JEFF WALTHER<br>Director | 592 | COMMANDER | 12/13/11 |
| JOHN COCCA<br>*Upper Level Management (Required) | | ASSISTANT CHIEF OF POLICE | 1-5-12 |

*Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy Assistant Manager or General Manager. An upper level management signature is required for processing.

**DEPT RESPONSIBILITY: Submit to HR with completed & signed evaluation.**

**HR RESPONSIBILITY: Review, Initial and Scan to Payroll.**

| PAYROLL USE ONLY | |
|---|---|
| Current Hourly: | 34.00 |
| New Hourly: | — |
| % Actually given: | 0 |
| Action Code: | MI |

1206 PR V.PM

# City of Scottsdale Staffing Requisition

CITY OF SCOTTSDALE

RECEIVED
AUG 17 2011
By

## Staffing Requisition

| | | | | |
|---|---|---|---|---|
| Name: (Last, First, MI) PETERS, II James Richard | | | Recruitment #: | |
| Employee Type: 1 - Full Time 100% | | Hours Per Week: 40 | Employee #: [redacted] | |
| Action Code/ Description: | 1) (Select One)<br>2) T1 Transfer: PCN or Center #<br>3) (Select One) | | Pay Period Effective Date: 08/14/2011<br>New Hire Effective Date:<br>NEO Date: | |
| CDL Required?: No | (Select One) Eff. Date: | | CommSrvc: PT ☐ | |
| CDL #: | Class: (Select One) | Date CDL Issued: | Date CDL Expires: | Medical Cert. Expires: |
| Position Title: POLICE OFFICER | | | Lv %: 100% | |
| Center #: 22200 | Pos Num #: 1565 | | Pos Job: 0096 | |
| Employee's Title: POLICE OFFICER | | | Date of Next Review: | (choose one) |
| Employee's Job Code: 0096 ☐ Underfilled | | | | (choose one)<br>12/18/2011 |
| Check Location: | Timekeeping Group: | | ☐ No DNR Required (Temporary and Non-Benefited only) | |
| ☐ Temp/Temp Upgrade - End Date: | | 23.98 | | 37.01 |
| Hourly Rate: $34.00 | Range Minimum: $49,878.40 | | Range Maximum: $76,980.80 | |
| Calculation/Notes: | | | | |
| Last Performance Review Date: 12/19/2010 | Previous Hourly Rate: $34.00 | | At Max of Range? ☐ Yes ☒ No | |
| Name of Person Replaced: BECK, AUSTIN | | | Date Vacated: 8/14/2011 | |
| Preparer's Name & Ext: DENEEN KELLEY X21932 DK 8/15/11 | | | | |
| Payroll Use Only<br>DF.CD DEPT RET BENGRP BEN% LVFG | | | | |

**Staffing Requisition Approval:**

| | | | |
|---|---|---|---|
| Supervisor / Division Hiring Authority | Date | Executive Director | Date |
| | | | 8/15/11 |
| Human Resources Authorized Signature | Date | | |
| | 8/17/11 | | |

Rev. 02/2010

1236
8/19

# City of Scottsdale Police Department
## Request for Approval of Outside Employment

**INSTRUCTIONS**

The intent of this form is to assure the City that no conflict of interest exists between City employment and your outside employment. If you are engaged in any type of outside employment, it is required that you complete this form, and keep it up to date. Report any changes or additional employment on a second form. Approvals are required for any changes, or annually during the performance review process if there is no change. In addition, employees approved for outside employment must record hours worked per week in a quarterly report form due to the Special Events Unit within 15 days of the end of each quarter.

Name: JAMES PETERS Badge Number: 745

Job Title: DETECTIVE / SAU

**OUTSIDE EMPLOYMENT INFORMATION**

Name of Employer, Address and Phone Number: VALOR K9 [redacted]

Nature of Work (please describe): INSTRUCTION FOR K9 AND SWAT TEAM INTERACTION

Number of hours required per week: VARIES

Do you use City facilities for this work? ☐ Yes ☒ No

If yes, explain:

Date Employment Began: 01/01/11

Date Employment Terminated: 12/31/11

Remarks: THIS IS SEMINAR TYPE WORK SO THATS WHY HOURS PER WEEK AND DAYS VARY IT IS DEPENDENT ON TYPE OF REQUEST VALOR K9 RECIEVES

The employee, through training, education and experience, has developed certain skills and expertise that he or she wishes to use in endeavors that are unrelated to their occupation with the Scottsdale Police Department. The use of these skills may take the form of being an expert witness, a consultant or other activity that utilizes the particular knowledge or skill possessed by the employee.

The Police Department has serious concerns about any employee of the Department who may conduct themselves in a manner that could potentially reflect adversely upon the Department. The Department is also concerned about any conduct on the part of any employee that might be construed as either a conflict of interest or that might create the appearance of a conflict of interest.

The Department, however, does not want to unduly deprive an employee of an opportunity to earn additional income, increase their knowledge or experience, or enhance their professional prestige.

With these considerations in mind, the employee shall comply with each of the following terms and conditions of outside employment:

1. The employee who uses their expert knowledge or skill outside the Department will comply with any and all Departmental Orders and directives.
2. The employee will **not** appear on behalf of, be consulted by, or provide any type of advice, aid or assistance to the defense in anticipation of, or in connection with, **any** criminal proceeding.
3. The employee may appear, be consulted by or provide advice on behalf of the government in any criminal case provided that prior written approval is given by the Office of the Chief of Police (prior approval is not applicable to cases involving the City of Scottsdale).
4. The employee may provide expert assistance in civil cases on behalf of a governmental entity with the prior approval of the Office of the Chief of Police (prior approval is not applicable to cases where the employee is acting on behalf of the City of Scottsdale).
5. The employee may provide any advice, aid or assistance in, or in anticipation of, any civil, administrative or other proceeding provided that a government agency is not, nor is reasonably likely to be named as, an adverse party.
6. The employee will utilize non-working hours for providing any aid, advice or assistance in any matter authorized by this agreement.
7. The employee will not utilize any time, equipment, facilities or other material belonging to the City of Scottsdale while engaging in activities on behalf of an entity other than the City of Scottsdale, unless specifically authorized by the Office of the Chief of Police. This includes, but is not limited to, use of telephones, computers, copying devices, computer hardware, computer software, databases, internet access, and electronic mail services.
8. The employee will not, while engaged in providing services under this agreement, use or display any badge, logo or other identifying insignia normally associated with either the City of Scottsdale or the Scottsdale Police Department. Additionally, the employee will not make any statements, either verbally or in writing, that purport to be the opinions, conclusions or positions of the City of Scottsdale.
9. Notwithstanding paragraph 8, above, sworn officers working in an off-duty capacity may identify themselves as police officers for purposes of keeping the peace, effecting an arrest, or whenever they must take official action under color of law.

The employee understands, acknowledges and agrees that the department may change the foregoing terms and conditions of outside employment at any time and for any reason.

This the 21ST day of DECEMBER, 2010.

Employee's signature 745

Supervisor Signature & Date #742 1/7/11 ☒ Approve ☐ Disapprove

Bureau Chief/Director Signature & Date* 1/14/11 ☒ Approve ☐ Disapprove

Remarks: _____

*Send approved form to Personnel Unit for employee's file. Personnel Unit will forward copy to Human Resources and Special Events Unit.*

PERSONNEL USE ONLY: DATE RECEIVED: 1/19/11 COPY SENT TO: ☒ HR ☒ SEU

DATE EXPIRES (DATE OF NEXT ANNUAL REVIEW): OF-RFA 12/09

RECEIVED
JAN 14 2011
By

HR Initials DT
Date 1-13-11

# Performance Review
## Payroll Action Form

EMPLOYEE VALUES:
Plan and Innovate for the Future * Listen, Communicate, Take Action * Respect the Individual
Collaborate as a Team * Learn and Grow Continuously * Focus on Quality Customer Service
~~Be Accountable and Act with Integrity * Show Caring and Compassion for Others~~

| EMPLOYEE INFORMATION | | Action |
|---|---|---|
| Employee Number: | [redacted] | MK - Excels at All Expectations - 5% (No Increase Available) |
| Employee Name: | PETERS II, JAMES R | |
| Employee Title/Job Code: | Police Officer (0096) | |
| Center #/Description: | 22422 - SURVEILLANCE/SWAT | |
| Payroll Effective Date: | 12/19/2010 | |
| Date of Next Review: | 12/18/2011 | |

**Signatures:**

| Name (Print) | Signature | Title | Date |
|---|---|---|---|
| Richard Slavin<br>Manager/Supervisor | | Sergeant | 12/8/10 |
| Scott Popp<br>Director | | Commander | 12/13/10 |
| Alan Rodbell<br>*Upper Level Management (Required) | | Chief of Police | 12/15/10 |

*Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy Assistant Manager or General Manager. An upper level management signature is required for processing.

**DEPT RESPONSIBILITY: Submit to HR with completed & signed evaluation.**

**HR RESPONSIBILITY: Review, Initial and Scan to Payroll.**

| PAYROLL USE ONLY | |
|---|---|
| Current Hourly: | 34.00 |
| New Hourly: | — |
| % Actually given: | 0 |
| Action Code: | MK |



1106 JMK

| HR Initials |
| --- |
| Date |

# Performance Review
## Payroll Action Form

EMPLOYEE VALUES:
Plan and Innovate for the Future * Listen, Communicate, Take Action * Respect the Individual
Collaborate as a Team * Learn and Grow Continuously * Focus on Quality Customer Service
Be Accountable and Act with Integrity * Show Caring and Compassion for Others

**EMPLOYEE INFORMATION**

**Action**

MK - Excels at All Expectations - 5% (No Increase Available)

| | |
| --- | --- |
| **Employee Number:** | [redacted] |
| **Employee Name:** | PETERS II, JAMES R |
| **Employee Title/Job Code:** | Police Officer (0096) |
| **Center #/Description:** | 22422 - SURVEILLANCE/SWAT |
| **Payroll Effective Date:** | 12/19/2010 |
| **Date of Next Review:** | 12/18/2011 |

**Signatures:**

| Name (Print) | Signature | Title | Date |
| --- | --- | --- | --- |
| Richard Slavin<br>Manager/Supervisor | | Sergeant | 12/8/10 |
| Scott Popp<br>Director | | Commander | 12/13/10 |
| Alan Rodbell<br>*Upper Level Management (Required) | | Chief of Police | 12/15/10 |

*Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy Assistant Manager or General Manager. An upper level management signature is required for processing.

**DEPT RESPONSIBILITY: Submit to HR with completed & signed evaluation.**

**HR RESPONSIBILITY: Review, Initial and Scan to Payroll.**

| PAYROLL USE ONLY | |
| --- | --- |
| Current Hourly: | |
| New Hourly: | |
| % Actually given: | |
| Action Code: | |

| HR Initials | |
|---|---|
| Date | |

# Performance Review
## Payroll Action Form

EMPLOYEE VALUES:
Plan and Innovate for the Future * Listen, Communicate, Take Action * Respect the Individual
Collaborate as a Team * Learn and Grow Continuously * Focus on Quality Customer Service
Be Accountable and Act with Integrity * Show Caring and Compassion for Others

| EMPLOYEE INFORMATION | | Action |
|---|---|---|
| Employee Number: | [redacted] | MK - Excels at All Expectations - 5% (No Increase Available) |
| Employee Name: | PETERS II, JAMES R | |
| Employee Title/Job Code: | Police Officer (0096) | |
| Center #/Description: | 22422 - SURVEILLANCE/SWAT | |
| Payroll Effective Date: | 12/20/2009 | |
| Date of Next Review: | 12/19/2010 | |

| Signatures: Name (Print) | Signature | Title | Date |
|---|---|---|---|
| Richard Slavin<br>Manager/Supervisor | R. MSl | Sergeant | 12/14/09 |
| Scott Popp<br>Director | Scott Popp | Commander | 12/22/09 |
| Alan Rodbell<br>*Upper Level Management (Required) | | Chief of Police | 12/30/09 |

*Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy Assistant Manager or General Manager. An upper level management signature is required for processing.

**DEPT RESPONSIBILITY: Submit to HR with completed & signed evaluation.**

**HR RESPONSIBILITY: Review, Initial and Scan to Payroll.**

| PAYROLL USE ONLY | |
|---|---|
| Current Hourly: | |
| New Hourly: | |
| % Actually given: | |
| Action Code: | |



Produced by: City of Scottsdale Payroll Department
http://hpdsc07/ReportServer/Financial Services/Payroll/Manager ReportsPerformance Review Payroll Action Form
Printed by SCOTTSDALE1\RSLAVIN on 12/17/2009 12:06:21 PM

# Performance Review Payroll Action

CITY OF SCOTTSDALE

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. ~~Enter the 6-digit Employee Number~~ (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02200 |
| Job Code: | 0096 |
| Job Title: | POLICE OFCR |

| Action Code |
|---|
| MK 5% or to the top |
| % increase subject to appropriations as approved by City Council. |

* NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| Effective Date: | 12/25/08 | Date of Next Review: | 12/24/09 |
|---|---|---|---|
| (Effective Date must be beginning of a pay period) | (MM/DD/YY) | (Date of Next Review will automatically calculate 1 year from Effective Date) | |

| Signatures: | | | |
|---|---|---|---|
| Supervisor's Name: | Rich Slavin | Title: | Sergeant |
| Supervisor's Signature: | [signature] #747 | Date: | 12/2/08 |
| **Manager's Name: | Matt Roadifer | Title: | Lieutenant |
| Manager's Signature: | [signature] Acting for 430 | Date: | 12/02/08 |
| ***Upper Level Management Name: | Alan Rodbell | Title: | Chief Of Police |
| ***Upper Level Management Signature: | [signature] | Date: | 12-11-08 |

** Manager defined as one signature authority over the supervisor, if not upper management.
*** Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

| Payroll Use Only | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Distribution - Payroll Action Form
Original: Payroll Copy: HRw/ original Performance Review Copy: Dept. File Copy: Employee

# Pro-rated Performance Review Payroll Action

CITY OF SCOTTSDALE ARIZONA

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02209 |
| Job Code: | 0096 |
| Job Title: | Police Officer |

| Action Code | |
|---|---|
| M5 Pro-rated or to the top | 5.00% |

% Increase subject to appropriations as approved by City Council.

Pro-rated Performance Percentage: 1.54%

Original Review Date: 08/31/08 (MM/DD/YY) 9/1/07

*NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

Effective Date: 12/23/07 (MM/DD/YY) (Effective Date must be beginning of a pay period)

Date of Next Review: 12/22/08 (Date of Next Review will automatically calculate 1 year from Effective Date)

| Signatures: | | | |
|---|---|---|---|
| Supervisor's Name: | Richard Slavin | Title: | Sergeant |
| Supervisor's Signature: | RNSlavin | Date: | 11/27/07 |
| **Manager's Name: | Matt Roadifer | Title: | Lieutenant |
| Manager's Signature: | Matt Roadifer | Date: | 11/28/07 |
| ***Upper Level Management Name: | Alan Rodbell | Title: | Chief Of Police |
| ***Upper Level Management Signature: | | Date: | 12/4/07 |

** Manager defined as one signature authority over the supervisor, if not upper management.
*** Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

| Payroll Use Only | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Sent to Payroll 12/6/07 DK

Distribution - Payroll Action Form
Original: Payroll Copy: HRw/ original Performance Review Copy: Dept. File Copy: Employee

# Performance Review Payroll Action

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02209 |
| Job Code: | 0096 |
| Job Title: | Police Officer |

| Action Code: |
|---|
| MK 5% or to the top |
| % increase subject to appropriations as approved by City Council. |

* NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| Effective Date: | 09/02/07 (MM/DD/YY) | Date of Next Review: | 09/01/08 |
|---|---|---|---|

(Effective Date must be beginning of a pay period)

(Date of Next Review will automatically calculate 1 year from Effective Date)

| Signatures: | | | |
|---|---|---|---|
| Supervisor's Name: | Larry Marmle, Jr. #608 | Title: | Sergeant |
| Supervisor's Signature: | LMM #608 | Date: | 8-20-07 |
| **Manager's Name: | Marcy Miller | Title: | Lieutenant |
| Manager's Signature: | LT Marcy Miller 436 | Date: | 08 23 07 |
| ***Upper Level Management Name: | ALAN ROBBLE | Title: | CHief |
| ***Upper Level Management Signature: | [signature] | Date: | 8/24/07 |

** Manager defined as one signature authority over the supervisor, if not upper management.
*** Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

| Payroll Use Only | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Distribution - Payroll Action Form
Original: Payroll Copy: HRW/ original Performance Review Copy: Dept. File Copy: Employee

# Performance Review Payroll Action

CITY OF SCOTTSDALE

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop Down Menus
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval

## EMPLOYEE INFORMATION

| | | | |
|---|---|---|---|
| Employee #: | [redacted] | Action Code: | MK 5% or to the top |
| Employee Name: | PETERS II, JAMES | | % increase subject to appropriations as approved by City Council |
| Center #: | 02200 | | |
| Job Code: | 0096 | | |
| Job Title: | POLICE OPER | | |

* NOTE: If the Action code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MK" if the employee is currently at the top of the range.

| | | | |
|---|---|---|---|
| Effective Date: | 09/03/06 (MM/DD/YY) | Date of Next Review: | 09/02/07 |
| (Effective date must be the beginning of a pay period) | | (Date of Next Review will automatically calculate 1 year from Effective Date) | |

## Signatures

| | | | |
|---|---|---|---|
| Supervisor's Name: | Dennis Gordon | Title: | Police Sergeant |
| Supervisor's Signature: | [signature] | Date: | 10/12/06 |
| Manager's Name: | Johnny Cervantes | Title: | Police Lieutenant |
| Manager's Signature: | [signature] | Date: | 10/20/06 |
| Upper Level Management Name: | Alan Rodbell | Title: | Chief of Police |
| Upper Level Management Signature: | [signature] | Date: | 10/26/06 |

* Manager defined as the signature authority over the supervisor, if not Upper management
** Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager or General Manager. Upper level management signature is required for processing

## Payroll Use Only

| | |
|---|---|
| Current Hourly: | |
| New Hourly: | |
| % Actually given: | |
| Action Code: | |

(See NOTE above)

Distribution - Payroll Action Form
Original: Payroll Copy: HR w/ original Performance Review Copy: Dept. File Copy: Employee

# Performance Review Payroll Action

CITY OF SCOTTSDALE ARIZONA

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu.
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | PETERS II, JAMES |
| Center #: | 02200 |
| Job Code: | 0096 |
| Job Title: | POLICE OFCR |

| Action Code: |
|---|
| MK 5% or to the top |
| % increase subject to appropriations as approved by City Council. |

* NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| Effective Date: | 09/04/05 (MM/DD/YY) | Date of Next Review: | 09/03/06 |
|---|---|---|---|
| (Effective Date must be beginning of a pay period) | | (Date of Next Review will automatically calculate 1 year from Effective Date) | |

| Signatures: | | | |
|---|---|---|---|
| Supervisor's Name: | JOSEPH LEDUC | Title: | POLICE SERGEANT |
| Supervisor's Signature: | | Date: | SEPTEMBER 01, 2005 |
| **Manager's Name: | JOHNNY CERVANTES | Title: | POLICE LIEUTENANT |
| Manager's Signature: | | Date: | 9/6/05 |
| ***Upper Level Management Name: | ALAN RODBELL | Title: | CHIEF OF POLICE |
| ***Upper Level Management Signature: | | Date: | 9/7/05 |

** Manager defined as one signature authority over the supervisor, if not upper management.
*** Upper level management defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

| Payroll Use Only | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Distribution - Payroll Action Form
Original: Payroll Copy: HRw/ original Performance Review Copy: Dept. File Copy: Employee

# Performance Review Payroll Action

CITY OF SCOTTSDALE

INSTRUCTIONS: (Entries can only be made in unshaded areas)
1. Enter the 6-digit Employee Number (this will populate the rest of the employee information)
2. Select Action Code from Drop-Down Menu
3. Enter Effective Date of the review (Date of Next Review will automatically be calculated)
4. Enter the Name and Title of the Supervisor, Manager, and Senior Manager
5. Print a copy of the form and obtain necessary signatures for approval.

| EMPLOYEE INFORMATION | |
|---|---|
| Employee #: | [redacted] |
| Employee Name: | James Peters |
| Center #: | 2200 |
| Job Code: | 92 |
| Job Title: | Police Officer |

| Action Code: |
|---|
| MI 4% or to the top |
| % increase subject to appropriations as approved by City Council. |

*NOTE: If the Action Code percent selected causes the hourly rate to exceed the top of the range, the employee will only receive the performance pay increase that takes the employee to the top. That increase may be lower than the percent selected above. Payroll will use the Action Code "MM" if the employee is currently at the top of the range.

| Effective Date: | 09/07/04 (MM/DD/YY) | Date of Next Review: | 09/06/05 |
|---|---|---|---|
| (Effective Date must be beginning of a pay period) | | (Date of Next Review will automatically calculate 1 year from Effective Date) | |

| Signatures | | | |
|---|---|---|---|
| Supervisor's Name: | E. Duggan | Title: | Sergeant |
| Supervisor's Signature: | [signature] | Date: | 11/22/04 |
| **Manager's Name: | M. Roadifer | Title: | Lieutenant |
| Manager's Signature: | [signature] #430 | Date: | 11/22/04 |
| ***Upper Level Management Name: | A. Rodbell | Title: | Chief of Police |
| ***Upper Level Management Signature: | [signature] | Date: | 11/30/04 |

** Manager defined as one signature authority over the supervisor, if not upper management.
*** Upper level management defined as: City Manager and other Charter Officials; Assistant City Manager, Deputy City Manager, or General Manager. An upper level management signature is required for processing.

| Payroll Use Only | |
|---|---|
| Current hourly | |
| New hourly | |
| % Actually given* | |
| Action Code | |

(See *NOTE above)

Send completed form to PAYROLL - mail code OCC204

Distribution - Payroll Action Form
Original: Payroll Copy: HRw/ original Performance Review Copy: Dept. File Copy: Employee

# FY 02/03 Performance Review
# Payroll Action Form

CITY OF SCOTTSDALE

Please type or print legibly

| | |
|---|---|
| Employee Name | James Peters |
| Employee # | [redacted] |
| Center # | 2200 |
| Department | Police |
| Job Code | 0092 |
| Job Title | Police Officer |

| Action Code | % of Increase | Select One* |
|---|---|---|
| MK | 6% or to the top | |
| MI | 4% or to the top | |
| MG | 3% or to the top | X |
| ME | 2% or to the top | |
| MC | 1% or to the top | |
| MA | 0.0% | |
| Already at the maximum | | |

Effective Date: 9/8/01 (must be the beginning of a pay period)

Date of Next Review: 9/7/02 (must be the beginning of a pay period)

*Note 1 : If the % selected causes the hourly rate to exceed the max of the range, the employee will only receive the performance pay increase that takes the employee to the max. That increase may be lower than the % selected above.

PLEASE ATTACH THE ORIGINAL SIGNED REVIEW TO HUMAN RESOURCES

| | | | | |
|---|---|---|---|---|
| Robert Hoskin #616 | Sergeant | [signature] | 10/25/02 | 23077 |
| Supervisor/Reviewer (print name) | Title | Signature | Date | Ext. |
| Scott Popp #478 | Lieutenant | [signature] | 11/1/02 | 22505 |
| Reviewer's Supervisor (print name) | Title | Signature | Date | Ext. |
| Burl Haenel #278 | Captain | [signature] | 11-4-02 | 27318 |
| Director (print name) | Title | Signature | Date | Ext. |
| John Cocca #374 | Deputy Chief | [signature] | 11/4/02 | 25370 |
| Upper Level Mgmt** (print name) | Title | Signature** | Date | Ext. |

** Note 2 : Upper Level Management approval is required for processing. Upper Level Mgmt is defined as: City Manager and other Charter Officials, Assistant City Manager, Deputy City Manager, or General Manager.

