### MANITOWOC COUNTY SHERIFF'S DEPARTMENT

### PERFORMANCE EVALUATION REPORT

### USE INK OR TYPEWRITER FOR FINAL MARKINGS

Colborn Andrew L. 6641-0332 Jail (First) (Init.) | EMPLOYEE NO. | DIVISION EMPLOYEE NAME (Last) CORRECTIONS OFFICER JAIL 01-24-94 DATE: ASSIGNMENT

TITLE

ATLSKALLUAL IMPROVE 2

ATLSKALLUAL IMPROVE 2

NEEDS MEETS STANDARDS

WEEDS MEETS STANDARDS SECTION FACTOR CHECK LIST Immediate Supervisor Must Check Each Factor in the Appropriate Column 1. Observance of Work Hours X Attendance х Grooming & Dress X 4. Compliance with Rules X Safety Practices 5. X 6. Public Contacts Suspect Contacts X 8. Employee Contacts X 9 Knowledge of Work X 10. Judgements X Planning and Organizing 11. X 12, Quality of Work 13. Volume of Acceptable Work 14. Meeting Deadlines X 15. Accepts Responsibility X Accepts Direction 16. X 17. Accepts Change 18. Effectiveness Under Stress x 19. Appearance of Work Station X 20. Operation & Care of Equipment X 21. Work Coordination/Cooperation 122 Initiative 123 Self Improvement 24. Knowledge of Policy & Procedure n/a 25. Courtroom Demeanor 26. Response to Supervision X 27. Radio Communications IF PROPERTY OF 28, Report Writing SHERIF'S OFFICE FOR EMPLOYEES who SUPERVISE OTHERS 29. Planning & Organizing 30. Scheduling & Coordinating SHERIFF ROBERT C. HERMANN 31. Training & Instructing 32. Evaluating Subordinates 33. Judgements & Decisions 34. Operational Economy 35. Supervisory Control 36. Communication w/Subordinate 37

CHECKS IN COLS, 1 & 2 MUST BE EXPLAINED IN SECTION C

LUMINATION PAUDOUTION VELOUI

SECTION B Record job STRENGTHS, superior performance incidents, progress achieved, or checks in Col. 4.

ANDREW IS VERY GOOD AT DEALING WITH THE INMATES. HIS QUALITY OF WORK IS GOOD, AND ANDREW TAKES PRIDE IN A JOB WELL DONE. HE COOPERATES WELL WITH STAFF AND HIS SUPERVISORS.

ANDREW HAS PLENTY OF INIATIVE AND HE USES IT FREQUENTLY IN THE PERFORMANCE OF HIS DUTIES. HE HAS BEEN COMMENDED FOR HIS PROBLEM-SOLVING CAPABILITY IN AN INMATE INCIDENT. (SKENANDORE)

SECTION C Record specific work performance DEFICIENCIES or job behavior requiring improvement or correction. (Explain checks in Col. 1 and 2.)

N/A

SECTION D Record specific GOALS or IMPROVEMENT PROGRAMS to be undertaken during next evaluation period.

ANDREW SHOULD CONTINUE HIS EDUCATION IN THE CORRECTIONS AREA, WITH POTENTIAL FOR A SUPERVISORY POSITION.

SECTION E Accomplishment of GOALS from PREVIOUS evaluation.

ANDREW  $\underline{\text{HAS}}$  BECOME MORE ASSERTIVE, BUT MAY NEED FUTURE TEMPERMENT TO MAINTAIN OPTIMUM JOB PERFORMANCE. HE IS CONTINUING WITH HIS POLICE SCIENCE STUDIES.

RATER: I certify this report represents my best judgement. \_\_\_\_ I DO NOT recommend this employee be granted regular status. (For final probationary reports only).

2ND SHIFT JAIL SGT. 01-24-94

(MATER'S SIGNATURE) (TITLE) (DATE)

REVIEWER: (If none, so indicate)

(REVIEWER'S SIGNATURE) (TITLE) (DATE)

EMPLOYEE: I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement. \_\_\_\_ I wish to discuss this report with the reviewer.

Indew L Colbon
(EMPLOYEE'S SIGNATURE)

Comment:

02/16/94

(DATE)

### REQUEST FOR EDUCATION EXPENSE REIMBURSEMENT

Name of Employee Colbon, ANDREW L. Employee No. 0332
Department MANITOWOC COUNTY SHERIFF DEPT
Name of School/Sponsoring Organization LAKESHORE TECHNICAL COLLEGE
Beginning Date of Course/Seminar 01/11/94 Completion Date 04/30/94
Course/Seminar Name & Number Psychology ABNormal 809-173-53
Location CLEVELAND, WIS.
Brief Description of the Course/Seminar Course Is REQUIRED FOR THE
POLICE SCIENCE PROGRAM. TEACHS OFFICER TO RECOGNIZE AND INTERELATE
WITH MENTALLY UNSTABLE INDIVIDUALS