Payroll Use Only

Current hourly _____ New hourly _____ % actually given _____ (see * Note 1 above)

Distribution: Original: to Payroll Copy: to HR with signed review attached Copy: to dept. file

(Rev 7-11-02)

# City of Scottsdale

## ~~QUALITY PLUS PERFORMANCE REVIEW~~

Employee Center # 02200 Department POLICE

Employee Name: PETERS, JAMES R. Social Security # [redacted]
Last, First

Classification: OFFICER Job Code

Effective date*: 9/9/01 Date of Next Review*: 9/8/02

Percentage increase: (check one)

1 (✓) 5.0% Quality Performer (or to the top, or already at maximum)

2 ( ) 2.5% Needs Improvement (or to the top, or already at maximum)

3 ( ) 0% Needs Significant Improvement

* Dates must be the beginning of a pay period

**PLEASE ATTACH SIGNED REVIEW**

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| General Manager | 9/10/01 Date | Director | Date |

**PAYROLL USE ONLY**

HOURLY_____ MAX_____

PAYROLL - WHITE • HUMAN RESOURCES - YELLOW • CENTER - PINK

S355654 (4/93)

JPeters-PDfile-PRR-000010

# City of Scottsdale

## QUALITY PLUS PERFORMANCE REVIEW

Employee Center # 02200 Department Police

Employee Name: Peters, James Social Security # [redacted]
Last, First

Classification: Officer Job Code 0096

Effective date*: 9/10/00 Date of Next Review*: 9/9/01

Percentage increase: (check one)

1 (X) 5.0% Quality Performer (or to the top, or already at maximum)

2 ( ) 2.5% Needs Improvement (or to the top, or already at maximum)

3 ( ) 0% Needs Significant Improvement

* Dates must be the beginning of a pay period

**PLEASE ATTACH SIGNED REVIEW**

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| [signature] | 9/11/00 | | |
| **General Manager** | **Date** | **Director** | **Date** |

**PAYROLL USE ONLY**

HOURLY_____ MAX_____

PAYROLL - WHITE • HUMAN RESOURCES - YELLOW • CENTER - PINK

S355654 (4/93)

# City of Scottsdale Staffing Requisition

## Staffing Requisition

| | | | | |
|---|---|---|---|---|
| Name: (Last, First, MI) PETERS, James | | | Recruitment #: | |
| Employee Type:1 - Full Time 100% | | Hours Per Week: 40 | Employee #: [redacted] | |
| Action Code/ Description: | 1) (Select One)<br>2) T1 Transfer: PCN or Center #<br>3) (Select One) | | Pay Period Effective Date: 08/14/2011<br>New Hire Effective Date:<br>NEO Date: | |
| CDL Required?: | (Select One) Eff. Date: | | CommSrvc: PT ☐ | |
| CDL #: | Class: (Select One) | Date CDL Issued: | Date CDL Expires: | Medical Cert. Expires: |
| Position Title: POLICE OFFICER | | | Lv %: 100% | |
| Center #: 22200 | Pos Num #: 1665 | | Pos Job: 0096 | |
| Employee's Title: POLICE OFFICER | | | Date of Next Review: (choose one)<br>(choose one)<br>12/18/2011 | |
| Employee's Job Code:<br>☐ Underfilled | | | | |
| Check Location: | Timekeeping Group: | | ☐ No DNR Required<br>(Temporary and Non-Benefited only) | |
| ☐ Temp/Temp Upgrade - End Date: | | | | |
| Hourly Rate: $34.00 | Range Minimum: $49,878.40 | | Range Maximum: $76,980.80 | |
| Calculation/Notes: | | | | |
| Last Performance Review Date: 12/19/2010 | Previous Hourly Rate: $34.00 | | At Max of Range? ☐ Yes ☒ No | |
| Name of Person Replaced: BECK, AUSTIN | | | Date Vacated: 8/14/2011 | |
| Preparer's Name & Ext: DENEEN KELLEY X21932 DK 8/15/11 | | | | |
| Payroll Use Only<br>DF CD / DEPT / RET / BENGRP / BEN% / LVFG | | | | |

**Staffing Requisition Approval:**

| | | | |
|---|---|---|---|
| | | 8/15/11 | |
| Supervisor / Division Hiring Authority | Date | Executive Director | Date |
| Human Resources Authorized Signature | Date | | |

Rev. 02/2010

PERSONNEL TRANSFER MEMORANDUM NO. 11-21 revised

July 21, 2011

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TO: ALL PERSONNEL

SUBJECT: TRANSFERS

EFFECTIVE: SUNDAY, JULY 24, 2011

Police Aide Colleen Gaba B1186 is transferred from Uniformed Services Bureau, Squad C, District 3 to Station PA, District 3, Sergeant Mark Brachtl. Days off will be Saturday, Sunday and Monday and her work hours will be 0800-1800. This is a newly created SO position.

Officer James Peters #745 is transferred from Investigative Services Bureau, Special Investigations Section, Special Assignments Unit to Uniformed Services Bureau, Squad R3, District 1, Sergeant Palpopli. Days off will be Wednesday, Thursday and Friday.

**Employees being promoted or transferring to another bureau:** *Per General Order 48.00G you are required to report to a specified collection site for drug testing. You are therefore instructed to contact Internal Affairs to coordinate your test immediately upon your promotion or bureau transfer.*

**Employees being transferred using a "pick" or transferring to another bureau:** *You must update or remove your patrol division squad selections on the shift selection roster or "pick list" immediately upon transfer or use of your "pick" or you run the risk of being transferred again if your name remains on other patrol division squads. Emails should be through your chain of command to USB Secretary Ann Carlson.*

# City of Scottsdale Staffing Requisition

## Staffing Requisition

| | | |
|---|---|---|
| ~~Action Code/~~ Description: 1) (Select One) 2) (Select One) 3) T1 Transfer: PCN or Center # | | Pay Period Effective Date: 06/08/2008 New Hire Effective Date: |
| Name: (Last, First, MI) PETERS, James | | Recruitment #: |
| Employee Type:1 - Full Time 100% | Hours Per Week: 40 | Employee #: [redacted] |
| Position Classification: POLICE OFFICER | | Position Leave %: 100% |
| Center #: 02432 | Position Code #: 1768 | Position Job Code: 0096 |
| Employee's Classification: POLICE OFFICER | | Date of Next Review: (choose one) |
| Employee's Job Code: 0096 | | (choose one) 12/21/2008 |
| Check Location: | Timekeeping Group: | ☐ No DNR Required (Temporary and Non-Benefited only) |
| ☐ Temp/Temp Upgrade - End Date: | | |
| Hourly Rate: $33.04 | Range Min: $50,897.60 | Range Max: $76,980.80 |
| Calculation/Notes: | | |
| Employee's Previous Classification: POLICE OFFICER | | Previous Employee Type: 1 - Full Time 100% |
| Previous Center #: 02209 | Previous Position Code #: 0750 | Previous Job Code #: 0096 |
| Last Performance Review Date: 12/21/2008 | Previous Hourly Rate: $33.04 | At Max of Range? ☐ Yes ☒ No |
| Name of Person Replaced: KELCHNER, RYAN | | Date Vacated: 6/8/2008 |
| SP3 Contact: DENEEN KELLEY JL 6/19/08 | | Ext: 21932 |
| Remarks: | | |

Payroll Use Only

| DF CD | DEPT | RET | BENGRP | BEN% | LVFG |
|---|---|---|---|---|---|

**Staffing Requisition Approval:**

Supervisor / Department Hiring Authority Date

[signature] 6/19/08

Department General Manager Date

Human Resources Authorized Signature Date

PERSONNEL TRANSFER MEMORANDUM NO. 08-16

May 30, 2008

TO: ALL PERSONNEL

SUBJECT: TRANSFERS

EFFECTIVE: SUNDAY, JUNE 1, 2008

Sergeant Ron Bayne #559 is transferred from the HEAT Unit, Uniformed Services Bureau, to the Internal Affairs Unit, Office of the Chief, Lieutenant Mike Stauffer.

Sergeant Scott Smith #655 is transferred from Squad R2, District 2, Uniformed Services Bureau, to the HEAT Unit, Uniformed Services Bureau, Lieutenant Tom Henny.

Sergeant Timothy Wattier #655 is transferred from Squad D, District 2, Uniformed Services Bureau, to Squad R2, District 2, Uniformed Services Bureau. Days off will be Tuesday, Wednesday and Thursday.

Sergeant Joel Lewis is released from field training and assigned to Squad D, District 2, Uniformed Services Bureau, Lieutenant J. R. Parrow. Days off will be Monday, Tuesday and Wednesday.

Lieutenant Mike Stauffer #525 is transferred from Watch Commander, District 2, Uniformed Services Bureau, to Administrative Lieutenant, Office of the Chief, Chief Alan Rodbell.

EFFECTIVE: SUNDAY, JUNE 8, 2008

Sergeant Robert Bonnette #690 is transferred from Squad A, District 3, Uniformed Services Bureau, to the Bike Unit, Uniformed Services Bureau, Lieutenant Tom Henny.

Sergeant Joseph Ferreira #532 is transferred from Squad D, District 3, Uniformed Services Bureau, to Squad A, District 3, Uniformed Services Bureau, Lieutenant Jimmy Wasson. Days off will be Thursday, Friday and Saturday.

Sergeant Thomas Myers #811 is released from field training and assigned to Squad D, District 3, Uniformed Services Bureau, Lieutenant Jeff Trillo. Days off will be Monday, Tuesday and Wednesday.

Sergeant Michael Conway #806 is released from field training and assigned to Squad D, District 2, Uniformed Services Bureau, Lieutenant J. R. Parrow. Days off will be Monday, Tuesday and Wednesday.

Officer Marcus Hernandez ~~#1272~~ is transferred from Squad R2, District 2, Uniformed Services Bureau, to Squad R5, District 1, Uniformed Services Bureau, Sergeant Carrie Candler. Days off will be Wednesday, Thursday and Friday.

Officer Luke Khalid #1276 is transferred from Squad R2, District 1, Uniformed Services Bureau, to Squad R2, District 2, Uniformed Services Bureau, Sergeant Timothy Wattier. Days off will be Tuesday, Wednesday and Thursday.

Officer Gary Gratz #1162 is transferred from Squad D, District 2, Uniformed Services Bureau, to Squad R2, District 1, Uniformed Services Bureau, Sergeant Weston Brown. Days off will be Tuesday, Wednesday and Thursday.

Detective Thomas Kane #563 is transferred from the Burglary Unit, Investigative Services Bureau, to Squad D, District 2, Uniformed Services Bureau, Sergeant Michael Conway. Days off will be Monday, Tuesday and Wednesday.

Officer Richard Burkmier #889 is transferred from Squad R2, District 1, Uniformed Services Bureau, to the Auto Crimes Unit, Investigative Services Bureau, Sergeant Tom Macari.

Officer Jeffrey Vogt #1182 is transferred from Squad R3, District 3, Uniformed Services Bureau, to Squad R2, District 1, Uniformed Services Bureau, Sergeant Weston Brown. Days off will be Tuesday, Wednesday and Thursday.

Officer Cory McCann #1273 is transferred from Squad R2, District 1, Uniformed Services Bureau to Squad R3, District 3, Uniformed Services Bureau, Sergeant Phyllis Zobel. Days off will be Wednesday, Thursday and Friday.

Detective James Peters #745 is transferred from the HEAT Unit, Uniformed Services Bureau, to the Special Assignment Unit, Special Investigations Section, Investigative Services Bureau, Sergeant Richard Slavin.

**Employees being promoted or transferring to another bureau**: *Per General Order 48.00G you are required to report to a specified collection site for drug testing. You are therefore instructed to contact Internal Affairs to coordinate your test immediately upon your promotion or bureau transfer.*

**Employees being transferred using a "pick" or transferring to another bureau:** *You must update or remove your patrol division squad selections on the shift selection roster or "pick list" immediately upon transfer or use of your "pick" or you run the risk of being transferred again if your name remains on other patrol division squads. Emails should be through your chain of command to USB Secretary Ann Carlson.*

**PERSONNEL TRANSFER MEMORANDUM NO. 07-25**

August 31, 2007

**TO:** ~~ALL PERSONNEL~~

**SUBJECT: TRANSFERS**

**EFFECTIVE SUNDAY, SEPTEMBER 2, 2007**

Detective James Peters #745 is transferred from the Heat Unit, Uniformed Services Bureau to the Special Investigations Section, Investigative Services Bureau, Lieutenant Ernie Anderson. This is a temporary assignment.

Lieutenant Ernie Anderson #380 is transferred from Watch 2, District 2, Uniformed Services Bureau to the Special Investigations Section, Investigative Services Bureau, Commander Mike Rosenberger.

Lieutenant Todd Muilenberg #505 is transferred from Watch 2, District 1, Uniformed Services Bureau to Watch 2, District 2, Uniformed Services Bureau, Commander Burl Haenel.

Lieutenant Bruce Ciolli #572 is transferred from Watch 1, District 1, Uniformed Services Bureau, to Watch 2, District 1, Uniformed Services Bureau, Commander Scott Popp.

Lieutenant Jeff Walther #592 is transferred from Watch 1, District 3, Uniformed Services Bureau, to Watch 1, District 1, Uniformed Services Bureau, Commander Scott Popp.

Lieutenant Jimmy Wasson #483 is transferred from Watch 3, District 3, Uniformed Services Bureau to Watch 1, District 3, Uniformed Services Bureau, Commander Bill Wilton.

**Employees being promoted or transferring to another bureau:** *Per General Order 48.00G you are required to report to a specified collection site for drug testing. You are therefore instructed to contact Internal Affairs to coordinate your test immediately upon your promotion or bureau transfer.*

**Employees being transferred using a "pick" or transferring to another bureau:** *You must update or remove your patrol division squad selections on the shift selection roster or "pick list" immediately upon transfer or use of your "pick" or you run the risk of being transferred again if your name remains on other patrol division squads. Emails should be through your chain of command to USB Secretary Ann Carlson.*

PERSONNEL TRANSFER MEMORANDUM NO. 05-29

October 19, 2005

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TO: ALL PERSONNEL

SUBJECT: TRANSFER

EFFECTIVE SUNDAY, OCTOBER 23, 2005

Officer James Peters #745 is transferred from Squad D, District 1, Uniformed Services Bureau to the H.E.A.T. Unit, Patrol Enforcement Section, District 1, Sergeant Dennis Gordon.

**Employees being promoted or transferring to another bureau:** *Per General Order 48.00G you are required to report to a specified collection site for drug testing. You are therefore instructed to contact Internal Affairs to coordinate your test immediately upon your promotion or bureau transfer.*

City of Scottsdale

# Staffing Requisition

| | | |
|---|---|---|
| Employee Name: (Last, First, MI) PETERS, James | | |
| Effective Date: 10/30/06 | EMP #: [redacted] | |
| Action Code & Description: T1 Transfer: PCN or Center # | | HR Use Only Recruitment #: |

| | | | | |
|---|---|---|---|---|
| A | EMPLOYEE TYPE | Employee Type: 1 Full Time | | Hours Per Week: 40 |
| | Job Share (0) Full Time (1) Full Time Temporary (2) Part Time Regular (3) Part Time Temporary (4) Part Time Regular with Leave (6) | | | Employee's Leave %: 100 |
| B | POSITION CONTROL | Classification: Police Officer | | |
| | Center #: 02209 | Position #: 0750 | Job Code: 0096 | Position's Leave %: 100 |
| C | EMPLOYEE POSITION | Classification: Police Officer | | |
| | Check Location: | Timekeeping Group: | | Job Code: 0096 |
| | ☐ Underfill | ☐ Doublefill | ☐ Temporary Upgrade | Upgrade End Date |
| | HR/Payroll Use Only DF CD: DEPT: RET: BENGRP: BEN%: LVFG: | | | |
| D | PAY RATE | Hourly Rate: $27.01 | Hourly Min: $21.63 | Hourly Max: $31.36 |
| | New Pay Rate Calculation: | | | |
| E | REVIEW DATE | Next Review Date: 09/03/06 | | |
| F | EMPLOYEE'S PREVIOUS POSITION | Classification: Police Officer | | |
| | Center #: 02200 | Position #: 1952 | Job Code: 0096 | Employee Type: 1 Full Time |
| G | PERSON REPLACED | Name: Polasky, Evan | | Date Vacated: 10/30/05 |
| H | SP³ CONTACT | Name: Deneen Kelley | | Ext: 25315 |
| | Remarks: | | | |

**SIGNATURES:**

| | | | |
|---|---|---|---|
| Department Supervisor or Director | Date | Department General Manager | Date 10/25/05 |
| Human Resources Director | Date | General Manager Human Resources | |

Distribution: White, Yellow & Pink to Human Resources, Gold to Department\S355651 - Revised 05/99

PERSONNEL TRANSFER MEMORANDUM NO. 05-20

July 1, 2005

TO: ALL PERSONNEL

SUBJECT: TRANSFERS AND ASSIGNMENTS

EFFECTIVE SUNDAY, JULY 3, 2005

Officer Mark Toschik #776 is transferred from Squad R2, District 1 to Squad C, 1100 – 2100 hours, District 1, Sergeant Robert Miers. Days off will be Saturday, Sunday and Monday.

Officer Matthew O'Donnell #846 is transferred from Squad D, District 1 to Squad R2, District 1, Sergeant Larry Marmie. Days off will be Tuesday, Wednesday and Thursday.

Officer James Peters #745 is transferred from Squad R1, District 2 to Squad D, 1630 – 0230 hours, District 1, Sergeant Joseph Leduc. Days off will be Monday, Tuesday and Wednesday.

Officer Anthony Cappucci #1132 is transferred from Squad D, District 2 to Squad R1, District 2, Sergeant Eric Williams. Days off will be Sunday, Monday and Tuesday.

Officer Jeffrey Stewart #761 is transferred from Squad R3, District 1 to Squad D, 1600 – 0200 hours, District 2, Sergeant Chris Hall. Days off will be Monday, Tuesday and Wednesday.

Officer Tony Wojewocki #1141 is released from field training and assigned to Squad R3, District 1, Sergeant Eric Duggan. Days off will be Wednesday, Thursday and Friday. This is a temporary assignment.

Employees being promoted or transferring to another bureau: *Per General Order 48.00G you are required to report to a specified collection site for drug testing. You are therefore instructed to contact Internal Affairs to coordinate your test immediately upon your promotion or bureau transfer.*

MEMORANDUM NO. 05-15

May 16, 2005

TO: ALL PERSONNEL

FROM: JOHN COCCA, DEPUTY CHIEF OF POLICE

SUBJECT: USE OF FORCE REVIEW BOARD SELECTION

Officer Dave Weaver #864 has been selected to fill the recent vacancy on the "Core Committee" for the Use of Force Review Board (UFRB). With this selection, UFRB members are:

Lt. Jeffrey Smythe (Chairman)
Sgt. Jimmy Wasson
Sgt. Bob Miers
Detective Scott Carpenter
Officer Dave Weaver

Officer Jim Hill has been selected as the primary alternate. As such, he will be used as a voting member whenever one of the other members is personally involved in a use of force incident or is otherwise not available.

The remaining applicants from this process will all be placed on the "Pool Membership" list for future use on formal UFRB's. Those individuals are:

Officer Travis Kerby
Officer Jim Peters
Detective Rich Slavin
Officer Charles Cabrera
Officer Aaron Bolin

**John Cocca**
**Deputy Chief of Police**
**Uniformed Services Bureau**

UNIFORMED SERVICES BUREAU MEMORANDUM NO. 05-04

April 21, 2005

TO: ALL SWORN PERSONNEL

FROM: JOHN COCCA, DEPUTY CHIEF OF POLICE

SUBJECT: RESULTS OF THE HEAT UNIT TESTING PROCESS

The following officers successfully completed the HEAT Unit testing and selection process and are placed on the following ranked eligibility list.

Officer Craig Abernethy #704
Officer James Peters #745
Officer Thomas Myers #811
Officer Jeff Stewart #761
Officer Tim Wesloski #767

This list is valid until April 15, 2006 or until the list is exhausted. Questions about the process should be directed to Sergeant Dennis Gordon, HEAT Unit Supervisor.

JOHN COCCA
DEPUTY CHIEF OF POLICE
UNIFORMED SERVICES BUREAU

PERSONNEL TRANSFER MEMORANDUM NO. 03-41

December 4, 2003

TO: ~~ALL PERSONNEL~~

SUBJECT: PERSONNEL TRANSFERS

EFFECTIVE SUNDAY, DECEMBER 7, 2003:

Police Aide William Smyth #B699 is transferred from Squad B, District 3 to Squad B, 0630 – 1630 hours, District 2, Sergeant Bryan Thomas. Days off will be Saturday, Sunday and Monday.

Police Aide Kathleen Stamatis #B808 is transferred from Patrol Squad B, District 2, Uniformed Services Bureau to the Domestic Violence Unit, Investigative Services Bureau, Sergeant Darcy Aldrich.

Police Aide Robert Drake #B894 is transferred from Squad B, District 1 to Squad B, 0630 – 1630 hours, District 3, Sergeant Dennis Morris. Days off will be Saturday, Sunday and Monday.

Police Aide Denise Tesoriero #B899 is transferred from the Domestic Violence Unit, Investigative Services Bureau to Patrol Squad B, 0630 – 1630 hours, District 1, Sergeant Dan Dubois. Days off will be Saturday, Sunday and Monday. This is a temporary assignment.

Officer Dave Pubins #539 is transferred from Patrol Squad B, District 3, Uniformed Services Bureau to the Training Unit, Investigative Services/Personnel Development Bureau, Sergeant Jim Wasson.

Officer Randy Crowley #649 is transferred from Squad R-2, District 2 to Squad R-2, District 1, Sergeant Dennis Gordon. Days off will be Wednesday, Thursday and Friday.

Officer Derek Litchfield #657 is transferred from Patrol Squad R-2, District 1, Uniformed Services Bureau to the Property Crimes Unit, Investigative Services Bureau, Sergeant Eric Rasmussen.

Detective Frank McCleary #702 is transferred from the Property Crimes Unit to the Fraud Unit, Investigative Services Bureau, Sergeant Gary Nelson.

Officer James Peters #745 is transferred from Squad R-1, District 1 to Squad R-2, District 2, Sergeant Joe Kertesz. Days off will be Wednesday, Thursday and Friday.

PERSONNEL TRANSFER MEMORANDUM NO. 02-21

August 2, 2002

TO: ALL PERSONNEL

SUBJECT: PERSONNEL TRANSFERS

EFFECTIVE SUNDAY, AUGUST 4, 2002:

Officer Rob Katzaroff #674 is transferred from Patrol, Squad A, District 2 to the School Resource Unit, Investigative Services Bureau, Sergeant Todd Muilenberg.

Officer Jarvis Anderson #688 is transferred from Patrol, Squad B, District 2 to the School Resource Unit, Investigative Services Bureau, Sergeant Todd Muilenberg.

Officer James Peters #745 is transferred from Squad D, District 1 to Squad R-1, District 1, Sergeant Rob Hoskin. Days off will be Tuesday, Wednesday and Thursday. This is a temporary assignment.

Officer Melissa Palopoli #759 is transferred from Squad R-1, District 1 to Squad D, 1630 – 0230 hours, District 1, Sergeant Jeff Smythe. Days off will be Sunday, Monday and Tuesday. This is a temporary assignment.

City of Scottsdale

# Staffing Requisition

HRS Human Resource Systems

| | | |
|---|---|---|
| Employee Name: (Last, First, MI) PETERS, JAMES R. | | |
| Effective Date: 1/7/00 | SSN: [redacted] | |
| Action Code & Description: S3 Promotion | | HRS Use Only Recruitment #: |

| | | | | |
|---|---|---|---|---|
| A | EMPLOYEE TYPE | Employee Type: 1 Full Time | | Hours Per Week: 40 |
| | Job Share (0) Full Time (1) Full Time Temporary (2) Part Time Regular (3) Part Time Temporary (4) Part Time Regular with Leave (5) | | | Employee's Leave %: 100 |
| B | POSITION CONTROL | Classification: Police Officer Trainee | | |
| | Center #: 02200 | Position #: 1952 | Job Code: 0272 | Position's Leave %: 100 |
| C | EMPLOYEE POSITION | Classification: Police Officer | | |
| | Check Location: | Work Location: | | Job Code: 0096 |
| | ☐ Underfill | ☐ Doublefill | ☐ Temporary Upgrade | Upgrade End Date |
| | HRS/Payroll Use Only DE CD: DEPT: RET: BENGRP: BEN%: LVFG: | | | |
| D | PAY RATE | Hourly Rate: N/C | Hourly Min: N/C | Hourly Max: N/C |
| | New Pay Rate Calculation: | | | |
| E | REVIEW DATE | Next Review Date: 9/10/00 | | |
| F | EMPLOYEE'S PREVIOUS POSITION | Classification: Police Officer Trainee | | |
| | Center #: 02200 | Position #: 1952 | Job Code: 0272 | Employee Type: 1 Full Time |
| G | PERSON REPLACED | Name: | | Date Vacated: |
| H | SP³ CONTACT | Name: S. Fera | | Ext: 25078 |
| | Remarks: To correct job code only. | | | |

**SIGNATURES:**

Supervisor Signature: _____ (Name) _____ (Title) _____ (Date)

Authorized Signature: S. Fera (Name) _____ (Title) 7/18/00 (Date)

Distribution: White, Yellow & Pink to Human Resource Systems, Gold to Department

S355651 - Revised 05/99

JPeters-PDfile-PRR-000025

PERSONNEL TRANSFER MEMORANDUM NO. 00-24

June 7, 2000

TO: ALL PERSONNEL

SUBJECT: PERSONNEL TRANSFERS AND ASSIGNMENTS

EFFECTIVE SUNDAY, JUNE 11, 2000:

Officer Heidi Parrow #495 is transferred from Squad D, District 1 to FTO Coordinator in the Patrol Support Section, Uniformed Services Bureau, Lt. Tony Gibson..

Officer James Peters #745 is transferred from Squad B, District 2 to Squad C, 1100 – 2100 hours, District 1, Sergeant Barnett. Days off will be Sunday, Monday and Tuesday.

Officer Ben Post #754 is released from field training and assigned to Squad B, 0630 – 1430 hours, District 2, Sergeant Macari. Days off will be Tuesday, Wednesday, and Thursday

Officer Matthew Leal #771 is released from field training and assigned to Squad B, 0630 – 1630 hours, District 2, Sergeant Macari. Days off will Tuesday, Wednesday, and Thursday. This is a temporary assignment.

Police Aide Jason Gacek #B854 is released from field training and assigned to Squad C, 1100 – 2100 hours, District 1, Sergeant Barnett. Days off will Sunday, Monday, and Tuesday.

EFFECTIVE SUNDAY, JUNE 18, 2000:

Officer Scott Much #703 is transferred from Squad B, District 2 to Squad R-2, District 2, Sergeant Stringfellow. Days off will be Saturday, Sunday and Monday.

Officer Brandon Sullivan #706 is transferred from Squad C, District 1 to the PARK Unit, Patrol Enforcement Section, Uniformed Services Bureau, Sergeant Reardon.

Officer Micah Johnson #733 is permanently assigned to Squad D, 1630 – 0230 hours, District 2, Sergeant Stauffer.

Officer Jason Kibsey #735 is permanently assigned to Squad D, 1630 – 0230 hours, District 2, Sergeant Stauffer.

Officer Gareth Braxton-Johnson #749 is transferred from Squad A, District 2 to Squad C, 1100 – 2100 hours, District 1, Sergeant Barnett. Days off will be Sunday, Monday and Tuesday.

Officer George Gollihar #752 is released from field training and assigned to Squad B, 0630 – 1630 hours, District 2, Sergeant Macari. Days off will be Tuesday, Wednesday and Thursday. This is a temporary assignment.

Officer Daniel Kiricoples #755 is released from field training and assigned to Squad A, 2100 – 0700 hours, District 2, Sergeant Rucker. Days off will be Monday, Tuesday and Wednesday. This is a temporary assignment.

PERSONNEL TRANSFER MEMORANDUM NO. 00-20

April 27, 2000

TO: ALL PERSONNEL

SUBJECT: PERSONNEL ASSIGNMENTS AND TRANSFERS

EFFECTIVE SUNDAY, APRIL 30, 2000:

Officer Rhonda Aquipel #736 is released from field training and assigned to Squad R-1, Sergeant Jeff Trillo, District 2. Days off will be Friday, Saturday and Sunday.

Officer Jennifer Keye #770 is released from field training and assigned to Squad A, 2100 – 0700 hours, Sergeant Rob Rucker, District 2. Days off will be Monday, Tuesday and Wednesday. This is a temporary assignment.

Officer Chris Ruscitti #705 is transferred from Squad A, District 2 to Squad R-1, Sergeant James Taylor, District 1. Days off will be Friday, Saturday and Sunday.

EFFECTIVE SUNDAY, MAY 7, 2000:

Officer Jennifer Swanson #600 is transferred from Squad R-2, District 1 to the H.E.A.T. Unit, Sergeant Jeff Smythe, Patrol Enforcement Section, Special Operations Division.

Officer Pat Harelson #397 is transferred from Squad C, District 1 to Squad R-2, Sergeant Dennis Morris, District 1. Days off will be Saturday, Sunday and Monday.

Officer Frank McCleary #702 is transferred from Squad B, District 1 to Squad C, 1100 – 2100 hours, Sergeant Mark Barnett, District 1. Days off will be Sunday, Monday and Tuesday.

Officer Bradley Conley #726 is transferred from Squad A, District 2 to Squad B, 0630 – 1630 hours, Sergeant Matt Roadifer, District 1. Days off will be Tuesday, Wednesday and Thursday.

Officer Ryan Martin #764 is transferred from Squad B, District 2 to Squad A, 2100 – 0700 hours, Sergeant Rob Rucker, District 2. Days off will be Monday, Tuesday and Wednesday.

Officer Aaron Henderson #765 has transferred to Squad A, 2100 – 0700 hours, Sergeant Rob Rucker, District 2. Days off will be Monday, Tuesday and Wednesday.

Officer Steven Crause #719 is transferred from Squad A, District 2 to Squad C, 1100 – 2100 hours, Sergeant Todd Muilenberg, District 2. Days off will be Sunday, Monday and Tuesday.

Officer John Ghiglia #743 is released from field training and assigned to Squad B, 0630 – 1630 hours, Sergeant Tom Macari, District 2. Days off will be Tuesday, Wednesday and Thursday. This is a temporary assignment.

Officer James Peters #745 is released from field training and assigned to Squad B, 0630 – 1630 hours, Sergeant Tom Macari, District 2. Days off will be Tuesday, Wednesday and Thursday. This is a temporary assignment.

Officer Akil Davis #731 is transferred from Squad B, District 1 to Squad C, 1100 – 2100 hours, Sergeant Mark Barnett, District 1. Days off will be Sunday, Monday and Tuesday.

Officer Hector Rivera #734 is transferred from Squad A, District 2 to Squad B, 0630 – 1630 hours, Sergeant Matt Roadifer, District 1. Days off will be Tuesday, Wednesday and Thursday.

Officer Brent Vahle #741 is released from field training and assigned to Squad A, 2100 – 0700 hours, Sergeant Jay Buckler, District 1. Days off will be Monday, Tuesday and Wednesday. This is a temporary assignment.

Officer Richard Slavin #742 is released from field training and assigned to Squad A, 2100 – 0700 hours, Sergeant Rob Rucker, District 2. Days off will be Monday, Tuesday and Wednesday. This is a temporary assignment.

Officer Chance Lovell #746 is released from field training and assigned to Squad A, 2100 – 0700 hours, Sergeant Rob Rucker, District 2. Days off will be Monday, Tuesday and Wednesday. This is a temporary assignment.

PERSONNEL TRANSFER MEMORANDUM NO. 00-07

February 3, 2000

TO: ALL PERSONNEL

SUBJECT: PERSONNEL ASSIGNMENTS

EFFECTIVE SUNDAY, FEBRUARY 6, 2000 THROUGH FEBRUARY 27, 2000:

Officer Brent Vahle #741 is assigned for field training to Officer Heidi Parrow #495, Squad D, 1630 – 0230 hours, District 1, Sergeant Henny. Days off are Wednesday, Thursday and Friday. Officer Vahle will report to District 1 on Sunday, February 6, 2000 at 1630 hours.

Officer Richard Slavin #742 is assigned for field training to Officer Tom Davidson #584, Squad R3, District 1, Sergeant Dubois. Days off are Thursday, Friday and Saturday. Officer Slavin will report to District 1 on Sunday, February 6, 2000 at 1100 hours.

Officer John Ghiglia #743 is assigned for field training to Officer Jeff Hawkins, #590, Squad R1, District 1, Sergeant Taylor. Days off are Friday, Saturday and Sunday. Officer Ghiglia will report to District 1 on Sunday, February 6, 2000 at 2100 hours.

Officer James Peters #745 is assigned for field training to Officer Ed Haines, #562, Squad R1, District 2, Sergeant Trillo. Days off are Friday, Saturday and Sunday. Officer Peters will report to District 2 on Sunday, February 6, 2000 at 2100 hours.

Officer Chance Lovell #746 is assigned for field training to Officer Reggie Johnson, #534, Squad R1, District 2, Sergeant Trillo. Days off are Friday, Saturday and Sunday. Officer Lovell will report to District 2 on Sunday, February 6, 2000 at 2100 hours.

Officer Aaron Aldridge #747 is assigned for field training to Officer Tom McMahan, #678, Squad R2, District 2, Sergeant Stringfellow. Days off are Saturday, Sunday and Monday. Officer Aldridge will report to District 2 on Tuesday, February 8, 2000 at 1100 hours.

Officer Christopher Kinder #763 will be temporarily assigned to the Personnel Unit to prepare for the Arizona P.O.S.T. Waiver Examination.

Officer Ryan Martin #764 is assigned for field training to Officer Benjamin Felice, #651, Squad D, 1630 – 0230 hours, District 1, Sergeant Henny. Days off are Wednesday, Thursday and Friday. Officer Martin will report to District 1 on Sunday, February 6, 2000 at 1630 hours.

Officer Aaron Henderson #765 is assigned for field training to Officer Darius Taylor, #463, Squad C, 1100 – 2100 hours, District 2, Sergeant Muilenberg. Days off are Sunday, Monday and Tuesday. Officer Henderson will report to District 2 on Wednesday, February 9, 2000 at 1100 hours.

Officer Jennifer Keye #770 is assigned for field training to Officer Tim Wattier, #665, Squad R2, District 1, Sergeant Morris. Days off are Saturday, Sunday and Monday. Officer Keye will report to District 1 on Tuesday, February 8, 2000 at 1100 hours.

Police Aide Kevin Fauth #B853 is assigned for field training to Police Aide Kathleen Stamatis, #B808, Squad C, 1100 – 2100 hours, District 1, Sergeant Barnett. Days off are Sunday, Monday and Tuesday. Police Aide Fauth will report to District 1 on Wednesday, February 9, 2000 at 1100 hours.

PERSONNEL TRANSFER MEMORANDUM NO. 00-02

January 7, 2000

TO: ALL PERSONNEL

SUBJECT: PERSONNEL ASSIGNMENTS

EFFECTIVE MONDAY, JANUARY 10, 2000, THE FOLLOWING OFFICERS AND POLICE AIDE WILL ATTEND THE SCOTTSDALE POLICE POST ACADEMY THROUGH FRIDAY, FEBRUARY 4, 2000. THESE OFFICERS WILL REPORT TO THE CIVIC CENTER LIBRARY, SILVER ROOM ON JANUARY 10, 2000 AT 0800 HOURS.

Officer Brent Vahle #741
Officer Richard Slavin #742
Officer John Ghiglia #743
Officer James Peters #745
Officer Chance Lovell #746
Officer Aaron Aldridge #747
Officer Christopher Kinder #763
Officer Ryan Martin #764
Officer Aaron Henderson #765
Police Aide Kevin Fauth #B853

Upon completion of the Post Academy these officers will be assigned for field training.

**Fera, Sherry L.**

| | |
|---|---|
| From: | Muir, Pam |
| Sent: | Wednesday, November 10, 1999 1:11 PM |
| To: | Slavin, Richard; Ghiglia, Johnnie; Peters, James; Debora, Gary; Lovell, Chance; Vahle, Brent; Aldridge, Aaron |
| Cc: | Fera, Sherry L. |
| Subject: | Pay Increase |

Hopefully you have seen the Chief's memo outlining changes to the Police Officer Trainee salary. Your salary will change to $35,193 effective 09-15-99, which is your date of hire. This means you will receive retro pay to that date and it will all be paid out on the paycheck of November 24th. Your salary will continue to be $35,193 until 09-10-2000 which is the date of your new review. At that time you will be eligible for a merit increase. Should you have any questions regarding this new policy, please don't hesitate to contact me at ext 22410.
Pam Muir
Human Resources

November 9, 1999

TO: Payroll

FROM: Pam Muir

SUBJECT: Changes to Police Officer Trainee salaries

Effective FY99/00, the salary range for Police Officer Trainee will change to the same range as Police Officer (35,193.60 – 49,961.60). The following trainees will need to have their salaries adjusted:

| NAME | SS# | EFFECTIVE DATE |
|---|---|---|
| Crause, Stephen | [redacted] | 6/23/99 |
| Ange, Janis | | " |
| Hale, Tina | | " |
| Moore, Kenneth | | " |
| Fuller, Marney | | " |
| Haydon, Jeffrey | | " |
| Lund, Clark | | " |
| Conley, Bradley | | " |
| Morse, Anthony | | " |
| Stumpf, Jason | | " |
| Glass, Benjamin | | " |
| Welton, Ronald | | 7/07/99 |
| Johnson, Micah | | 7/07/99 |
| Kibsey, Jason | | 7/07/99 |
| Rivera, Hector | | 7/07/99 |
| Davis, Akil | | 7/07/99 |
| Crenshaw, Wayne | | 8/25/99 |
| Aquipel, Rhonda | | 8/25/99 |
| Bingham, Kevin | | 8/25/99 |
| Dodrill, Christopher | | 8/25/99 |
| Slavin, Richard | | 9/15/99 |
| Ghiglia, John | | 9/15/99 |
| Peters, James | | 9/15/99 |
| Debora, Gary | | 9/15/99 |
| Lovell, Chance | | 9/15/99 |
| Vahle, Brent | | 9/15/99 |
| Aldridge, Aaron | | 9/15/99 |
| Nichols, Joseph | | 10/6/99 |
| Braxton-Johnson, Gareth | | 10/6/99 |
| Dupree, Darwin | | 10/6/99 |
| Cresclone, Chris | | 10/6/99 |
| Gollihar, George | | 10/6/99 |
| Post, Ben | | 10/20/99 |
| Klricoples, Daniel | | 10/20/99 |
| Willie, Theresa | | 10/20/99 |
| McClanahan, Eugene | | 11/01/99 |

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MEMORANDUM NO. 99-42

November 9, 1999

TO: ALL SWORN PERSONNEL

FROM: DOUGLAS BARTOSH, CHIEF OF POLICE

SUBJECT: PAY RANGE FOR NEW OFFICERS

In order to be more competitive with other valley agencies in our recruitment efforts, we will implement a pay range for Police Officer Trainees. Effective immediately, the current salary range for trainees will be moved to the same salary range as Police Officer, $35,194 - $49,962. All new trainees will be hired at $35,194 and will be eligible for a performance increase one year from date of hire. This new policy will eliminate the practice of a promotional increase once the trainee successfully completes the FTO program, improve our competitiveness with other agencies, and will create a more consistent tracking mechanism for compensation purposes.

Any trainees at the current trainee salary level will be moved to the new range ($35,194 - $49,962) effective immediately. This change will be retroactive to July 1, 1999, which represents the start of this fiscal year. This change should be reflected on payroll checks received on November 24, 1999.

Other compensation categories continue to be compared to the market to insure that we are competitive and that employees are fairly compensated. We will make additional adjustments as those comparisons are finalized and funding is identified.

**Douglas L. Bartosh**
**Chief of Police**

City of Scottsdale

# Staffing Requisition

HRS Human Resource Systems

| | | | |
|---|---|---|---|
| Employee Name: (Last, First, MI) | Peters James R. | | |
| Effective Date: 9/15/99 | SSN: [redacted] | | |
| Action Code & Description: 01 New Hire | | HRS Use Only Recruitment #: | |

**A EMPLOYEE TYPE** — Employee Type: 1 — Hours Per Week: 40

Job Share (0) Full Time (1) Full Time Temporary (2) Part Time Regular (3) Part Time Temporary (4) Part Time Regular with Leave (5)

Employee's Leave %: 100

**B POSITION CONTROL** — Classification: Police Officer

Center #: 02200 | Position #: 1952 | Job Code: 0212 | Position's Leave %: 100

**C EMPLOYEE POSITION** — Classification: Police Officer Trainee

Check Location: | Work Location: | Job Code:

☐ Underfill ☐ Doublefill ☐ Temporary Upgrade Upgrade End Date

HRS/Payroll Use Only — DF CD | DEPT | RET | BENGRP | BEN% | LVEG

**D PAY RATE** — Hourly Rate: 16.00 | Hourly Min: 16.00 | Hourly Max: 18.39

New Pay Rate Calculation:

**E REVIEW DATE** — Next Review Date: 9/10/00

**F EMPLOYEE'S PREVIOUS POSITION** — Classification:

Center #: | Position #: | Job Code: | Employee Type:

**G PERSON REPLACED** — Name: | Date Vacated:

**H SP³ CONTACT** — Name: S. Fera | Ext: 85078

Remarks:

**SIGNATURES:**

Supervisor Signature: _____ Name _____ Title _____ Date

Authorized Signature: S. Fera Name _____ Title 9/2/99 Date

Human Resource Systems: _____ Name _____ Title _____ Date

Distribution: White, Yellow & Pink to Human Resource Systems, Gold to Department

8355651 - Revised 05/99

City of Scottsdale

# Staffing Requisition

HRS Human Resource Systems

| | | |
|---|---|---|
| Employee Name: (Last, First, MI) Peters, James M. | | |
| Effective Date: 2/15/99 | SSN: [redacted] | |
| Action Code & Description: 01 New Hire | | HRS Use Only Recruitment #: |

**A EMPLOYEE TYPE** | Employee Type: F | Hours Per Week: 40

Job Share (0) Full Time (1) Full Time Temporary (2) Part Time Regular (3) Part Time Temporary (4) Part Time Regular with Leave (5)

Employee's Leave %: 100

**B POSITION CONTROL** | Classification: Fire Officer

Center #: 22300 | Position #: 1952 | Job Code: 2272 | Position's Leave %: 100

**C EMPLOYEE POSITION** | Classification: Fire Officer - Hire

Check Location: | Work Location: | Job Code:

☐ Underfill ☐ Doublefill ☐ Temporary Upgrade Upgrade End Date

HRS/Payroll Use Only
DF CD | DEPT | RET | BENGRP | BEN% | LVFG

**D PAY RATE** | Hourly Rate: 16.00 | Hourly Min: 16.00 | Hourly Max: 17.32

New Pay Rate Calculation:

**E REVIEW DATE** | Next Review Date: 2/16/00

**F EMPLOYEE'S PREVIOUS POSITION** | Classification:

Center #: | Position #: | Job Code: | Employee Type:

**G PERSON REPLACED** | Name: | Date Vacated:

**H SP³ CONTACT** | Name: LS Ferg | Ext: 8577

Remarks

## SIGNATURES:

Supervisor Signature: _____ Name _____ Title _____ Date _____

Authorized Signature: _____ Name _____ Title _____ Date 1/27/99

Human Resource Systems: _____ Name _____ Title _____ Date _____

Distribution: White, Yellow & Pink to Human Resource Systems, Gold to Department

S356851 - Revised 05/99

**City of Phoenix**
POLICE DEPARTMENT

May 17, 2011

SCOTTSDALE POLICE
MAY 26 2011
CHIEFS OFFICE

Chief Alan G. Rodbell
Scottsdale Police Department
8401 E. Indian School Road
Scottsdale, AZ 85251

Dear Chief Rodbell:

On March 12th, 2011, for the third year in a row, several members from the Phoenix Police Department's Special Assignments Unit participated in the St. Baldrick's Foundation fundraising efforts, which benefits children's cancer research. The officers this year were all part of "Team Brady's Bunch" which is named after Valley resident, [redacted] is a nine year old who was diagnosed with cancer at an early age and has battled this disease for most of his life. [redacted] has been courageously fighting this disease on a daily basis while undergoing treatments at the Phoenix Children's Hospital. Currently, the disease is in remission.

This year the fundraising event was held in Scottsdale at the Skeptical Chymist located at 15688 N. Pima Road. Phoenix Sergeant Jayson Johnson, who coordinates this event for Phoenix SAU, reached out to members of your Special Assignments Unit. Sergeant Johnson challenged them to participate and proposed a joint demonstration of our Units' capabilities for the attendees at this event. Additionally, your officers were challenged to have their heads shaved as a show of support for the young children who are fighting their individual battles with cancer.

I commend the actions of all the listed officers involved in this year's St Baldrick's Foundation fundraising efforts in the name of juvenile cancer research. This year the St Baldrick's Foundation event raised over $30,000 dollars. This was a selfless act on the part of the officers for a very worthy cause and the officers' actions have brought positive light, not only upon themselves, but also to the Law Enforcement Community.

Lieutenant Matt Roadifer
Lieutenant Todd Larson
Sergeant Rich Slavin
Sergeant Amii Fairfield
Detective James Peters
Detective Andy Marshall
Detective Chris Rusciti
Detective John Herrick
Officer Anthony Wells
Officer Nick Alamshaw
Officer Mike Malecha
Steve Cohen
Officer Mike Seemiller
Officer Nick McElly
Officer Nate Mullins
Officer Jeremy Maki
Officer Anthony Bellissimo

Sincerely,
Joseph G. Yahner
Acting Police Chief

T. J. Martin
Commander
Tactical Support Bureau

THANKS FOLKS! A/C COCA

Well done everyone! MARICOPA SO

620 West Washington Street, Phoenix, Arizona 85003

JPeters-PDfile-PRR-000038

Police Department
An Internationally Accredited Police Agency Since 1994

Office of the Chief of Police

8401 E. Indian School Rd.
Scottsdale, AZ 85251

PHONE 480-312-1900
FAX 480-312-1969
WEB www.scottsdalepd.com

February 3, 2011

To: James Peters

From: Alan G. Rodbell, Chief of Police

Subject: 2010 Chief's Award of Excellence Nomination

Congratulations! You have been nominated for a Chief's Award of Excellence for 2010. It is quite an honor to be recognized by a co-worker or supervisor for this award.

Attached is a copy of the nomination. I thought it would be appropriate for you to read what has been written about you by a colleague.

A copy of this memorandum and the nomination will also be placed in your personnel file.

Thanks for all that you do and again, congratulations.

Alan G. Rodbell
Chief of Police

# Police Chief's Award of Excellence

## Nomination Form

Please check one box below for the Award category you are nominating. To view a description of the category, click the " ? " next to each category. You will need to complete and print this form and forward to the Office of the Chief, Mailstop PDHQ 300, by the date specified in the Memo.

- ☐ Police Supervisor of the Year
- ☐ Patrol Officer of the Year
- ☐ Rookie Officer of the Year
- ☐ Civilian Employee of the Year
- ☐ Trainer of the Year: ☐ Sworn ☐ Civilian
- ☐ Special Contribution to the Agency's Future
- ☐ Spirit of Service Award
- ☐ Civilian Supervisor of the Year
- ☑ Special Assignment Officer of the Year
- ☐ Police Aide of the Year
- ☐ Volunteer of the Year
- ☐ Team Award
- ☐ Explorer of the Year

I am nominating the following employee or team for a Chief's Award of Excellence:

Nominee(s): Detective James Peters

Assignment: Special Assignment Unit

Reason for nomination (Attach separate sheet if necessary):

The opportunity to work with this employee is an honor for many of us. He goes above and beyond each day to WOW those he works side by side with. When you need someone found for whatever the crime is this detective will find this person. In fact throughout the law enforcement intelligence community this detective is known for finding people. He truly excels at what he does and he takes time to mentor others as well. He is a great mentor, and teacher to so many within our department.

This person is also very involved with the community and will go out of his way to create an opportunity to show a young child what law enforcement is about including allowing children to try on his uniform. He truly makes a great impact within our department and the community; this is why Detective James Peters deserves this award.

Nominator(s): Police Aide Henningsen B1250

Phone: 480-312-8094

Date: 01/15/2011

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8401 E. Indian School Rd.
Scottsdale, AZ 85251

PHONE 480-312-1900
FAX 480-312-1969
WEB www.scottsdalepd.com

January 22, 2009

To: Detective James Peters

From: Alan G. Rodbell, Chief of Police

Subject: 2009 Chief's Award of Excellence Nomination

Congratulations! You have been nominated for a Chief's Award of Excellence for 2009. It is quite an honor to be recognized by a co-worker or supervisor for this award.

Attached is a copy of the nomination. I thought it would be appropriate for you to read what has been written about you by a colleague.

A copy of this memorandum and the nomination will also be placed in your personnel file.

Thanks for all that you do and again, congratulations.

Alan G. Rodbell
Chief of Police

# Police Chief's Award of Excellence

## Nomination Form

Please check one box below for the Award category you are nominating. To view a description of the category, click the " ? " next to each category. You will need to complete and print this form and forward to the Office of the Chief, Mailstop PDHQ 300, by the date specified in the Memo.

- ☐ Police Supervisor of the Year
- ☐ Patrol Officer of the Year
- ☐ Rookie Officer of the Year
- ☐ Civilian Employee of the Year
- ☐ Trainer of the Year: ☐ Sworn ☐ Civilian
- ☐ Special Contribution to the Agency's Future
- ☐ Civilian Supervisor of the Year
- ☐ Special Assignment Officer of the Year
- ☐ Police Aide of the Year
- ☐ Volunteer of the Year
- ☑ Team Award
- ☐ Explorer of the Year

I am nominating the following employee or team for a Chief's Award of Excellence:

Nominee(s): Sgt. Slavin, Detective Peters, Galbraith, Rollings, Marshall, Dikeman (Cody) and Ruscitti

Assignment: Special Assignment Unit, ISB

Reason for nomination (Attach separate sheet if necessary):

Sgt. Slavin has submitted a Team Award nomination for the Special Assignment Unit that is well deserved. However, I feel that Sgt. Slavin should also be included in this group. Over the past year I have observed him do a terrific job of keeping this team of specialized Detectives functioning as a highly motivated group that often operates far outside of city borders and relies on each other while tracking down dangerous felons. He is not a step back and let my guys do the job kind of supervisor-he does the same job as they all do on many days to keep this team running at its most efficient pace, and his efforts to lead from the front have in many ways been the reason this unit does such a great job.

Please see attached letter by Sgt. Slavin.

Nominator(s): Lt. Matt Rondifer

Phone: 480-312-8331 Date: 01/22/10

were able to successfully obtain indictments and search warrants ultimately arresting these violent criminals.

- The SAU team assisted the Sex Crimes Unit with a murder for hire investigation. The suspect was under investigation for having sexual relations with his teen-aged daughter. After becoming aware that the victim and her mother were speaking with law enforcement, he began planning to have the victim murdered. The investigation progressed, and it was learned that he expanded his plan to have the victim, her mother and sister murdered. The suspect and his brother were tracked as they traveled from Carson City Nevada to Scottsdale to carry out the murders. Both were arrested by SAU in the parking lot of their hotel.
- Finally, the SAU team assisted the Paradise Valley Police Department with a highly publicized serial home invasion case in their city. There was a series of six home invasions, all targeting elderly victims. In the first case there were two armed suspects, and in the additional five home invasions only one suspect was observed in the homes, but it was reported that this suspect was communicating with someone via cell phone during the invasions. SAU arrested the suspect after he burglarized homes and properties in paradise valley. He was successfully taken into custody utilizing the street jump vehicle immobilization tactic. SAU then served a high-risk search warrant for PVPD in North Phoenix.

This group of quiet professionals is committed to service to all divisions within the police department and to the citizens of the City of Scottsdale. They work tirelessly, as a team, and give one hundred percent of themselves to ensure the successful outcome of many critical and complex missions. They exemplify the city values of *Excellence*, *Initiative* and *Integrity*. It is an honor and a pleasure to be their Supervisor.

Please accept this nomination. The performance of the Detectives in the Special Assignment Unit reflect credit upon themselves and the Scottsdale Police Department.

The Detectives of the Special Assignment Unit:

- Det. Andy Marshall, #369
- Det. Jerry Rollings, #376
- Det. Chris Ruscitti, #705
- Det. James Peters, #745
- Det. Cody Dikeman, #790
- Det. Scott Galbraith, #1107

Respectfully submitted,

Rich Slavin, SGT.
Special Assignment Unit

1/2

# Police Chief's Award of Excellence

## Nomination Form

Please check one box below for the Award category you are nominating. To view a description of the category, click the " ? " next to each category. You will need to complete and print this form and forward to the Office of the Chief, Mailstop PDHQ 300, by the date specified in the Memo.

- ☐ Police Supervisor of the Year
- ☐ Patrol Officer of the Year
- ☐ Rookie Officer of the Year
- ☐ Civilian Employee of the Year
- ☐ Trainer of the Year: ☐ Sworn ☐ Civilian
- ☐ Special Contribution to the Agency's Future
- ☐ Civilian Supervisor of the Year
- ☑ Special Assignment Officer of the Year
- ☐ Police Aide of the Year
- ☐ Volunteer of the Year
- ☐ Team Award
- ☐ Explorer of the Year

I am nominating the following employee or team for a Chief's Award of Excellence:

Nominee(s): Detective James Peters

Assignment: Special Assignment Unit

Reason for nomination (Attach separate sheet if necessary):

Detective James Peters is an excellent police officer and his awards and commendations are well documented. Not only does he do a fine job protecting the community and his partners here at the Police Department, he also takes time to make lives better for individuals in the community by the giving of his time and talents. On 11/06/2009, Detective Peters participated in the First Annual Coach Murphy's Home Run Derby. This was a volunteer effort to raise money to support a local charity. James prepared for the event in his usual all or nothing fashion. When it came time for him to do his thing, he hit 22 home runs to win the event. In the stands that day was a friend of the PD, [redacted] Brandon cheered on Dective Peters as he hit every one of the 22 homers. [redacted] is a special needs (physical/mental) 15 year old child who loves the positive attention given to him by police. On Dec. 9, 2009, Detective Peters was invited to attend a specail day for Brandon at his School (Coronado HS). (Continued)

Nominator(s): Officer Craig Abernethy

Phone: 480-312-2594 Date: 1/22/10

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Office of the Chief of Police
8401 E. Indian School Rd.
Scottsdale, AZ 85251

PHONE 480-312-1900
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WEB www.scottsdalepd.com

June 5, 2009

**To:** Listed Personnel

**From:** Alan G. Rodbell, Chief of Police

**Subject:** Presidential Protection Detail Commendation

**Command Post**
Commander Steve Gesell
Lieutenant Tony Gibson
Lieutenant Todd Muilenberg

**Mobile Field Force**
Sergeant James Dorer
Sergeant Pat Ryan
Detective Dave Weaver
Reserve Officer Jeff Juetten
Detective Ethan Clark
Detective Charles Cabrera
Officer Anthony Bellissimo
Sergeant Aaron Minor
Detective Alex Gieber
Detective Doug Montgomery
Detective Damien Mendoza
Detective Brandon Petermann
Detective Alex Dyer
Detective James Nolan
Detective Reid Watson
Detention Officer Jamie Rushing
Detention Officer Tony Ekiss
SSU Chris McDowell

**Mounted**
Sergeant Bryan Brown
Officer Gary Sheldon
Officer Ron Windsor.
Officer Danny Garcia Sr.

**Bikes**
Sergeant Bob Bonnette
Officer Jason Kibsey
Officer Ryan McKinnon
Officer John Miller
Officer Steve Negron
Officer Christian Bailey
Sergeant Jeromie O'meara
Officer Aaron Bolin
Officer Paul Wein
Officer Andy Wilson

**Intelligence**
Sergeant Dean Perna
Detective Chris Kinder
Detective Chris Humiston
Detective George Gollihar

**SWAT**
Lieutenant Matt Roadifer
Sergeant Rich Slavin
Detective Andy Marshall
Detective Jerry Rollings
Detective Chris Ruscitti
Detective Cody Dikeman
Detective James Peters
SFD Medic Jeff Jensen

**K9**
Officer Scott DiIullo

On Wednesday, May 13, 2009 President Obama delivered a speech at Arizona State University's Commencement Ceremony at Sun Devil Stadium. Given the size and scope of the event, ASU Police Department requested our assistance in ensuring the event was safe and well organized. The Scottsdale Police Department responded accordingly.

Forty-seven Scottsdale Police employees including a Commander, Lieutenants, Sergeants, Detectives, Officers, Detention and Logistics personnel were assigned to work the event in a variety of functions. Scottsdale PD was directly responsible for organizing the multi-agency Mobile Field Force and provided command post, tactical, K9, mounted, and bike unit support.

The event was attended by over 65,000 people. There were no significant incidents, no significant injuries, and no significant arrests required. ASU Chief of Police expressed his sincere gratitude for the level of support provided and for our direct contribution to an event that was considered a tremendous success.

I would like to commend the personnel listed above for their professionalism and for representing the department so well.

Alan G. Rodbell
Chief of Police

Police Department
An Internationally Accredited
Police Agency Since 1994

Police Department
9065 E. Via Linda
Scottsdale, AZ 85258

PHONE 480-312-5000
FAX 480-312-5097
WEB www.scottsdalepd.com

DATE: May 20, 2009

Lt. Ernie Anderson, 380
Sgt. Todd Larson #553
Sgt. Dennis Gordon #591
Sgt. Bob Manning #536
Sgt. Rich Slavin #742
Sgt. Dean Perna #713
DEA GS Jim Ragan
Det. Chris Blumling #827
Det. Patrick Regan #766
Det. Chris Crescione #751
Det. Brady Bailey #762
Det. Daniel Garcia Jr. #1113
Det. Scott Dersa #1120
Det. Chris DiPiazza #1177
Det. John Herrick #785
Det. Kurt Kinsey #490
Det. Craig Malley #546
Det. Ray Rheingans #386
Det. Cody Dikeman #790
Det. Scott Galbraith #1107
Det. Andy Marshall #369
Det. James Peters #745
Det. Gerry Rollings #376
Det. Chris Ruscitti #705
Det. Chris Kinder #763
Det. George Gollihar #752
Det. Chris Humiston #529
Det. Rhonda Aquipel #736
Det. Jaime Garcia #604
Det. Brian Heisig #581
Det. Anthony Morse #724
Det. Paul Nowinski #799
DEA SA Mike Burke
DEA SA Ruben Garcia
DEA SA TJ Gomez
DEA SA Shannon Scheel
DEA Analyst Gail Fagan
SPD Analyst Shari Spence
PA Kelsey Cohen
PA Debbie Shields
DCA Jennifer Brockel

FROM: Chief Alan Rodbell

SUBJECT: Commendation

In November 2008, the Drug Enforcement Unit began an investigation into a drug dealer who was selling cocaine to patrons of a downtown nightclub in Scottsdale. Evidence was obtained that resulted in the execution of a search warrant for the suspect's residence. The search was productive and led to further investigation of the suspect and his source of supply.

Several drug deals were arranged between the suspect and his source in which sizeable quantities of cocaine were purchased. It was soon evident that the investigation would evolve into a more complex drug trafficking case, and may lead to drug sources in Mexico. The Scottsdale Police Department DEU and the DEA Task Force Group One joined forces for the investigation of this drug trafficking organization. The case was named Operation White Christmas.

As the investigation progressed it became apparent that the best way to proceed was to use a wire intercept. Such investigations are very complex and require extensive planning, resources, and teamwork. The two case agents were SPD Detective Chris Blumling and DEA Special Agent Mike Burke. With the assistance of Deputy Maricopa County Attorney Jennifer Brockel, a Title 3 wire intercept was authorized and executed. The wire tap involved several spins, and the information obtained from the intercept was crucial to the prosecution of the case.

Everyone worked together and made this investigation a resounding success. The two case agents, Chris Blumling and Mike Burke worked very hard and very long hours. The case agents were supported exceptionally well by their respective squads including their supervisors, fellow detectives and special agents, and police aides, as well as the Special Assignment Unit, the Intelligence Unit, the Conspiracy Unit, intelligence analysts, tech support, and SWAT. The supervisors led the effort admirably and worked hard to insure the success of the investigation. The teamwork was exemplary, and leadership was demonstrated at every level.

In April 2009, the long hours and hard work invested by everyone involved in this case resulted in the indictment of 20 subjects on 134 criminal charges. (Five additional indictments are pending along with additional criminal charges.) A significant cocaine dealer was arrested and will no longer deal drugs at the Scottsdale nightclubs. His source of illegal drugs was identified and arrested, along with several members of his drug trafficking organization. Additionally, investigators recovered cocaine, marijuana, methamphetamine, and other illegal drugs, confiscated seven firearms, and seized nearly one-half million dollars in cash and other assets. Operation White Christmas was a great example of what we can achieve when everyone works together as a team. You are hereby commended for your exceptional efforts in this outstanding investigation.

As a final note, the Phoenix Division Office of the DEA was very supportive and a significant source of funding for this investigation. The DEA supported the investigation by supplying phone lines, bi-lingual monitors, personnel, technology, analysis, and intelligence. The support we received was vital to the success of this investigation. Operation White Christmas was a significant local impact case, and an excellent demonstration of interagency cooperation and teamwork.

Alan Rodbell
Chief of Police

Royal Canadian Mounted Police / Gendarmerie royale du Canada

Security Classification/Designation
Classification/désignation sécuritaire
Confidential

file

Royal Canadian Mounted Police
Police Dog Service
#1 Airport Rd - 3rd Floor Box 9865
Edmonton, Alberta, T5J 2T2, CANADA.

Your File Votre référence

SCOTTSDALE POLICE
MAR 31 2008
CHIEFS OFFICE

Our File Notre référence

Chief of Police
Scottsdale Police Department HQ
8401 East Indian School Rd
Scottsdale, Arizona, 85251, USA.

2008-03-18

Dear Chief Rodbell

**Re: K9 High Risk Deployment (HRD) School - Scottsdale, AZ March 10-14, 2008.**

My K9 partner Badge and I had the privilege of attending the K9 High Risk Deployment School hosted by the Scottsdale Police Department K9 Unit from March 10-14th, 2008. The week focused on K9 training in high risk situations where the police dog and handler were exposed to reality based situations involving tactical deployment with SWAT operators, gunfire, distraction devices, vehicle extractions, rural stealth tactics, tactical obedience, shield carry drills, tactical tracking, area searches and building searches. Dog teams from Phoenix, Pinal County Sheriffs, MCSO, Gilbert, Surprise, Salt River and Goodyear were also in attendance.

I was impressed by the cooperation and effort put forth by your department to make this such a successful training event. There were seven officers released for the week to role play as "bad guys" for the police dogs. SWAT operators, James Peters, John Zobel, Rich Slavin, Mark Walther, Gerry Rollings, Chris Dipiazza, Gary Gratz and Scott Galbraith stepped in to run the shooting range and provide instruction and back-up in the training scenarios. The newly acquired Lenco Bearcat APC was also provided by SWAT for our use.

Sgt. Chris Coffee and his K9 officers were very organized and professional and are truly a credit to your department. They provided outstanding venues to expose the police dogs to some truly high speed training. K9 Officer Scott DIULLO was the lead instructor and has a wealth of knowledge in the tactical deployment of police dogs and a willingness to share this with other agencies so that K9 officers might survive a lethal confrontation. Scott was also a gracious host in allowing Badge and I to stay at his home with his family for the week.

I would like to thank you for supporting this inter-agency training in Scottsdale. Please pass on a heartfelt thank you to your K9 and SWAT units for a job well done. I look forward to more joint training with the Scottsdale Police Department in the future and would like to extend an invitation to have your K9 officers come to Canada to joint train with my agency so that I may return the courtesy that was extended to me.

Sincerely,

Joel Mackown, Cst. & PSD BADGE
Royal Canadian Mounted Police (RCMP)
Police Dog Service
Edmonton, Alberta
Canada

Great to see you

Well done gentlemen!
Mark
E Dyer

Canada

ROYAL CANADIAN MOUNTED POLICE
EMERGENCY RESPONSE TEAM (E.R.T.)
EDMONTON TEAM – NORTHERN ALBERTA

JOEL MACKOWN & PSD "BADGE"
POLICE DOG SERVICE
DOGMASTER – EDMONTON E.R.T.

CELL: (780) 719-8482
PAGER: (780) 491-8659
E-MAIL: joel.mackown@rcmp-grc.gc.ca

#1 AIRPORT RD, BOX 9865
EDMONTON, ALBERTA
T5J 2T2

Canada

File

## Rodbell, Alan #855

**From:** Keran, Michael B1264
**Sent:** Monday, April 07, 2008 5:26 PM
**To:** Rodbell, Alan #855
**Subject:** RE: Long time in coming - Thank You

4/10/08

Chief,

I located 3 separate DR's and 1 FI Card:

| | | |
|---|---|---|
| 04-00536 | Subject with a Gun | D. Mendoza<br>J. Heinzelman<br>Z. Neemann |
| 04-24794 | Missing Person | A. Vernon<br>J. Peters |
| CFS-040304-554 | | A. Vernon<br>D. Metz |
| 04-29785 | Warrant Arrest | D. Jansen |

Sergeant, Can overtake thank for the very gracious email.

What a wonderful compliment! Thank to all for impressions us so

All still with us minus Officer Neemann the best I can tell. I have dropped off copies of the reports with Maryann if needed. Please let me know if you would like additional info.

Michael

---

**From:** Rodbell, Alan #855
**Sent:** Monday, April 07, 2008 8:42 AM
**To:** 'S VW'
**Subject:** RE: Long time in coming - Thank You

Thank you for your very kind email. I am very pleased that things are going well. I will try to identify the Officers involved and extend your thanks to them. Many Officers go throughout their careers without knowing how much they have touched others. It is always a nice surprise to hear from someone, regardless of how much time has passed. Be safe.

---

**From:** [redacted]
**Sent:** Friday, April 04, 2008 7:55 PM
**To:** Rodbell, Alan #855
**Subject:** Long time in coming - Thank You

ear Chief Rodbell,

I am embarrassed that I have not contacted you or the department prior to now. To try and make a long story short, about 4 years ago, I discovered that my husband of two years had been a functioning alcoholic for 25 years. As things got worse and worse for him, my horror story began. Over the course of several months there were various reasons for your department to "come to my rescue." There was a time he came home with a gun and threatened to shoot me and kill himself, a suicide watch while he was on the run, talking him off of a cliff,

04/08/2008

two trips to META, and the list goes on. I am sure you have heard this story far too often. An extremely intelligent executive hits rock bottom, finds jail time, destroys family and friends, and becomes homeless and/or ultimately dead.

I have always been impressed and supportive of our Scottsdale Police Department, but the experiences that I had as a very naive (but 48 year old) "victim" were horrific and unforgettable. I know that I owe so much to the detectives and officers that I met over those months. Besides being here instantly when called, their skills, abilities, professionalism, protection of me and my privacy with the neighbors, is just the tip of the iceberg. The kindness, concern, empathy, understanding, and advice that they provided to me and my elderly parents was far over and above what I would have ever expected.

I could go into all of the details but I am sure that you know how valuable your force is to all of us. I feel like I did as a young child when we were taught that "the police are your friend and to always wave as they drive by...." The people of our city have no idea of the variety of issues that your team faces (I'm sure I don't either), but the way that they responded and helped, and made me feel safe, most likely did save my life, and ultimately helped me to start a new one.

I don't remember all of the names and for that I apologize. I hope that you will look them up and thank them from the reference to my name and or address. I have often stopped members of your team just to say thank you and I am sure that they think I must be nuts. However, I will always have the greatest respect for you and your force and can never thank you enough for what you did for me, my ex-husband, my parents, and for what you do every day. Please pass on a big thank you.

I write today as my ex-husband is no longer in my life but has stolen a car in Mesa and is on the run with a suicide threat (history does repeat itself). It reminds me of what I went through and although I doubt that he would ever return here, I know, without hesitation, that I am in good hands if I need them.

I am not writing because I need anything. I am writing because I should have four years ago. I am writing to say that if you need a volunteer to help with other "victims" like me (the unsuspecting and shocked), or to talk about your team in schools, seminars, etc. I can (have the skills) and would do anything to help as I know that "you" would do that and more for me.

Best Regards,

[redacted]

04/08/2008

June 8, 2007

TO: James Peters, Detective
Police Department

FROM: Jan Dolan, City Manager

*CONGRATULATIONS!!!*

Sincerest congratulations on receiving the *Medal of Valor Award* this past week at the PD Promotion/Awards Ceremony. Your courage, bravery and actions which merited this award are truly commendable.

Thank you for your continued dedication and commitment to our citizens and the City of Scottsdale. I am proud to have you on our team - Well done!

Cc: Chief Rodbell ✓

Police Department
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Office of the Chief of Police
8401 E. Indian School Rd.
Scottsdale, AZ 85251

PHONE 480-312-1900
FAX 480-312-1969
WEB www.scottsdalepd.com

January 22, 2007

TO: Officer James Peters

FROM: Alan G. Rodbell, Chief of Police

SUBJECT: 2006 Chief's Award of Excellence Nomination

Congratulations for being nominated for a Chief's Award of Excellence for 2006. It is quite an honor to be recognized by a co-worker or supervisor who took the time to write a nomination for an award of this type.

Attached is a copy of the nomination that was submitted to my office. I thought it would be appropriate for you to read and have a copy of what has been written about you by a fellow employee.

A copy of this memorandum and nomination will also be placed in your personnel file for future reference.

Again, congratulations.

Alan G. Rodbell
Chief of Police

To: Chief Rodbell
From: Officer Craig Abernethy
RE: Chief's Award Nomination

I'd like to nominate Det. James Peters #745 for the Special Assignment Officer of the Year or the Police Officer of the Year because I think he would be a fine recipient of either. As you know, James Peters is one of the most dynamic officers that we have here at the Scottsdale Police department. He is well versed in tactics; investigations, interrogations and experience.

James is unique in the sense that he believes that this job is his calling. He treats his service to the City of Scottsdale as a privilege and a duty. He never falters and is always training, training, training. He trains more than any officer I know and is the person who I most admire for his determination and eagerness to learn more and more. While many of us erroneously view training as simply a POST requirement, James soaks it up. He is mentally and physically prepared, due to his high training standards, so that he can handle many difficult situations.

Prior to his police career, James was called on by his coaches to perform at a high level in college baseball. James of course was a great success as a baseball player. His success, I'm convinced was due to his great training and effort. He was always prepared even for the toughest of competitions. James and his team may not have won every single game, but you can bet that James believed he could win every game and played that way. At the end of his college career, James was recognized as an outstanding ball player.

As stated above, James continues his excellent attitude and superior training standards as a Scottsdale Police Officer (Detective). I would like to see him officially recognized for his outstanding services to the City of Scottsdale citizens and to the Scottsdale Police Department. As in his baseball career, James is currently called on to perform at a high level. This makes sense because this is what he is trained to do. James performed at superior levels time and time again this year. On a competitive baseball team, coaches often start their top players because the outcome of the game depends on the skill and readiness of those chosen to play. The same type of selection process occurs hear at the Scottsdale Police Department. James has trained to be on the "varsity team" here at the Scottsdale Police Department and is often in the game during critical incidents.

Because of James' high attendance at critical incidents, he has been confronted with dangerous situations. One situation that needs to be mentioned occurred when a deranged gunman stole a Krispy Kream truck and then took a hostage at a Safeway store. James ended the situation successfully and saved the life of the elderly hostage. It should be noted that it will never be known how many lives were saved that day by James. Had James not acted as he did, when he did, several officers may have been injured by the hostage taker as several were converging on his location. Later, via the media, the former hostage labeled James as his hero. I concur, James is a Hero.

Another incident occurred in the fall of 2006. James, with the assistance of Thom Myers, successfully countered active-aggressing from a suspect and saved the lives of their partners (police officers) as well as their own. James and Thom were both heroes in this situation.

The common theme in both of the above incidents is training. James Peters trains to win and does not falter. He is prepared and ready for everything. Those who know James are thankful for him as an officer and a friend.

James is a Superman of sorts. He is strong when he needs to be but can be comforting and compassionate when called upon.

James has received many commendations and has been recognized for his work, but I'd like to see him receive an official commendation in the form of a Chief's Award. Throughout his career, James silently battled negative media always with his chin up, never commenting on the spin chosen by the misinformed "journalists". James does what he does because it is the right thing to do. He will continue to do the right thing whether he receives this award or not. For these and many other reasons please consider James Peters for the Chief's Award of Excellence.

Thank you,

Craig Abernethy 704

Gazdzik, Maryann

SPECIAL ASSIGNMENT OFFICER

From: Rodbell, Alan
Sent: Friday, December 08, 2006 2:05 PM
To: Gazdzik, Maryann
Subject: FW: Chief's Awards for Excellence Nominations

From: Burkmier, Richard
Sent: Friday, December 08, 2006 5:49 AM
To: Rodbell, Alan
Subject: Chief's Awards for Excellence Nominations

NOMINATIONS FOR CHIEF'S AWARDS FOR EXCELLENCE

Supervisor of the Year: Sgt. Todd Larson #553
Patrol Officer of the Year: Officer Danny Garcia Jr. #1113
Special Assignment Officer of the Year: Detective James Peters #745
Rookie Officer of the Year: Officer Dave Chilczuk #1164
Police Aide of the Year: PA Marcos Hernandez #B807
Trainer of the Year: (Sworn) Officer Jeff Stewart #761
Trainer of the Year: (Civilian) PA Marcos Hernandez #B807
Team Award: Relief One, District One
(R1/D1: D. Garcia #1113, S. Galbraith #1107, D. Dittman #1146, T. Anderson #828, T. Olson #1121, D. Chilczuk #1164, J. Boyer #1175, R. Burkmier #889)

R1/D1 has contributed to the improvement of the organization by consistently leading the city in virtually every statistical category that is tracked. We lead in calls answer, DR's pulled, arrests, and citations. Not only do we perform at a high level, but we consistently work 14 to 20 hour days and repeatedly answer calls and take reports hours after our 10-7 time.

Hard copy to follow via inter-office.

Police Department
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Police Department
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Scottsdale, AZ 85258

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file

January 27, 2006

TO: Officer James Peters

FROM: Alan G. Rodbell, Chief of Police

SUBJECT: 2005 Chief's Award of Excellence Nomination

Congratulations for being nominated for a Chief's Award of Excellence for 2005. It is quite an honor to be recognized by a co-worker or supervisor who took the time to write a nomination for an award of this type.

Attached is a copy of the nomination that was submitted to my office. I thought it would be appropriate for you to read and have a copy of what has been written about you by a fellow employee.

A copy of this memorandum and nomination will also be placed in your personnel file for future reference.

Again, congratulations.

Alan G. Rodbell
Chief of Police

We would like to nominate a fellow squad member, James Peters for the Patrol Officer of the Year Award.

Recently James was transferred to the HEAT Unit but prior to that he worked hard in patrol. James' work ethic is second to none and certainly rubs off on those around him. We have gained simply by watching him work. His fellow employees have dubbed James "The Puzzle Master" because of his uncanny ability to solve complicated cases.

In his career and within this past year James has been involved in several serious situations. In each situation, James has saved the day by doing what many of us hope we never have to. Recently James was involved in a shooting when a suspect was striking at another officer with a metal pipe from close range. James reacted as most of us hope we could, with accuracy and swiftness. The direct result of James' action was that both James and the other officer were able to go home to their families.

The intent of this nomination is not to focus on the extraordinary incidents, of which any one would be worthy of the award, but to focus on the everyday enthusiasm given to the community every workday by James Peters.

Some will ask, "Did you hear that James got involved in a shooting?" We respond by saying, "Did you hear that James was the first one on the scene." Why is James often first to the scene or at least always around on important scenes?. It is because of his work ethic, enthusiasm, and compassion for the job. He has a strong sense of being accountable to his squad mates and community.

James shows up for work everyday with a can do attitude. Many times I have reached a dead end with investigations only to hear that James had some how found a new lead to continue the case. He is a master of resources and has them all at his fingertips.

James Peters is a true asset and resource to the Scottsdale Police Department. He is certainly a valuable player. James is quiet about his accomplishments and does not toot his own horn. This public honor would show James that his works are not going unnoticed. He absolutely deserves the Patrol Officer Of the Year Award. Please give James great consideration for the award.

Respectfully,
Craig Abernethy 704
Melissa Palopoli 759
Jeff Stewart 761
Tom Meyers
John Zobel 611

[redacted]

SCOTTSDALE POLICE
MAY 16 2005
CHIEFS OFFICE

05/05/05

Scottsdale Police Department
Scottsdale, Arizona

To whom it may concern:

I would like to take a moment to express my sincere thanks to the officers that did such an excellent and speedy job recently, of locating and recovering my stole vehicle.
Knowing such allert and proficient officers are working for this community make Scottsdale the wonderful place that it is.

Thank you again for all your help in the recovery of my Lincoln.

Very truly yours

[redacted]

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January 31, 2005

Alan Rodbell, Chief of Police
City of Scottsdale
9605 East Via Linda
Scottsdale, AZ 85258

Dear Chief Rodbell:

Enclosed is a letter the Scottsdale Area Association of REALTORS® received from [redacted] pertaining to the *Lockboxes for Seniors Program*.

Due to the enthusiasm and support of the Scottsdale Police Department, this program is off to a great start. The assistance we have received from the Policemen who helped us establish the program and help us distribute the lockboxes on a monthly basis has been a significant factor in the success of this worthwhile endeavor. We are especially grateful to Commanders David Marshall and Mike Rosenberger; Crime Prevention Officer Mark Ruffennach; Officers Dan Jensen, Todd Mullenberg, Kory Sneed, Ernest Anderson, Pat Connor, and James Peters; and Police Aide Jerry Lorimer.

It would be appreciated if you would share [redacted] letter with the members of your Department so they will know how much their participation in the *Lockboxes for Seniors Program* means to the recipients and the members of the Scottsdale Area Association of REALTORS®.

Best personal regards,

[redacted]

Chief Executive Officer

Enclosure

Gary, Thanks to everyone involved. This is a worthwhile project & we are making a great difference! Alan Rodbell 2/9/05

Main: 4221 North Scottsdale Road Scottsdale, AZ 85251-3507 TEL (480) 945-7481 FAX (480) 994-8436
Branch: 8707 E. Via de Ventura Drive, Suite 155 Scottsdale, AZ 85258 TEL (480) 488-2100 FAX (480) 488-2092

November 17, 2004

[redacted] Chief Executive Officer
Scottsdale Area Association of REALTORS®
4221 North Scottsdale Road
Scottsdale, Arizona 85251

Dear Mr [redacted]

For the first time during my "senior years", I've seen a project which truly BENEFITS disabled seniors, relieves our minds, and frees us from several unspoken fears. In reference to the Rescue Lock Boxes recently distributed by your Association, I'm the lucky recipient of one of those emergency lock boxes.

In 10 years, I've undergone over 45 surgeries and hospitalizations, along with 6 weeks of daily radiation. What's left of me is pretty well, just a crispy critter. Chemo & radiation for the first cancer got me a second cancer five years later; hairey cell leukemia and two more rounds of even more toxic chemo.

I'm 72 years old now and in good shape (consideringl). But, I live upstairs in a low income housing project for the aged. No one warned us that old age ain't no place for sissies. Neighbors aren't neighborly anymore. Families, what's left of them, are scattered to the four winds. There's an 80 page directory crammed with agencies that receive a heckovalot of money to provide "services" to the aged. There's another directory full of agencies that hold fund raiser, balls, & marathons allegedly to benefit the victims of catastrophic diseases. In 11 years of being the doubtful beneficiary of three catastrophic diseases, I've never received, nor have I known anyone that has received one sigle tangible benefit from any of the agencies.

That is until SAAR came along. The tamper-proof lockboxes are a HUUUUUGE benefit to disabled seniors, regardless of how Spartan our housing, how little police/ET response reaches our actual lives & the lives around us, and regardless of the favoritism that permeates so many agency administrations.

Your simplified process doesn't invade the painful details of our sterile lives nor degrade us with expectations that humiliate us for our multiple limitations. Your coordinator somehow gets the job done without making us jump through deeply personal information hoops.

I've lost track of the old ladies that have cried in my presence about their fears of dying alone because they don't believe they will be able to unlock their door during a heart attack &/or stroke. Others weep at the idea that they will smell bad and be "nasty" when they are finally found after dying --- because no one can get in until the smell becomes noticeable. Others have wept tears of humiliation, (me included) when remembering the uproar surrounding their having called an EMP &/or ambulance during a previous crisis event. And, there's the fear of an unlocked door.

Your Rescue Lock Boxes changes all of these awful scenarios and makes possible better handling and better outcomes than ever before.

Whoever conceptualized your RESCUE concept should receive considerable recognition. It's truly an inspired concept with subrosa roots that are yet to be discovered. It's a project that will ALWAYS be needed by the most vulnerable & least protected in society; impoverished, elderly, sick people with multiple disabilities. Shakespeare said it better than I can: "My life itself, and the best heart of it, thanks you for this great good care of my body and soul."

Best regards,
[redacted]

Police Department
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9065 E. Via Linda
Scottsdale, AZ 85258

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FAX 480-312-5097
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file

09/27/2004

**TO:** Officer James Peters

**FROM:** Commander Mike Rosenberger

**SUBJECT:** Commendation

On 09/26/04 you, along with other officers, responded to the Bookmart, 10818 Scottsdale Rd regarding a subject that had just passed a counterfeit $100.00 bill. While you were there you received a call from the Harkins movie theater that they also had a similar subject also just try to pass a counterfeit $100.00 bill.

You responded to the Harkins and obtained a physical description of the suspect and that he was last seen walking away from the theater. There was no mention of a vehicle at this time.

A short time later you displayed remarkable observations by observing a subject sitting in the back of a two-door vehicle that was stopped at a light for northbound Scottsdale road while you were traveling southbound on Scottsdale Rd. You were able to get turned around and you stopped the vehicle.

During your investigation you were able to develop probable cause to arrest the suspect. The suspect had multiple warrants for his arrest for forgery and for parole violations and you were able to arrest one of the passengers. You were able to seize multiple counterfeit $100.00 bills some that were only half printed, and other evidence that lead to seven other victims in two cities as well as marijuana.

The suspect also had file stops out for him from Glendale, Phoenix, Phoenix ROP and the U.S. Postal Service. Phoenix and the U.S. Postal service responded to assist with the investigation. This is currently an on going investigation, which is sure to clear multiple cases.

I appreciate the initiative, attention to detail and your commitment to making our community safer.

Congratulations Officer!
Commander
9/26/04

James,
Excellent work!
Great Crime Case

**Allen, Cheryl**

**From:** Melton, Thomas
**Sent:** Wednesday, September 08, 2004 10:42 AM
**To:** Allen, Cheryl
**Subject:** FW: Incident Report 04-25132

file

Please find out who
-----Original Message-----
**From:** Rodbell, Alan
**Sent:** Wednesday, September 08, 2004 10:41 AM
**To:** Melton, Thomas
**Subject:** FW: Incident Report 04-25132

Can you tell me who else was involved? Thanks.
-----Original Message-----
**From:** [redacted]
**Sent:** Wednesday, September 08, 2004 10:38 AM
**To:** arodbell@scottsdaleaz.gov
**Subject:** Incident Report 04-25132

Last night I was surprised to find four or five police officers in my back yard in pursuit of a car thief that crashed his car into my block wall. They quickly removed my wife and I from the house, searched the grounds and house and made every attempt to apprehend the thief. We do not know if they got him but I wanted you to know we thought the police did an professional job, treated us with respect and courtesy and made us proud to be in your City. Special thanks to Officer K Orvis 836 who informed us of the situation and victim rights. [redacted]

1L10 823 Krusbie
1L12 - 722 Yamamori
1L13 854 Capone
1L14 853 McWilliams
1L2 - 767 Weslosky
1L4 802 Hyzan
1L5 807 Crawford
1L7 756 Ferrer
1L71 479 Sgt Ryan
1L8 789 Blackwell
1L9 562 Haines
4L40 - 745 Reteis & 559 Sayre
4L4 730 Stumpf & 1117 Powell
4L11 - 878 Nolan

4L12 - 838 Clark
4L5 - 649 Crowley
4L6 734 Rivera
4L64 Sgt Duggan
4L9 - 836 Orvis
K27 - 804 Alvarado

Radio Personnel Dispatcher
Central Supv
Arrival DPS
Queen Creek - DPS

Great job everyone. Thanks for all the work.
Alan R. Rodbell
9/10/04

09/08/2004

Trillo, Jeff

From: on behalf of Trillo, Jeff
To: Gesell, Steve L.
Subject: Assist to Payson PD in re R Squillante

~~Here is a list of those officers who participated in the search warrant.~~

- A Marshall
- S Smith
- R Windsor
- R Slavin
- J Trillo
- J Zobel
- S Carpenter
- S Twitchell
- J Dorer
- J Peters
- C Ruscitti
- A Davis
- J Herrick
- S Dilullo
- JR Parrow
- R Hoskin
- R Bayne
- J Ponder
- J Ghiglia
- B Moloney
- J Kertesz
- C Dikeman
- R Rucker
- T Wattier
- D Henrickson (RFD)
- J Schutte (RFD)
- E Cano (RFD)

Of special note, Detective Smith worked extensively with Payson PD Detective VanCamp with pre and post operations investigations. As part of this, Detective Smith taught the Detective about a new investigative tool, that is obtaining a court order for cell phone records and realtime tracking. Additionally, Detective Smith provided Detective VanCamp a behind the scenes tour of the functionings of a larger police agency's operations capabilities. Detective VanCamp walked away throughly impressed, extremely appreciative, and has since called back for advice and direction in other areas of policing.

Regards,

Jeff Trillo, Sergeant
Special Assignments Unit

Great job all. Thanks
Alan Rayburn 9/3/04

GREAT WORK BY ALL!
TJH DEPUTY CHIEF CROSS

Payson POLICE
303 North Beeline Highway • Payson, AZ 85541 • (928) 474-5177
DIAL 911

SCOTTSDALE POLICE
AUG 12 2004
CHIEFS OFFICE

August 6, 2004

Scottsdale Police Department
Chief Alan Rodbell
9065 E. Via Linda Ave.
Scottsdale, AZ 85258

Dear Chief Rodbell,

On behalf of the Payson Police Department I would like to take this opportunity to express appreciation for the assistance provided to my officers in an investigation involving a [redacted] Officers from the Scottsdale Police Department, including members of the Special Assignment Unit as well as Sergeant Jeff Tricco and Detective Scott Smith, provided our detectives with assistance in serving a search warrant on [redacted] mother's home in Scottsdale. [redacted] who has an extensive criminal history including taking an individual hostage by knifepoint, and was pending indictment for a stabbing, was considered to be armed and dangerous. [redacted] has since been apprehended and sent to the Arizona Department of Corrections and the matter has been disposed of.

Once again thank you for your assistance, if the Payson Police Department can ever return the favor please do not hesitate to contact us.

Sincerely,

Gordon H. Gartner, Chief of Police
Payson Police Department

/kb

Phoenix (602) 254-0481
or (602) 254-0432
Fax (928) 474-4558
Business (928) 474-5177
(TDD Accessible)

Police Department
An Internationally Accredited
Police Agency Since 1984

Police Department
9065 E. Via Linda
Scottsdale, AZ 85258

PHONE 480-312-5000
FAX 480-312-5097
WEB www.scottsdalepd.com

**04/13/04**

**TO:** **Officer James Peters #745**
**Officer John Heinzelman #844**
**Officer Dan Blackwell #789**
**Officer Ed Haines #562**
**Officer Scott Diiullo #502**

**FROM:** **Commander Mike Rosenberger**

**SUBJECT:** **Commendation**

On 04/12/04, at 0220 hours, you responded to a check activity call at the Albertsons grocery located Hayden Rd. & Indian Bend Rd. Specifically, suspect/s were believed to be burglarizing vending machines at the location.

You each exercised sound tactics in establishing a perimeter and moving into the area without alerting the suspect/s to your presence. Subsequently, two suspects were discovered burglarizing vending machines. Both suspects were taken into custody without incident. It was later determined that both suspects were on probation and additional stolen property and drugs were found in their possession. The arrest of these two suspects undoubtedly prevented additional locations from being victimized.

I appreciate the excellent team work exhibited and your commitment to making our community safer.

**Lewis Prison Deployment Roster– January 20, 2004**

file

**Commanders**
Lt. Steve Gesell 454
Lt. Scott Popp 478

**Tactical Entry**
Sgt. Jeff Trillo 557
Det. Mark Walther 637
Det. Andy Marshall 369
Det. Scott Smith 655
Det. Rich Slavin 742
Det. Ron Windsor 398
Ofc. Chris Crescione 751
Ofc. John Herrick 785
Det. Chris Ruscitti 705
RFD Tactical Medic Ernie Cano

**Tactical Entry**
Sgt. James Dorer 504
Sgt. Joe Kertesz 621
Ofc. John Zobel 611
Ofc. Scott Carpenter 541
Ofc. Cody Dikeman 790
Det. Bill Moloney 316
Det. Akil Davis 731
Det. Tony Morse 724
Ofc. James Peters 745
Det. Shawn Twitchell 435
Ofc. John Ghiglia 743
RFD Tactical Medic Dave Henrickson
RFD Tactical Medic Jim Schutte

Thank you everyone for your
Wise Input & Assistance
Ofc Peters
3/7/04

**PRT**
Sgt. Rob Rucker 537
Det. Jerry Rollings 376
Det. Pat Ryan 597
Det. Todd Larson 553
Ofc. Tim Wattier 665
Det. Jason Ponder 700

**CNT**
Sgt. Bob Manning 536
Sgt. Rob Hoskin 616
Ofc. Amy Fairfield 687
Ofc. Ron Bayne 559

ARIZONA DEPARTMENT OF PUBLIC SAFETY
2102 WEST ENCANTO BLVD. P.O. BOX 6638 PHOENIX, ARIZONA 85005-6638 (602) 223-2000

JANET NAPOLITANO
GOVERNOR

DENNIS A. GARRETT
DIRECTOR

February 26, 2004

SCOTTSDALE POL
MAR 4 2004
CHIEFS OFFICE

Alan Rodbell, Chief of Police
Scottsdale Police Department
9065 E. Via Linda
Scottsdale, Arizona 85258

Dear Chief Rodbell:

On January 18, 2004 two inmates at the Arizona Department of Corrections Lewis Prison facility attempted an escape. During the course of the escape attempt one of the inmates gained control of the Morey Unit guard tower, taking two correctional officers hostage. He then gained access to the tower's AR 15 and fired on other correctional officers who had confronted the second inmate in the yard. As a result, the inmates barricaded themselves and the hostages in the guard tower.

These inmates were now armed with two firearms and assorted chemical agents and dispersal systems. The tower itself presented unique tactical challenges as the inmates controlled the high ground and the tower was designed to be impregnable. Thus began the longest prison hostage situation in Arizona and U.S. history.

Personnel from the Scottsdale Police Department responded and functioned under the Joint Law Enforcement Incident Command. They were faced with a formable task. Their professionalism, creativity and discipline played a significant role in the ultimate release of the hostages and a peaceful resolution of this incident.

The manner in which your personnel performed their duties in supporting this operation was in the highest traditions of law enforcement and the Scottsdale Police Department in particular. You can be proud of their contribution in resolving this difficult and highly dangerous situation.

I am proud to have served with such dedicated personnel from the Scottsdale Police Department on this incident. Please extend to all of them my sincere appreciation for a job well done.

Sincerely,

Norm Beasley, Lt. Colonel
Assistant Director
Criminal Investigation Division

[redacted]

Chief Rodbell
Scottsdale Police Department
9065 E. Via Linda
Scottsdale, Az 85258

Chief Rodbell:

This is a note to thank the many members of the police department for what they did for me by coming to my graduation. Lt. Papp organized everything and I appreciate his effort. I would like to thank also: Chief Cocca, James Porer, Commander Biggam, John Herrick, Lt. Gescill, John Zobel, Bill Maloney, Scott Carpenter, Andy Marshall, Amiri Fairfield, Ron Windsor, Melissa Palopoli, James Peters, Tim and Jen Wathier and Medic Steve Springborn.

Would you please make sure they each know how much it meant to me having them there. Thank you again.

Sincerely,

[redacted]

Thanks again Chief Rodbell
7/12/04

Peters

To: Alan G. Rodbell
Chief of Police
Scottsdale Police Department
From: [redacted]
Citizen"s Police Academy
Re; Ride along

SCOTTSDALE POLICE
NOV 2 5 2003
CHIEFS OFFICE

On Monday Nov 17th, I experienced a ride-along as part of the Citizen's Police Academy. It started at 6:30 AM in district # 1, where I was assigned to Officer James Peters. I thoroughly enjoyed the experience and the service calls that Officer Peters responded to. Most of all I admired the professional way Officer Peters conducted himself and the respect he demonstrated in handling the people involved in the calls. His conduct, demeanor and concern, not only benefits the Scottsdale Police Department , but every citizen that lives in the community. This is a definite indication of the excellent training and supervision he receives from the department. Thank you again for this enlightening program.

[redacted]

Nov. 20, 2003

Thanks. Great job. You certainly impressed Mr. Stapinski

11/26/3

OFC PETERS
THANKS FOR REMINDING ME
SPD SO WELL!
DEPUTY CHIEF CCCA

City of Tempe
P.O. Box 5002
120 East Fifth Street
Tempe, AZ 85280
480-350-8306

Tempe

Police Department

SCOTTSDALE POLICE
FEB 10 2003
CHIEFS OFFICE

February 3, 2003

Chief Alan Rodbell
Scottsdale Police Department
9065 E. Via Linda
Scottsdale, Arizona 85258

Dear Chief Rodbell:

On December 31st, January 2nd and January 3rd your Mounted Unit, Mobile Field Force, and some of your Police Officers assisted our department with traffic control and security at the Tostitos Fiesta Bowl Block party, Fiesta Bowl pep rally, and the Fiesta Bowl game. This years Fiesta Bowl was the national championship game and attracted well over 100,000 people to the downtown Tempe area and national media coverage.

Your mounted unit along with other mounted units from valley agencies were key to the success for these three events. Because of your departments involvement we were able to have a huge mounted police presence of approximately twenty horses each day. This mounted presence prevented criminal conduct and civil disorder that could have occurred at any of these events.

The mounted officers spent long hours in saddle and dealt with a large crowd that at times was difficult to deal with. Your mounted officers were patient and professional in dealing with the public and represented your department very well. The following mounted officers should be commended for their performance during the three events.

Steve Boltz
Sergeant Tom Hill
Kirk Toth
Danny Garcia
Gary Sheldon
Bill Yedowitz

Your Mobile Field Force also helped the Tempe Police Department with a show of force for all three events. We received compliments from the many people attending the events stating that they felt safe due the presence of all the officers. The following officers should be commended for their performance during the events, especially following the football game:

Dave Alvarado
Mark Barnett
Greg Carlin
Randy Crowley
Duhame, Dale
Jason Glenn
John Herrick
Reggi Johnson
Craig Abernethy
Bryan Brown
Scott Carpenter
T. R. Davidson
Kevin Furia
Dennis Gordon
Glen Jim
Travis Kerby
Ron Bayne
Jim Butera
Wayne Crenshaw
James Dorer
Gabriel Garcia
Chris Hall
Mark Johnson
Dan Kiricoples



JPeters-PDfile-PRR-000071

| | | |
|---|---|---|
| Chris Kopp | Derick Litchfield | Hugh Lockerby |
| Chance Lovell | Marc Lupkin | Warren Menge |
| Jim McDonough | Guy Milanovits | Bill Moloney |
| Doug Montgomery | Tony Morse | Kevin Murray |
| Jerome O'Meara | Andrew Parker | Brad Penner |
| ~~James Peters~~ | ~~Jim Powers~~ | Mike Reardon |
| Patrick Regan | Hector Rivera | Rob Rucker |
| Pete Salazar | Wes Shaffer | Jeff Smythe |
| Ken Strohmeyer | Jennifer Swanson | Bryan Thomas |
| Brent Vahle | Jeff Walther | Jen Wattier |
| Ron Welton | Ron Windsor | Phyllis Zobel |

Officer P. Hinsberg, Officer Ben Post, Officer P. Ryan and Officer C. Wilson were assigned to work the money room. By covering this assignment they freed up some of our officers to work other posts. Without their help we would have had areas unmanned.

Thank you for your support during this years Block Party, Pep Rally, and Fiesta Bowl Game, your department helped maintain Tempe's reputation as one of the leaders in hosting safe special events.

Sincerely,

Ralph Tranter

Ralph Tranter
Chief of Police

Great job Sergeant. This was a wonderful
Jeff Lam. I. Lamb.

ALTHOUGH THIS IS A YEARLY EVENT,
WE ALL TRULY APPRECIATE THE
PROFESSIONALISM YOU PUT FORWARD.
YOU MAKE US PROUD.

Peters

SCOTTSDALE POLICE
DEC 9 2002
CHIEFS OFFICE

December 4, 2002

Doug Bartosh, Chief of Police
Scottsdale Police Department
9065 E Via Linda
Scottsdale, AZ 85258

Dear Chief:

I wanted to write to commend the extraordinary staff at the Scottsdale Police Department.

As you know, on December 1, 2002 my husband was involved in an incident where he was injured. At 4:30am I received the call that all police wives dread. I spoke to Officer Dan Kiricoples who handled the phone call extremely well. He identified himself and then immediately assured me my husband was OK but was injured. Officer James Powers then came to pick me up and take me to Kevin at the hospital. On the ride to the hospital I was assured by Officer Powers that Kevin was OK but had hurt his back and needed xrays and a CT scan.

When I got to the hospital there were at least six officers with Kevin who immediately put themselves at my disposal. The hospital staff was very cooperative with all of us (the police and my family and friends that were present). Throughout the whole morning, up until he was released, we were constantly surrounded by officers and SPD staff. It was extremely reassuring to me, especially since this was my first time going through this (I am praying it will be my last!)

Again, I would like to acknowledge everyone who supported us during this time and I am thankful and proud of everyone who assisted us in this time of crisis. This list I am sure is not complete, and please forgive me if I left a name out.

Officer Dan Kiricoples
Officer James Powers
Officer Ethan Clark
Officer James Peters
Sergeant Hoskins
Lieutenant Scott Popp
Sarah Popp
Officer Doug McCumber
Deputy Chief Cocca
Officer Brady Bailey
Officer Stacey Hanson
Officer Benidict
Officer Boltz
Captain Mike Anderson
Captain Haenel
Detective Zoebel

Again, I would just like to thank you and your incredible staff for making a terrible situation seem bearable.

Sincerely,

[redacted]

My thanks and appreciation to each of you! Chief Bartosh 12/9/02

TO ALL... THANKS FOR YOUR DEDICATION TO SERVICE AND YOUR OUTSTANDING PROFESSIONALISM. Sue Taylor

# City of Scottsdale

## SUPERIOR PERFORMANCE AWARD NOMINATION FORM

### I. INFORMATION

To be completed by Nominator

Employee's Name: James Peters

Employee's Department: ~~Police Department~~

Employee's Job Title: Police Officer

Criteria Code: J

Dollar amount of award: $50.00

Net or Gross: Net

Nominated By: J. C. Taylor

Nominator's Title: Police Sergant

To be completed by the Dept. SP3:

Social Security #

Employee Center # 02200

Charge Center # 02200

* Enter your department's Charge Center # if the nominated employee is from another department and the award will be paid from your department.

### II. REASON FOR THE SUPERIOR PERFORMANCE AWARD

Provide a brief description, with sufficient detail, of the reason(s) for this Superior Performance Award. Identify the effort/action and the benefit to the City. Attach sheet if more space is needed.

James Peters participated in the annual fitness testing for the Scottsdale Police Department. The testing took place from October 30, 2001 through February 28, 2002. James Peters went beyond the minimums required for passing the mandatory test. This has shown a true commitment to fitness and the department values. The levels achieved are from 65% to 79%, and per Scottsdale Police operational orders, James Peters should receive a net award of $50.00.

### III. APPROVAL

Your signature indicates you have reviewed this nomination and it meets the criteria in the Administrative Guideline for Superior Performance Awards (AG #368).

| | | | |
|---|---|---|---|
| Nominator's Supervisor | Date | Nominator's SP3 (Sherry L. James) | Date 4-9-02 |
| Nominator's Director | Date | Nominator's General Manager (or designee) | Date 4-10 |
| ACM or City Manager ($1,000 net or more) | Date | Nominated employee's Supervisor (if employee does not work in nominator's department) | Date |

James, Sherry L.

From: Wilson, Maggie
Sent: Friday, February 22, 2002 10:07 AM
To: ALL CITY STAFF
Subject: HotLine No. 80 PD/Rural/Metro Employees Treated In Wednesday's Explosion

# HOTLINE

February 22, 2002 No. 80

## Five Scottsdale Police Officers, Rural/Metro Paramedic Treated and Released In Wednesday's Explosion

The training facility explosion on Wednesday that killed Sgt. Tom Hontz also resulted in other injuries at the scene. Five Scottsdale Police Officers and one Rural/Metro Paramedic were also injured. They are: Sgt. Bryan Brown, Officer Benjamin Felice, Officer Akil Davis, Officer Jim Peters, Officer John Ghiglia and Paramedic Jim Schutte. All were treated and released on Wednesday night and are now home.

Understandably, this tragedy has caused a great deal of stress with many of our employees. The Police Department's Critical Incident Stress Management Team is working with PD employees already. If any other, non-Police Department employees would like to talk through this incident, they can access the city's counseling service, CONTACT, by calling (602) 756-6760 or the Critical Incident Stress Management Team, at x22598 (Connie James) or x27922 (Hugh McGill).



JPeters-PDfile-PRR-000075

**CRITICAL RESPONSE AWARD**
**JANUARY 12, 2002**

CAPT. DON KEENOM
CAPT. BARRY VASSALL

LT. ANTHONY GIBSON
LT. CRAIG CHRZANOWSKI
LT. STEVE GESELL
LT. SEAN DUGGAN

SGT. DOUGLAS DIRREN
SGT. BRAD BEAMAN
SGT. DAN DUBOIS
SGT. RANDY STRINGFELLOW
SGT. JEFFREY SMYTHE
SGT. ROBERT MIERS
SGT. FRANK O'HALLORAN
SGT. TOM HONTZ
SGT. JAMES DORER
SGT. JEFF TRILLO
SGT. ROBERT MANNING

DET. TANYA CORDER
DET. PAUL ARNOLD
DET. FRANK NAGY
DET. SCOTT GREEN
DET. PETER BOGUMILL
DET. MARY JO HALL
DET. JOE LEDUC
DET. DANIEL RINCON
DET. RAY RHEINGANS
DET. SCOTT SMITH
DET. MARK WALTHER
DET. RONALD WINDSOR
DET. MICHAEL HANAFIN
DET. WILLIAM MOLONEY
DET. DENNIS GORDON
DET. PATRICK RYAN
DET. TODD LARSON

OFC. ROBERT HOSKIN
OFC. E. J. ECHIVERRI
OFC. RICHARD ROYSTON
OFC. BEN FELICE
OFC. CHRIS COFFEE
OFC. JOHN HERRICK
OFC. BRADLEY PENNER
OFC. KENNETH MOORE
OFC. MARC LUPKIN
OFC. KEVIN BINGHAM
OFC. MICAH JOHNSON
OFC. ERIC SPANO
OFC. BENJAMIN HOSTER
OFC. SCOTT CARPENTER
OFC. JAMES PETERS
OFC. AKIL DAVIS
OFC. DENNIS KNAPWURST
OFC. BRIAN ZELLER
OFC. DAVE KAMLEITER
OFC. JASON GLENN
OFC. ERIC WILLIAMS
OFC. JOHN ZOBEL
OFC. CARL ANGELINI
OFC. JENNIFER WATTIER

RES. OFC. JEFF JUETTEN
RES. OFC. FRANK HYLTON

PA TRACY McLAUGHLIN
ANTHONY BREWER
DET. OFC. ALAN HALE

ERNIE CANO – RMFD
JIM SCHUTTE - RMFD

TO: Officer George King 121201
Officer Jeromie O'Meara
Officer Mark Johnson
Officer Amii Fairfield
Officer Gary Thornton
~~Officer James McDonough~~
Officer Tim Wesloski
Officer Jeff Stewart
Officer Heidi Parrow
Officer Matt Evans
Officer Hector Rivera
Officer Kevin Murray
Officer Aaron Henderson
Officer Gareth Braxton-Johnson
~~Officer James Letois~~
Officer Travis Kerby
Officer Hugh Lockerby
Officer Brandon Sullivan
Officer Steve Crause
Officer Mary Stuart Hosman
Officer Akil Davis
Officer Phyllis Zobel
Officer Todd Holdaman
Officer Benjamin C. Hoster

FROM: Lieutenant Anthony Gibson, Program Manager, Field Training Program

SUBJECT: Superior Dedication Letter of Appreciation

It is with great pleasure that I recognize your selfless dedication to the Scottsdale Police Department training program. All of you have voluntarily devoted your time to either participating in Field Training Phase V evaluations or conducting training at ALEA for all the police departments represented there. Your performance has received nothing but praise from those that observe and manage you as representatives of Scottsdale Police Department. For this I am most pleased and proud.

As a token of my appreciation, please accept this letter as a testament of your devotion to quality training. Your letter will be made a permanent part of your service record. Also, please enjoy the movie tickets.

Anthony Gibson
Program Manager, Field Training Program

City of Scottsdale

## SUPERIOR PERFORMANCE AWARD

Employee Center # 02200 Department Police

Employee Name: Peters, James Social Security # [redacted]
Last, First

Classification: Officer Job Code

### SUPERIOR PERFORMANCE AWARD

# 150. Dollar amount to be awarded (X) Net ( ) Gross

### PLEASE ATTACH DOCUMENTATION

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| | | | |
| General Manager | Date | Director | Date |
| [signature] | 11/6/01 | | |

PAYROLL - WHITE HUMAN RESOURCES - YELLOW CENTER - PINK

S355794 (5/93)

JPeters-PDfile-PRR-000078

# SCOTTSDALE POLICE DEPARTMENT

*SUPERIOR PERFORMANCE AWARDRECOMMENDATION*

| | | | |
|---|---|---|---|
| Employee Name | Officer Owen Keefe #412<br>Officer James Peters #745 | [redacted] | |
| Title | Police Officer | Serial Number | see above |
| Bureau/Division | USB | | |
| Social Security | see above | Employee Center | 02200 |

**Brief description of the performance:** On 9-19-01 at approximately 1800 hours, Ofc. Keefe and Ofc. Peters were in their assigned vehicles and were driving from different locations in District Two. They were headed south on the 101 freeway when they heard emergency traffic broadcast about a robbery that had just occurred near Pima/Frank Lloyd Wright. Each officer decided to stop on the shoulder of the freeway in order to take up a bulls-eye position and look for possible suspects. During this time, Ofc. A. Fairfield also heard the emergency traffic and then broadcast critical suspect information on the emergency channel.

Ofc. Peters saw the suspect vehicle described by Ofc. Fairfield as the vehicle went S/B on the 101 from about Chaparral. He called out this information to Ofc. Keefe who had also observed the suspect vehicle. Both officers then maintained sight of the vehicle and requested assistance with a felony stop. The vehicle was stopped and the investigation showed the occupants were in fact responsible for this armed robbery as well as a string of other robberies around the valley.

RECEIVED
NOV - 6 2001

**Describe how the performance exceeds expectations:** Our expectation is that officers assigned to calls will handle those calls appropriately. In this case, none of the officers involved were assigned to the hot traffic. Ofc. Keefe was headed to canine training after responding for a canine call-out. Ofc. Peters had been assigned as an actor for the SWAT scenario that night and was returning to district one.

Ofc. Keefe and Ofc. Peters each evaluated the circumstances of the suspect vehicle and determined the need to take enforcement action. While the occupant of the vehicle did not match the suspect perfectly, he was close enough that they decided to take action. It would have been easy for them to rationalize the circumstances as not related and then take no action. Their prompt and correct action allowed us to clear a well-sustained string of armed robberies around the valley.

**Other related or important information:** After the arrest and processing of the suspects, Ofc. Keefe returned to the scene and was able to locate the suspect's weapon that had been thrown from the window as the vehicle slowed for the felony stop.

| | | |
|---|---|---|
| Recommended Award | Keefe = $200<br>Peters = $150 | net amount |

| | | | |
|---|---|---|---|
| Submitted by: | J. Smythe #451 10-25-01 | | Sergeant |
| Approved by: | D. Keenom #271 11-5-01 | | Captain |
| Approved by: | 11-5-01 | | Deputy Chief |

SUPERIOR PERFORMANCE AWARD FORM

Employee Center 2200 Bureau/Division D1

Employee Name James Peters Soc Security# [redacted]

Title Police Officer

Brief description of the performance:

James Peters participated in the Police Departments Physical Fitness Program in July of 2001. The fitness assessment/test was based on the nationally recognized Cooper Fitness Standards. James scored in the 74 percentile of the Cooper Standards which is at or above the average 40% passing score.

Describe how the performance exceeds expectations:

James participated in this Fitness Test and performed at an above average level. He led by example by taking the test to enhance his overall wellness and fitness level.

Other related important information:

The Police Department is a strong advocate of the Physical Fitness and employee wellness. Not only did James participate, but, he scored at well above the national averages. Per the guidelines set by the Fitness Committee he is entitled to the amount of $50.00.

OCT

Recommended Award: $50.00

Submitted by: SGT. J. C. Taylor Physical Fitness Coordinator

**********

Endorsements

Division Manager J C Taylor Approve (✓) Disapprove ( ) Date 10-2-01

Captain [signature] Approve (✓) Disapprove ( ) Date 10-2-01

Deputy Chief Approve ( ) Disapprove ( ) Date

Approved for $ net amount

JEFF, SCOTT, & JAMES - THANKS FOR EXTENDING A HELPING HAND SO WELL. YOU MAKE US PROUD.
Dee Taylor 9-21-01

Jeff., Scott & Jim- Many thanks for the great assistance you provided to a fellow agency officer! Chief B 9/17

GILBERT
ARIZONA

SCOTTSDALE POLICE
SEP 17 2001

September 12, 2001

SGT. SMYTHE; OFC'S CARPENTER; PETERS GREAT EXAMPLE OF WHY WE ACE THE BEST. THX DC COCCA

Peters

Chief Douglas Bartosh
Scottsdale Police Department
9065 East Via Linda
Scottsdale, AZ 85268

Dear Chief Bartosh:

This letter is to commend officers of the Scottsdale Police Department for assistance provided to Detectives of the Gilbert Police Department Special Investigation Unit.

On July 5, 2001, detectives from the Gilbert Police Special Investigation Unit conducted surveillance at the Days Inn Hotel in Scottsdale in attempt to locate suspects in an auto theft investigation. Several of the suspects had outstanding warrants for their arrest, and were known to be involved in narcotics sales.

During the surveillance, three stolen vehicles were observed arriving at the hotel being driven by the suspects under investigation. Sergeant Jeffrey Smythe was the supervisor on duty at the time, and was contacted by our detectives for assistance in the event the subjects attempted to flee when contacted and to have a uniformed officer present upon contact. Detectives advised Sergeant Smythe that the surveillance could last for an extended time, and they would need to move in at short notice when the suspects arrived. Sergeant Smythe did not hesitate to provide assistance, and assigned Officers S. Carpenter and J. Peters to assist in the surveillance and contact. Sergeant Smythe also provided a Scottsdale Police radio to the detectives to communicate with Officers Carpenter and Peters directly when the targets arrived.

The suspects arrived driving a stolen vehicle, and Officers Carpenter and Peters assisted the Gilbert Detectives, who were in plain clothes, in the contact and securing of the subjects. Eight persons were located in the hotel room upon contact, four of which had felony warrants. Sergeant Smythe arrived on scene, and provided additional officers and resources to transport those arrested along with a canine unit to assist in the search of the hotel room after narcotics were discovered inside. As a result of the assistance of the Scottsdale Police Department, over $65,000 in stolen vehicles and property was recovered and five suspects booked into jail.

The Detectives of the Special Investigation Unit were extremely impressed with the level of assistance and resources provided by Sergeant Smythe, Officer Carpenter, Officer Peters, and the other officers who responded. This unit often works with other police agencies in the valley, and the level of assistance and commitment they received from your agency and officers on this occasion was uncommon. The detectives and I wish to commend the Scottsdale Police Department for the professionalism and commitment to duty demonstrated by your officers in this investigation.

Sincerely,

GILBERT POLICE DEPARTMENT

John C. Brewer
Chief of Police

Town of Gilbert | Police Department
1025 South Gilbert Road, Gilbert, AZ 85296 Phone: 480-503-6500 Fax 480-503-6550 www.gilbertaz.gov
An Internationally Accredited Law Enforcement Agency

[redacted]

Officer J. Peters) 745
Scottsdale Police Department
9065 E. Via Linda
Scottsdale, Az 85258

Dear Officer Peters,

My congratulations on the astute & sharp observation you made of a traffic violator which led to the arrest of an individual who had raided my mail box and took a check.

Keep up the good work.

Sincerely,

[redacted]

c.c. Chief of Police

Jim - Many thanks for such a great job!
Chief Bartlett
5/29/01

OK. PETERS, GREAT JOB, KEEP UP THE GOOD WORK
DC COCCA

JIM... GREAT ARREST! MAIL THEFT IS TRULY BECOMING A HUGE PROBLEM. THANKS!
Dan Taylor 5-31-01

City of Scottsdale

## SUPERIOR PERFORMANCE AWARD

Employee Center # 02200 Department Police

Employee Name: Peters, James Social Security # [redacted]
Last, First

Classification: Officer Job Code

**SUPERIOR PERFORMANCE AWARD**

$ 100.00 Dollar amount to be awarded (X) Net ( ) Gross

**PLEASE ATTACH DOCUMENTATION**

| Supervisor | Date | PAC | Date |
|---|---|---|---|
| General Manager | 7/3/01 Date | Director | Date |

PAYROLL - WHITE HUMAN RESOURCES - YELLOW CENTER - PINK

S355794 (5/93)

JPeters-PDfile-PRR-000083

# SCOTTSDALE POLICE DEPARTMENT

*SUPERIOR PERFORMANCE AWARD*
*RECOMMENDATION*

| | | | |
|---|---|---|---|
| Employee Name | James R. Peters | | |
| Title | Police Officer | Serial Number | 745 |
| Bureau/Division | Uniformed Service Bureau/Patrol | | |
| Social Security | [redacted] | Employee Center | 02200 |
| | | | |
| | | | |

Brief description of the performance:

On 3-22-01 Officer Peters responded to a Fraud in progress at the Fry's grocery store, 7628 E Indian School. Officer Peters was able to locate and arrest the suspect at the scene. (DR 01-07564) Officer Peters then worked in coordination with the U.S. Postal Inspectors on this case, which ultimately resulted in numerous arrests of known serious offenders the Postal Inspectors were trying to apprehend.

Other related or important information:

Officer Peters went above and beyond the normal expectations of his patrol duties to resolve this case. He contacted the U.S. Postal Inspectors and advised them of his arrest. Officer Peters interviewed the suspect and obtained information which was extremely valuable in the resolution of this case. He then worked in coordination with the Postal Inspectors assisting them to gain further information needed. The ultimate result was numerous arrests made on several subjects who, according to the Postal Inspectors, were responsible for a large majority of the mail fraud in the east valley. Commonly it is routine for a Patrol officer to handle the initial response, and leave the further investigations for the detectives. Officer Peters took that extra step to ensure that this case would be resolved properly. This type of work ethic and professionalism brings great credit to the Scottsdale Police Department, specifically when working with outside agencies. This "SUPERIOR PERFORMANCE" should not go unrecognized. Detective Sgt. Nelson also complimented Officer Peters efforts and recommended that he receive a Superior Performance award.

| | | | |
|---|---|---|---|
| Recommended Award | $100.00 | Net amount | |

| | | | |
|---|---|---|---|
| Submitted by: | Sgt. B. Brown #511 | | Lieutenant |
| Approved by: | Capt. Nelson #271 | 3/28/01 | Captain |
| Approved by: | | 4/2/01 | Deputy Chief |


# SCOTTSDALE POLICE DEPARTMENT

*SUPERIOR PERFORMANCE AWARD*
*RECOMMENDATION*



RECEIVED
APR - 2 2001

SUPERIOR PERFORMANCE AWARD FORM

Employee Center 2200 Bureau/Division Patrol

Employee Name JAMES PETERS Soc Security# [redacted]

Title Police Officer

**Brief description of the performance:**

JAMES PETERS participated in the Police Departments Physical Fitness Program in May of 2000. The fitness assessment/test was based on the nationally recognized Cooper Fitness Standards. JAMES PETERS scored in the 83% of the Cooper Standards which is at or above the average 40% passing score.

**Describe how the performance exceeds expectations:**

JAMES PETERS participated in this Fitness Test and performed at an above average level. He led by example by taking the test to enhance his overall wellness and fitness level.

**Other related important information:**

The Police Department is a strong advocate of the Physical Fitness and employee wellness. Not only did JAMES PETERS participate, but, he scored at well above the national averages. Per the guidelines set by the Fitness Committee he is entitled to the amount of $75.

**Recommended Award: $75**

**Submitted by: Joseph Schultz** Physical Fitness Coordinator

**********

Endorsements

Division Manager Approve ( ) Disapprove ( ) Date

Captain Approve ( ) Disapprove ( ) Date

Deputy Chief Approve (✓) Disapprove ( ) Date 5/24

Approved for $ net amount

RECEIVED MAY 2 1

Police Department
An Internationally Accredited
Police Agency Since 1994

Police Department
9065 E. Via Linda
Scottsdale, AZ 85258

PHONE 480-312-5000
FAX 480-312-5097
WEB www.scottsdalepd.com

April 22, 2005

TO: JAMES PETERS, POLICE OFFICER

FROM: JOHN COCCA, DEPUTY CHIEF OF POLICE

SUBJECT: LETTER OF REPRIMAND (CP 05-018)

You are officially reprimanded under provisions of the Scottsdale Revised Code Section 14-72 (30), "An employee working for the Scottsdale Police Department has violated provisions of General Orders or Operations Orders of the Police Department". Specifically, you violated General Order 47.00,F.21, unsafe performance, by mishandling your firearm.

On February 19, 2005, Sergeant Mike Hanafin observed you pointing your duty weapon at your head during briefing with your squad in the District Two briefing room. You removed your gun from its holster, pointed it at your face and looked down the barrel. When questioned about this by your supervisor, you said that it had rained the night before and you wanted to check to ensure the gun was clean. You admitted that this was an unsafe act and said it was out of character for you.

The "Four Firearms Safety Rule" is recited at each visit to the Scottsdale Police Department Range. James, your actions were unsafe, out of department policy and procedures, and will not be tolerated.

Your disciplinary history during your employment with the department was reviewed and taken into consideration in determining the appropriate action for this violation.

Henceforth, you are expected to:

- Adhere to the four basic firearms safety rules, which are taught at each range session, whenever handling a firearm.

Failure to maintain the standards of performance and behavior required above, or your involvement in any similar incidents may result in disciplinary action up to and including a reprimand, salary reduction, demotion, combination thereof, or dismissal.

In accordance with the Scottsdale City Code, Sections 14-71 and 14-75, Letters of Reprimand are not appealable to the Personnel board.

John Cocca
**Deputy Chief of Police**

Joyce Lira
**Human Resources Director**

Receipt Acknowledged: James Peters #745 Date: 05/12/05

Peters LOR

POLICE DEPARTMENT

*An Internationally Accredited Police Agency Since 1991*

9065 E. VIA LINDA
SCOTTSDALE, AZ 85258

(480) 312-5000
(480) 312-5097 FAX

December 05, 2002

TO: JAMES PETERS, POLICE OFFICER

FROM: DOUGLAS L. BARTOSH, DIRECTOR OF PUBLIC SAFETY

SUBJECT: LETTER OF SUSPENSION (C.P. 02-078)

You are hereby suspended for a period of eight (8) days, equivalent to eighty (80) hours, from December 16, 2002 to December 30, 2002, under provisions of Section 14-72 of the Scottsdale City Code for violations of Humans Resources Ordinance Section 14-72 (30); **An employee working for the Scottsdale Police Department has violated provisions of General Orders or Operations Orders of the Police Department** and General Orders 47.00.F.8; **Unprofessional Conduct.**

My specific reason for this action is a result of your conduct on the date of August 09, 2002. You and a trainee recruit officer were transporting a handcuffed prisoner in the back seat of a patrol vehicle to Phoenix. While driving on the freeway, the prisoner became verbally abusive, and your trainee, who was driving, deliberately applied the brakes several times, causing the prisoner to strike the cage divider that separates prisoners from the front seat passengers. An administrative investigation concluded that this was an excessive use of force. You did not do anything to stop your trainee from this improper conduct, and did not document this incident on the Daily Observation Report detailing the trainee's performance for that date. This incident only came to light after the trainee mentioned it during a conversation with your supervisor. You did not have any explanation when asked why you didn't intervene with your trainee. In addition, you admitted to making several antagonistic and derogatory comments to the prisoner. These comments included profanity, and were unprofessional in nature. You have been counseled several times in the past twelve (12) months by your supervisor for either using profanity or being rude to citizens.

Officer Peters, as a Field Training Officer, you are charged with responsibility for training new recruit officers and must stop improper actions on the part of the trainee, especially those in clear violation of policy. Thus, in addition to the suspension mentioned above, you will not be allowed to participate in any of the duties of a Field Training Officer for two (2) years from the date of receipt of this letter. You may reapply to the program after that time.

Printed on recycled paper

Henceforth, you are expected to maintain a professional attitude while dealing with citizens, and to not engage in unprofessional conduct such as profanity. Failure to maintain expectations of performance, attitude and behavior, or your involvement in any similar incidents, will not be tolerated and shall result in your dismissal. During your suspension, you will be required to provide your supervisor with your commission card, electronic key card, department keys, pager, portable radio, computer equipment, computer and phone mail passwords and any other items deemed necessary.

As a full-time regular employee of the classified service, you have the right to appeal to the Personnel Board under sections 14-71 and 14-75 of the Scottsdale City Code. If you desire to appeal, you must submit a written request to the Human Resources Director no later than five working days after receipt of this letter.

DOUGLAS L. BARTOSH
DIRECTOR OF PUBLIC SAFETY

HUMAN RESOURCES DIRECTOR

Acting City Manager
CITY MANAGER DESIGNEE

Receipt Acknowledged: 745
James Peters #745

Date: 12/07/02

HR430

# City of Scottsdale

[XX] **Disciplinary Action**

[ ] **Non Disciplinary Action**

To: Payroll

From: SGT. MATT ROADIFER/INTERNAL AFFAIRS

Today's Date: 11 / 14 / 2002

Phone: 480-312-5187

Employee Name: JAMES PETERS

Classification: POLICE OFFICER

Soc. Sec. #: [redacted]

Center #: 02200

## Salary Reduction

* Effective Date: ____/____/____

Percent Decrease: _____

New Rate: _____

* Date of Next Review: ____/____/____

* Beginning of Pay Period

## Suspension

Number of Days Suspended: EIGHT (8) DAYS= EIGHTY (80) HOURS

Dates of Suspension: December 16,20,21,22,23,28,29,30, 2002

[XX] Disciplinary [ ] Non-Disciplinary

[ ] Probationary Rejection [ ] Dismissal [ ] Demotion

Attach Official Document

Supervisor

General Manager

Assistant City Manager

Director

Human Resources Director

SP3

Payroll - White • Human Resources - Yellow • Center - Pink GG03591 (1/96)

JPeters-PDfile-PRR-000090

Records for the Police Internal Affairs

Re: Officer James Peters

# Concise Officer History

## Detective James Peters [745/745]

Serial Number: 745 Hire date: Sep 15, 1999
Current badge number: 745
Current assignment(s):
Bureau: USB
Division/District: District One
Section/Watch: Patrol

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 09, 2000**
**Case No:** 00-03199

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 27, 2000**
**Case No:** 00-04729

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 12, 2000**
**Case No:** 00-05924

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 12, 2000**
**Case No:** 00-05929

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 14, 2000**
**Case No:** 00-06093

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 21, 2000**
**Case No:** 00-06725

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 01, 2000**

**Case No:** 00-07783

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 02, 2000**

**Case No:** 00-07823

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 09, 2000**

**Case No:** 00-08399

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 09, 2000**

**Case No:** 00-08457

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 12, 2000**

**Case No:** 00-08627

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 15, 2000**

**Case No:** 00-08934

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 23, 2000**

**Case No:** 00-09524

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 23, 2000**

Case No: 00-09590

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
**Apr 25, 2000**

Case No: 00-09691

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
**May 02, 2000**

Case No: 00-1030

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
**May 04, 2000**

Case No: 00-10515

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
**May 06, 2000**

Case No: 00-10661

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
**May 06, 2000**

Case No: 00-10685

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
**May 12, 2000**

Case No: 00-11262

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
**May 15, 2000**

Case No: 00-11572

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 19, 2000**
**Case No:** **00-11893**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 09, 2000**
**Case No:** **00-13840**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 14, 2000**
**Case No:** **00-14315**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 14, 2000**
**Case No:** **00-14345**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 21, 2000**
**Case No:** **T00-097453**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 22, 2000**
**Case No:** **00-15050**

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 23, 2000**
**Case No:** **00-15129**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 01, 2000**
**Case No:** **00-15812**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 01, 2000**
**Case No:** **00-15832**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 19, 2000**
**Case No:** **00-17306**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 26, 2000**
**Case No:** **00-17879**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 27, 2000**
**Case No:** **00-17961**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 31, 2000**
**Case No:** **00-18287**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 10, 2000**
**Case No:** **00-19290**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 10, 2000**
**Case No:** **00-19321**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 23, 2000**
**Case No:** **00-20513**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 26, 2000**
**Case No:** **00-20724**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 26, 2000**
**Case No:** **00-20760**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 26, 2000**
**Case No:** **00-20774**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 30, 2000**
**Case No:** **00-21026**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 01, 2000**
**Case No:** **00-21248**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 07, 2000**
**Case No:** **00-21800**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Sep 13, 2000
Case No: 00-22383

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Sep 15, 2000
Case No: 00-22544

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Sep 20, 2000
Case No: 00-23049

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Sep 21, 2000
Case No: 00-23115

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Sep 28, 2000
Case No: 00-23721

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Oct 13, 2000
Case No: 00-25108

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Oct 19, 2000
Case No: 00-26585

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Oct 20, 2000
Case No: 00-25776

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 21, 2000**
**Case No:** **00-25858**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 25, 2000**
**Case No:** **00-26176**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 27, 2000**
**Case No:** **00-26354**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 28, 2000**
**Case No:** **00-26459**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 28, 2000**
**Case No:** **00-7659**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 08, 2000**
**Case No:** **00-27442**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 06, 2000**
**Case No:** **00-29936**

Use(s) of force Effective/Not Effective

Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 07, 2000**
**Case No:** **00-30010**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 13, 2000**
**Case No:** **00-30556**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 14, 2000**
**Case No:** **00-30654**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 14, 2000**
**Case No:** **00-30673**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 16, 2000**
**Case No:** **00-30858**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 16, 2000**
**Case No:** **00-31858**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 20, 2000**
**Case No:** **00-31230**

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 23, 2000**
**Case No:** 00-31467

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 23, 2000**
**Case No:** 00-31555

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 26, 2000**
**Case No:** 00-31737

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 26, 2000**
**Case No:** 00-34737

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 27, 2000**
**Case No:** 00-31812

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 31, 2000**
**Case No:** 00-32159

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 03, 2001**
**Case No:** 01-00234

Use(s) of force Effective/Not Effective
Handcuff No Resistance NOT effective

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 04, 2001**
**Case No:** 01-00259

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 07, 2001**
**Case No:** **01-00586**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Verbal | NOT effective |
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 10, 2001**
**Case No:** **01-00961**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 11, 2001**
**Case No:** **01-01045**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 11, 2001**
**Case No:** **01-01082**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 11, 2001**
**Case No:** **99-14547**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 12, 2001**
**Case No:** **01-01188**

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 13, 2001**
**Case No:** **01-01204**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 13, 2001**
**Case No:** **01-01297**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 14, 2001**
**Case No:** **01-01315**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 18, 2001**
**Case No:** **01-01758**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 19, 2001**
**Case No:** **01-01847**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 19, 2001**
**Case No:** **01-01864**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 20, 2001**
**Case No:** **01-01964**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 25, 2001**
**Case No:** **01-02311**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 25, 2001**
**Case No:** **01-02418**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 27, 2001**
**Case No:** **01-02550**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 28, 2001**
**Case No:** **01-02651**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 31, 2001**
**Case No:** **01-02928**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 01, 2001**
**Case No:** **01-02992**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 01, 2001**
**Case No:** **01-03090**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 02, 2001**
**Case No:** **01-03181**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 04, 2001**
**Case No:** 96-12365

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 08, 2001**
**Case No:** 01-03734

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 08, 2001**
**Case No:** 01-03759

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 09, 2001**
**Case No:** 01-03761

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 10, 2001**
**Case No:** 01-03874

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 11, 2001**
**Case No:** 01-04026

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 14, 2001**
**Case No:** 01-04323

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 15, 2001**

**Case No:** 01-04414

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 22, 2001**

**Case No:** 01-05089

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 23, 2001**

**Case No:** 01-05182

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 23, 2001**

**Case No:** 01-05205

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 24, 2001**

**Case No:** 01-05284

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 27, 2001**

**Case No:** 01-05479

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 28, 2001**

**Case No:** 01-05652

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 01, 2001**

**Case No:** 01-05662

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 01, 2001**

**Case No:** 98-13129

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 02, 2001**

**Case No:** 01-05828

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 02, 2001**

**Case No:** 01-05843

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 03, 2001**

**Case No:** 01-05912

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 08, 2001**

**Case No:** 01-06359

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 09, 2001**

**Case No:** **01-06429**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 10, 2001**

**Case No:** **01-06452**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 20, 2001**

**Case No:** **01-07458**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 21, 2001**

**Case No:** **01-07564**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 22, 2001**

**Case No:** **01-07655**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 22, 2001**

**Case No:** **01-07681**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 23, 2001**

**Case No:** 01-07761

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 23, 2001**

**Case No:** 01-07803

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 24, 2001**

**Case No:** 01-07819

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 27, 2001**

**Case No:** 01-08079

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 29, 2001**

**Case No:** 01-08219

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 29, 2001**

**Case No:** 01-08299

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Mar 30, 2001

Case No: 01-08386

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Mar 31, 2001

Case No: 01-08493

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 01, 2001

Case No: 01-08535

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 04, 2001

Case No: 01-08863

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 05, 2001

Case No: 99-01907

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 06, 2001

Case No: 01-09058

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Apr 07, 2001

Case No: 01-09077

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 11, 2001

Case No: 01-09458

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 12, 2001

Case No: 01-09480

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 13, 2001

Case No: 01-09557

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 13, 2001

Case No: 01-09639

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
Apr 13, 2001

Case No: 99-29239

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Apr 14, 2001

Case No: 01-09650

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 14, 2001**

**Case No: 01-09738**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 18, 2001**

**Case No: 01-08418**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 20, 2001**

**Case No: 01-10298**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 20, 2001**

**Case No: 01-10323**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 21, 2001**

**Case No: PHX WARREN**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 25, 2001**
**Case No:** **01-10292**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 26, 2001**
**Case No:** **01-10818**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 26, 2001**
**Case No:** **99-21884**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 27, 2001**
**Case No:** **01-10917**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 27, 2001**
**Case No:** **01-11019**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 28, 2001**
**Case No:** **01-10929**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 29, 2001**

**Case No:** **01-11110**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 29, 2001**

**Case No:** **PPD WARREN**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 02, 2001**

**Case No:** **01-11462**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 03, 2001**

**Case No:** **01-11476**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 03, 2001**

**Case No:** **01-11543**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 04, 2001**

**Case No:** **01-11631**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

May 04, 2001 Case No: 99-15759

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 05, 2001** **Case No: MESAWARENT**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 08, 2001** **Case No: 01-11948**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 09, 2001** **Case No: 01-05527**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 09, 2001** **Case No: 01-12079**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 10, 2001** **Case No: 01-12104**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |

| | |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 10, 2001**

**Case No:** **01-12182**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 11, 2001**

**Case No:** **01-12275**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 12, 2001**

**Case No:** **01-12368**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 15, 2001**

**Case No:** **01-02214**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 16, 2001**

**Case No:** **01-12753**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 16, 2001**

**Case No:** **01-12765**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 18, 2001**
**Case No:** **01-12900**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 19, 2001**
**Case No:** **01-12975**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 23, 2001**
**Case No:** **01-13344**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 24, 2001**
**Case No:** **01-13487**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 25, 2001**
**Case No:** **01-13584**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |

| | |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 26, 2001**

**Case No:** **01-13577**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**May 31, 2001**

**Case No:** **01-14003**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 01, 2001**

**Case No:** **01-14125**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 01, 2001**

**Case No:** **01-14186**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 03, 2001**

**Case No:** **01-14318**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Jun 06, 2001

Case No: 01-14645

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 06, 2001**

Case No: 01-14660

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 07, 2001**

Case No: 01-14762

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 09, 2001**

Case No: 00-22876

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 13, 2001**

Case No: 01-15325

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 14, 2001**

Case No: 01-15428

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 15, 2001**

**Case No:** 01-15538

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 16, 2001**

**Case No:** 01-15624

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 21, 2001**

**Case No:** 00-31825

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 22, 2001**

**Case No:** 01-10160

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jun 22, 2001**

**Case No:** 01-13801

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Jun 22, 2001

Case No: 01-16108

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Jun 28, 2001

Case No: 01-16638

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Jun 28, 2001

Case No: 01-16703

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Jun 29, 2001

Case No: 00-13398

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Jun 29, 2001

Case No: 01-16826

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Jun 30, 2001

Case No: 01-16856

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |

| | |
|---|---|
| Joint lock | NOT effective |
| Kick | NOT effective |
| Punch | NOT effective |
| Stun | NOT effective |
| Neck restraint | NOT effective |
| Ripp restraint | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 04, 2001**

**Case No:** **01-17195**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 07, 2001**

**Case No:** **01-17422**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 08, 2001**

**Case No:** **01-17404**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 10, 2001**

**Case No:** **01-04977**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 20, 2001**

**Case No:** **01-12774**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

| | |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 26, 2001**

**Case No:** **01-10196**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 01, 2001**

**Case No:** **01-19687**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 01, 2001**

**Case No:** **01-19699**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 04, 2001**

**Case No:** **01-20018**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 10, 2001**

**Case No:** **01-00569**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 11, 2001**

**Case No:** **01-20641**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 11, 2001**

**Case No:** **01-20707**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 19, 2001**

**Case No:** **01-21320**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 23, 2001**

**Case No:** **01-21881**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 23, 2001**

**Case No:** **01-21968**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 24, 2001**

**Case No:** **01-22050**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 31, 2001**

**Case No:** 01-22165

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 13, 2001**

**Case No:** 00-11484

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Handcuff No Resistance | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 13, 2001**

**Case No:** 01-23764

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 13, 2001**

**Case No:** 01-23844

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 15, 2001**

**Case No:** 01-24043

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 26, 2001**

Case No: 01-25066

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 27, 2001**

Case No: 01-25083

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 28, 2001**

Case No: 01-25242

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 29, 2001**

Case No: 01-25295

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 05, 2001**

Case No: 01-25930

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Ripp restraint | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 06, 2001**

Case No: 01-25951

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 10, 2001**
**Case No: 01-26272**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 12, 2001**
**Case No: 01-25950**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 13, 2001**
**Case No: 01-26611**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 14, 2001**
**Case No: 01-26749**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 03, 2001**
**Case No: 01-28575**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 04, 2001**

**Case No:** **01-28681**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 08, 2001**

**Case No:** **01-29143**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 10, 2001**

**Case No:** **01-29286**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 14, 2001**

**Case No:** **01-29727**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 14, 2001**

**Case No:** **01-29737**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 15, 2001**

**Case No:** **01-29817**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 21, 2001**

**Case No:** **01-30459**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Nov 29, 2001**

**Case No:** **01-31149**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 01, 2001**

**Case No:** **01-31343**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 06, 2001**

**Case No:** **01-31793**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 08, 2001**

**Case No:** **01-31960**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 09, 2001**

**Case No:** **01-32060**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 13, 2001**

**Case No:** **01-32471**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 27, 2001**

**Case No:** **01-33740**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 28, 2001**

**Case No:** **01-33755**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 28, 2001**

**Case No:** **01-33847**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Dec 30, 2001

Case No: 01-34003

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Joint lock | NOT effective |
| Stun | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 02, 2002**

**Case No:** **02-03244**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Handcuff No Resistance | NOT effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 15, 2002**

**Case No:** **02-04195**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Mar 09, 2002**

**Case No:** **02-06523**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 04, 2002**

**Case No:** **02-09107**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Joint lock | NOT effective |
| Kick | NOT effective |
| Punch | NOT effective |
| Stun | NOT effective |

| | |
|---|---|
| Neck restraint | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received: Apr 06, 2002**

**Case No:** 02-09228

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received: May 05, 2002**

**Case No:** 02-12100

| Use(s) of force | Effective/Not Effective |
|---|---|
| Joint lock | NOT effective |
| Punch | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received: Jun 02, 2002**

**Case No:** 02-14833

| Use(s) of force | Effective/Not Effective |
|---|---|
| Pressure point | NOT effective |
| Joint lock | NOT effective |
| Kick | NOT effective |
| Neck restraint | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received: Jul 31, 2002**

**Case No:** 02-20426

| Use(s) of force | Effective/Not Effective |
|---|---|
| Kick | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Internal investigation** **IA No:** IA2002-078 **Received: Aug 09, 2002**

**Case No:**

Allegations:
Unprofessional Conduct - 26:01B2 - Sustained - Dec 05, 2002
Actions taken:
Dec 05, 2002 - Letter of Suspension Days/hrs suspended:

8 days = 80 hours

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 11, 2002**
**Case No:** **02-21426**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Oct 02, 2002**
**Case No:** **02-29180**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Kick | NOT effective |
| Punch | NOT effective |
| Stun | NOT effective |
| Neck restraint | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Internal investigation** **IA No:** **IA2002-102** **Received:**
**Nov 03, 2002**
**Case No:**

Allegations:
Officer Involved Shooting - - Exonerated - Nov 03, 2003
Actions taken:
Nov 03, 2003 - No Further Action Days/hrs suspended:

**Involved officer: Use of force** **IA No:** **Received:**
**Dec 01, 2002**
**Case No:** **02-32074**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Joint lock | NOT effective |
| Punch | NOT effective |
| Stun | NOT effective |
| Ripp restraint | NOT effective |

| | |
|---|---|
| OC Spray | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jan 22, 2003**

**Case No:** **03-02117**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 14, 2003**

**Case No:** **03-04355**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Joint lock | NOT effective |
| Stun | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Feb 27, 2003**

**Case No:** **03-05614**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Pressure point | NOT effective |
| Joint lock | NOT effective |
| Kick | NOT effective |
| Punch | NOT effective |
| Stun | NOT effective |
| Ripp restraint | NOT effective |
| Tackle | NOT effective |
| Taser | NOT effective |
| OC Spray | NOT effective |
| Other chemical | NOT effective |
| 12g bean bag | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Apr 21, 2003**

**Case No:** **03-10703**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Stun | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 05, 2003**

**Case No:** 03-17845

| Use(s) of force | Effective/Not Effective |
|---|---|
| Kick | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Jul 09, 2003**

**Case No:** 03-18215

| Use(s) of force | Effective/Not Effective |
|---|---|
| Pressure point | NOT effective |
| Ripp restraint | NOT effective |
| Tackle | NOT effective |
| OC Spray | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**
**Aug 09, 2003**

**Case No:** 03-21350

| Use(s) of force | Effective/Not Effective |
|---|---|
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Internal investigation** **IA No:** IA2003-019 **Received:**
**Aug 14, 2003**

**Case No:**

Allegations:
Officer Involved Shooting - - Exonerated - Feb 21, 2004
Actions taken:
Feb 21, 2004 - No Further Action Days/hrs suspended:

**Involved officer: Use of force** **IA No:** **Received:**
**Sep 10, 2003**

**Case No:** 03-24427

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Punch | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:** **Mar 21, 2004**

**Case No:** 04-08293

| Use(s) of force | Effective/Not Effective |
|---|---|
| Punch | NOT effective |
| Stun | NOT effective |
| Taser | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:** **Apr 14, 2004**

**Case No:** 04-10723

| Use(s) of force | Effective/Not Effective |
|---|---|
| Joint lock | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Internal investigation** **IA No:** IA2004-049 **Received:** **May 24, 2004**

**Case No:**

Allegations:
Insubordination - 26:01B10 - Not sustained - Jul 06, 2004
Actions taken:
Jul 06, 2004 - No Further Action Days/hrs suspended:

**Involved officer: Use of force** **IA No:** **Received:** **Sep 15, 2004**

**Case No:** 04-25867

| Use(s) of force | Effective/Not Effective |
|---|---|
| Diversionary device | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:** **Oct 11, 2004**

**Case No:** 04-28435

| Use(s) of force | Effective/Not Effective |
|---|---|
| Diversionary device | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **Received:**

Oct 26, 2004
Case No: SS10677776

| Use(s) of force | Effective/Not Effective |
|---|---|
| Diversionary device | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Nov 01, 2004
Case No: 04-30450

| Use(s) of force | Effective/Not Effective |
|---|---|
| Joint lock | NOT effective |
| Stun | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: Received:
Dec 11, 2004
Case No: 04-34306

| Use(s) of force | Effective/Not Effective |
|---|---|
| 12g bean bag | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Internal investigation** IA No: IA2005-018 Received:
Feb 19, 2005
Case No:

Allegations:
Unsafe Performance - 26:01B7 - Sustained - Apr 22, 2005
Actions taken:
Apr 22, 2005 - Letter of Reprimand Days/hrs suspended:

**Involved officer: Use of force** IA No: UoF2005-0016 Received:
Aug 08, 2005
Case No: 05-02011

| Use(s) of force | Effective/Not Effective |
|---|---|
| Kick | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** IA No: UoF2005-0032 Received:
Aug 08, 2005
Case No: 05-03483

| Use(s) of force | Effective/Not Effective |
|---|---|

| | |
|---|---|
| Joint lock | NOT effective |
| Punch | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0123** **Received:** **Sep 16, 2005**

**Case No:** **05-10081**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Punch | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0150** **Received:** **Sep 19, 2005**

**Case No:** **05-12429**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Street jump | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0222** **Received:** **Oct 03, 2005**

**Case No:** **05-15839**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Stunning Techniques | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0224** **Received:** **Oct 03, 2005**

**Case No:** **05-16108**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0225** **Received:** **Oct 03, 2005**

**Case No:** **05-16294**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No: UoF2005-0232** **Received: Oct 03, 2005**

**Case No: 05-16597**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Stunning Techniques | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No: UoF2005-00473** **Received: Oct 10, 2005 06:47**

**Case No: 05-26375**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Firearm discharge | Effective |

Service being conducted: Call for Service Disposition/finding: Exonerated

**Involved officer: Vehicle accident** **IA No: IA2005-138** **Received: Oct 21, 2005**

**Case No: 05-26202**

Allegations:
Vehicle Accident - - Non-Chargeable - Mar 24, 2006
Actions taken:
Mar 24, 2006 - No Further Action Days/hrs suspended:

**Involved officer: Use of force** **IA No: UoF2005-0253** **Received: Oct 24, 2005**

**Case No: 05-16796**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No: UoF2005-0254** **Received: Oct 24, 2005**

**Case No: 05-16796**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0255** **Received:** **Oct 24, 2005**

**Case No:** **05-17522**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Ripp restraint | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0257** **Received:** **Oct 24, 2005**

**Case No:** **05-17598**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Punch | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0287** **Received:** **Nov 07, 2005**

**Case No:** **05-21235**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Taser-dot | Effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0288** **Received:** **Nov 07, 2005**

**Case No:** **05-21235**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Taser-dot | Effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0304** **Received:** **Nov 14, 2005**

**Case No:** **05-22567**

| Use(s) of force | Effective/Not Effective |
|---|---|

| | |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Joint lock | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0316** **Received:** **Nov 21, 2005**

**Case No:** **05-23013**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Punch | NOT effective |
| Taser | Effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0325** **Received:** **Nov 21, 2005**

**Case No:** **05-23793**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Kick | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0345** **Received:** **Nov 21, 2005**

**Case No:** **05-26202**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Tackle | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2005-0412** **Received:** **Jan 03, 2006**

**Case No:** **05-28369**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Street jump | NOT effective |

Service being conducted: Disposition/finding:

**Involved officer: Use of force** **IA No:** **UoF2006-0097** **Received:** **Apr 23, 2006 01:30**

**Case No:**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Firearm discharge | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Citizen complaint** **IA No:** **Received:** **Apr 26, 2006**

**Case No:**

**Involved officer: Citizen complaint** **IA No:** **IA2006-088** **Received:** **Apr 26, 2006 11:00**

**Case No:** **06-06071**

Allegations:
Excessive Force - - Exonerated - Apr 27, 2006

**Involved officer: Use of force** **IA No:** **UoF2006-0189** **Received:** **Aug 30, 2006**

**Case No:** **06-06910**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Kick | NOT effective |
| Punch | NOT effective |
| Tackle | NOT effective |
| Neck restraint | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2006-0205** **Received:** **Sep 08, 2006**

**Case No:** **06-07960**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Taser | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2006-0216** **Received:** **Sep 11, 2006**

**Case No:** **06-08453**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Kick | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2006-0238** **Received:** **Sep 13, 2006**

Case No: 06-09443

| Use(s) of force | Effective/Not Effective |
|---|---|
| Tackle | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2006-0240** **Received: Sep 13, 2006**

Case No: 06-09443

| Use(s) of force | Effective/Not Effective |
|---|---|
| Tackle | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2006-0427** **Received: Oct 16, 2006**

Case No: 06-19549

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Tackle | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2006-0429** **Received: Oct 16, 2006**

Case No: 06-19586

| Use(s) of force | Effective/Not Effective |
|---|---|
| Tackle | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2006-0453** **Received: Oct 18, 2006**

Case No: 06-21376

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Punch | NOT effective |
| Tackle | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2006-0661** **Received: Jan 31, 2007**

**Case No:** 06-15424

| Use(s) of force | Effective/Not Effective |
|---|---|
| Diversionary device | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** UoF2006-0662 **Received: Jan 31, 2007**

**Case No:** 06-15424

| Use(s) of force | Effective/Not Effective |
|---|---|
| Street jump | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** UoF2007-007 **Received: Feb 15, 2007**

**Case No:** 07-00338

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Tackle | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** UoF2006-686 **Received: Mar 15, 2007**

**Case No:**

Charges:

Class 3 Shooting 03/15/2007 [] - Within Policy Mar 15, 2007

| Use(s) of force | Effective/Not Effective |
|---|---|
| Firearm discharge | Effective |
| Verbal | NOT effective |

Service being conducted: Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** UoF2007-225 **Received: Mar 26, 2007**

**Case No:**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Pressure point | NOT effective |

| | |
|---|---|
| Tackle | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2007-234**  **Received: Mar 26, 2007**

**Case No:**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Tackle | NOT effective |
| RIPP restraint | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2007-235**  **Received: Mar 26, 2007**

**Case No: 07-03646**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| RIPP restraint | NOT effective |
| Taser-Drive stun | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2007-265**  **Received: Apr 03, 2007**

**Case No: 07-08265**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Punch | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2007-280**  **Received: Apr 12, 2007**

**Case No:**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Taser-Drive stun | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2007-281** **Received: Apr 12, 2007**

**Case No:**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Taser-dot | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2007-292** **Received: Apr 27, 2007**

**Case No: 07-11135**

| Use(s) of force | Effective/Not Effective |
|---|---|
| LSDD-Diversionary Device | NOT effective |

Service being conducted: Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2007-293** **Received: Apr 27, 2007**

**Case No: 07-04593**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Tackle | NOT effective |
| RIPP restraint | NOT effective |
| Taser-Drive stun | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2007-318** **Received: May 07, 2007**

**Case No: 07-04593**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Pressure point | NOT effective |
| Tackle | NOT effective |
| RIPP restraint | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2007-341** **Received: May 17, 2007**

**Case No: 07-12101**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Kick | NOT effective |
| Tackle | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2007-533** **Received: Nov 02, 2007**

**Case No:** **07-28490**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Street jump | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Vehicle accident** **IA No:** **IA2007-427** **Received: Nov 06, 2007**

**Case No:** **07-28490**

Allegations:
Street Jump - - In Policy - Nov 06, 2007

**Involved officer: Use of force** **IA No:** **UoF2007-536** **Received: Nov 06, 2007**

**Case No:**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Tackle | NOT effective |
| RIPP restraint | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2007-550** **Received: Nov 12, 2007**

**Case No:** **07-25362**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| LSDD-Diversionary Device | NOT effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2007-592** **Received: Jan 10, 2008**

Case No: 07-37100

| Use(s) of force | Effective/Not Effective |
|---|---|
| LSDD-Diversionary Device | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** IA No: UoF2007-593 Received: Jan 10, 2008

Case No: 07-35365

| Use(s) of force | Effective/Not Effective |
|---|---|
| LSDD-Diversionary Device | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** IA No: UoF2007-614 Received: Jan 11, 2008

Case No: 07-34768

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Tackle | NOT effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** IA No: UoF2008-061 Received: Feb 27, 2008

Case No: 08-03416

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Punch | NOT effective |
| RIPP restraint | Effective |
| LSDD-Diversionary Device | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Vehicle accident** IA No: IA2008-131 Received: Mar 17, 2008

Case No:

Allegations:
Vehicle Accident - - Negative -

**Involved officer: Use of force** IA No: UoF2008-088 Received:

**Mar 31, 2008** **Case No:** 08-03080

| Use(s) of force | Effective/Not Effective |
|---|---|
| Street jump | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** UoF2008-206 **Received: May 21, 2008**
**Case No:**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| 40mm bean bag | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** UoF2008-251 **Received: Jul 16, 2008**
**Case No:** 07-38432

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** UoF2008-282 **Received: Jul 16, 2008**
**Case No:** 08-38432

| Use(s) of force | Effective/Not Effective |
|---|---|
| LSDD-Diversionary Device | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Citizen complaint** **IA No:** IA2008-283 **Received: Jul 17, 2008**
**Case No:**

Allegations:
Unprofessional Conduct - - Unfounded - Aug 04, 2008
Actions taken:
Aug 21, 2008 - No Further Action Days/hrs suspended:

**Involved officer: Use of force** **IA No: UoF2008-294** **Received: Aug 07, 2008**

**Case No: 08-20454**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Taser-Drive stun | Effective |
| LSDD-Diversionary Device | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2008-353** **Received: Oct 08, 2008**

**Case No: 08-26076**

| Use(s) of force | Effective/Not Effective |
|---|---|
| LSDD-Diversionary Device | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2008-381** **Received: Oct 23, 2008**

**Case No: 08-26443**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Forced to ground | Effective |
| Street jump | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2008-391** **Received: Oct 23, 2008**

**Case No: 08-28276**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Taser | Effective |

Service being conducted: Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2008-530** **Received: Nov 30, 2008**

**Case No: 08-32484**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Joint lock | NOT effective |
| Punch | NOT effective |
| Stunning Techniques | NOT effective |
| Forced to ground | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Vehicle accident**  **IA No:** **IA2008-490**  **Received: Dec 02, 2008**

**Case No:**

Allegations:
Vehicle Accident - - Chargeable - Feb 18, 2009
Actions taken:
Feb 18, 2009 - Rating Entry  Days/hrs suspended:

**Involved officer: Use of force**  **IA No:** **UoF2008-412**  **Received: Dec 03, 2008**

**Case No:** **08-32412**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Taser-Drive stun | Effective |
| Taser | Effective |
| Taser-dot | NOT effective |
| LSDD-Diversionary Device | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Vehicle pursuit**  **IA No:** **IA2009-010**  **Received: Jan 14, 2009**

**Case No:**

**Involved officer: Use of force**  **IA No:** **UoF2009-006**  **Received: Jan 27, 2009**

**Case No:** **09-01401**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |
| Verbal | NOT effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No:** **UoF2009-032**  **Received:**

Feb 10, 2009

Case No: 09-03565

| Use(s) of force | Effective/Not Effective |
|---|---|
| *Street Jump | Effective |

Service being conducted: Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-061** **Received: Mar 30, 2009**

**Case No: 09-07996**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-065** **Received: Mar 30, 2009**

**Case No: 09-08093**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-064** **Received: Mar 30, 2009**

**Case No: 09-08134**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Kick | Effective |
| Forced to ground | Effective |

Service being conducted: Off Duty Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-138** **Received: Apr 07, 2009**

**Case No: 09-08714**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *Taser-Drive Stun Mode | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Commendation** **IA No: CM2009-075** **Received:**
**Jun 16, 2009**
**Case No:**

**Involved officer: Use of force** **IA No: UoF2009-201** **Received:**
**Jun 29, 2009**
**Case No: 09-16561**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| *LSDD-Diversion Device | Effective |
| Verbal | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-241** **Received:**
**Jun 29, 2009**
**Case No: 09-16987**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| *Street Jump | Effective |
| Verbal | Effective |

Service being conducted: Traffic stop Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-299** **Received:**
**Jul 06, 2009**
**Case No: 09-17596**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| *Street Jump | Effective |
| Verbal | Effective |

Service being conducted: Traffic stop Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-228** **Received:**
**Jul 10, 2009**
**Case No: 09-18274**

| | |
|---|---|
| Use(s) of force | Effective/Not Effective |
| Forced to ground | NOT effective |
| Verbal | NOT effective |
| Pressure point | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-337** **Received: Aug 20, 2009**

**Case No: 09-21435**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Tackle | Effective |

Service being conducted: Off Duty Disposition/finding: In Policy

**Involved officer: Commendation** **IA No: CM2009-100** **Received: Aug 31, 2009**

**Case No:**

**Involved officer: Use of force** **IA No: UoF2009-411** **Received: Sep 15, 2009**

**Case No: 09-24169**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-412** **Received: Sep 23, 2009**

**Case No: 09-25050**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Straight Arm-Bar | Effective |

Service being conducted: Traffic stop Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-469** **Received: Sep 29, 2009**

**Case No: 09-25264**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *Taser-Barbs Used | Effective |
| Knee Strike | Effective |
| Verbal | NOT effective |
| RIPP restraint | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2009-445**  **Received: Oct 07, 2009**

**Case No: 09-21740**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Kick | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2009-467**  **Received: Oct 16, 2009**

**Case No: 09-26887**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2009-468**  **Received: Oct 16, 2009**

**Case No: 09-26951**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2009-466**  **Received: Oct 26, 2009**

**Case No: 09-27461**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |
| Verbal | NOT effective |
| Taser- Laser Dot | NOT effective |
| *Taser-Drive Stun Mode | Effective |
| *Taser-Barbs Used | NOT effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-509** **Received: Nov 17, 2009**

**Case No: 09-29098**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |
| Verbal | NOT effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-520** **Received: Dec 08, 2009**

**Case No: MN-09-0098**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| *LSDD-Diversion Device | Effective |
| Kick | Effective |
| Pressure point | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-568** **Received: Dec 08, 2009**

**Case No: MN-09-0098**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| *LSDD-Diversion Device | Effective |
| *Taser-Drive Stun Mode | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2009-577** **Received: Dec 15, 2009**

**Case No: 09-30655**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *Street Jump | Effective |

Service being conducted: On View Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2009-579** **Received:** **Dec 15, 2009**

**Case No:** **PVPD 2009-20678**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *Street Jump | Effective |
| *LSDD-Diversion Device | Effective |

Service being conducted: On View Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2009-560** **Received:** **Dec 23, 2009**

**Case No:** **09-31901**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| *LSDD-Diversion Device | NOT effective |
| Kick | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2009-561** **Received:** **Dec 23, 2009**

**Case No:** **09-33034**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2010-042** **Received:** **Feb 02, 2010**

**Case No:** **09-32622**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2010-041** **Received: Feb 05, 2010**

**Case No: 10-03118**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Call for Service Disposition/finding: In Policy

**Involved officer: Internal investigation** **IA No: IA2010-027** **Received: Feb 17, 2010 22:00**

**Case No:**

Allegations:
Discharge of Firearm - - In Policy - Jan 19, 2011
Actions taken:
Jan 19, 2011 - No Further Action Days/hrs suspended:

**Involved officer: Commendation** **IA No: CM2010-013** **Received: Mar 04, 2010**

**Case No:**

**Involved officer: Commendation** **IA No: CM2010-014** **Received: Mar 04, 2010**

**Case No:**

**Involved officer: Commendation** **IA No: CM2010-015** **Received: Mar 04, 2010**

**Case No:**

**Involved officer: Commendation** **IA No: CM2010-016** **Received: Mar 04, 2010**

**Case No:**

**Involved officer: Use of force** **IA No: UoF2010-118** **Received: Mar 16, 2010**

**Case No: 10-06311**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *Street Jump | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2010-097** **Received:**
**Mar 22, 2010**
**Case No: 10-06925**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2010-360** **Received:**
**Mar 23, 2010**
**Case No: 10-06951**

| Use(s) of force | Effective/Not Effective |
|---|---|
| Verbal | NOT effective |
| Kick | NOT effective |
| *LSDD-Diversion Device | Effective |
| *Taser-Barbs Used | NOT effective |
| Taser- Laser Dot | Effective |
| *Taser-Drive Stun Mode | NOT effective |
| Forced to ground | NOT effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No: UoF2010-130** **Received:**
**Apr 22, 2010**
**Case No: 10-10032**

**Involved officer: Use of force** **IA No: UoF2010-372** **Received:**
**Apr 25, 2010**
**Case No: 10-06951**

**Involved officer: Use of force** **IA No: UoF2010-145** **Received:**
**Apr 30, 2010**
**Case No: 10-09301**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2010-177**  **Received: May 11, 2010**

**Case No: MN-09-0098**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2010-153**  **Received: May 18, 2010**

**Case No: 10-12276**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |
| Verbal | NOT effective |
| Wrist Lock | NOT effective |
| Knee Strike | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2010-175**  **Received: Jun 07, 2010**

**Case No: 10-13180**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force**  **IA No: UoF2010-176**  **Received: Jun 07, 2010**

**Case No: 10-13228**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2010-226** **Received:** **Jul 26, 2010**

**Case No:** **10-18032**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *LSDD-Diversion Device | Effective |
| Verbal | NOT effective |
| Forced to ground | Effective |

Service being conducted: Call for Service  Disposition/finding: In Policy

**Involved officer: Use of force** **IA No:** **UoF2010-335** **Received:** **Aug 26, 2010**

**Case No:** **10-20775**

| Use(s) of force | Effective/Not Effective |
|---|---|
| *37mm/40mm Beanbag | Effective |

Service being conducted: Search Warrant  Disposition/finding: In Policy

**Involved officer: Internal investigation** **IA No:** **IA2010-138** **Received:** **Sep 10, 2010**

**Case No:**

Allegations:
Policy Violation - - Exonerated - Oct 11, 2010
Actions taken:
Oct 11, 2010 - No Further Action  Days/hrs suspended:

**Involved officer: Commendation** **IA No:** **CM2011-009** **Received:** **Feb 07, 2011**

**Case No:**

**Involved officer: Commendation** **IA No:** **CM2011-065** **Received:** **Jun 23, 2011**

**Case No:**

**Involved officer: Use of force** **IA No:** **UoF2011-026** **Received:**

Jul 28, 2011
Case No: 11-14906

**Involved officer: Internal investigation** **IA No: IA2011-144** **Received: Oct 31, 2011**
**Case No:**

Allegations:
Failure to Maintain Equipment - - Sustained - Jan 03, 2012
Actions taken:
Jan 03, 2012 - Letter of Reprimand Days/hrs suspended:

**Involved officer: Citizen complaint** **IA No: CC2011-151** **Received: Nov 10, 2011**
**Case No:**

Allegations:
Unprofessional Conduct -
Actions taken:
Nov 15, 2011 - No Further Action Days/hrs suspended:

**Involved officer: Use of force** **IA No: UoF2011-043** **Received: Dec 02, 2011**
**Case No:**

**Involved officer: Citizen complaint** **IA No: CC2011-166** **Received: Dec 12, 2011**
**Case No:**

Allegations:
Discrimination - - Unfounded - Feb 02, 2012

**Involved officer: Citizen complaint** **IA No: CC2011-168** **Received: Dec 20, 2011**
**Case No:**

Allegations:
Unprofessional Conduct - - Not sustained - Jan 03, 2012
Actions taken:
Jan 03, 2012 - No Further Action Days/hrs suspended:

**Involved officer: Use of force** **IA No: UoF2011-050** **Received:**

Dec 29, 2011

| | | | |
|---|---|---|---|
| | Case No: | | |
| Involved officer: Use of force Jan 17, 2012 | IA No: | UoF2012-001 | Received: |
| | Case No: | | |
| Involved officer: Use of force Jan 17, 2012 | IA No: | UoF2012-003 | Received: |
| | Case No: | | |
| Involved officer: Use of force Jan 17, 2012 | IA No: | UoF2012-005 | Received: |
| | Case No: | | |
| Involved officer: Use of force Jan 20, 2012 | IA No: | UoF2012-011 | Received: |
| | Case No: | | |
| Involved officer: Citizen complaint Feb 03, 2012 | IA No: | CC2012-018 | Received: |
| | Case No: | | |

Allegations:
Discrimination - - Unfounded - Feb 03, 2012

| | | | |
|---|---|---|---|
| Involved officer: Firearm discharge Feb 14, 2012 | IA No: | IA2012-023 | Received: |
| | Case No: | | |

Allegations:
Officer Involved Shooting -

Report summary: totals by incident type:

| Incident type | Received |
|---|---|
| After Action Report | 0 |

| | |
|---|---|
| Citizen complaint | 7 |
| Commendation | 8 |
| Discretionary arrest | 0 |
| Drug test | 0 |
| Firearm discharge | 1 |
| Forced entry | 0 |
| Injury | 0 |
| Integrity test | 0 |
| Internal investigation | 8 |
| Use of force | 376 |
| Vehicle accident | 4 |
| Vehicle pursuit | 1 |
| **Total** | **405** |

Printed: Feb 16, 2012 09:51 By: Sergeant Mike Hanafin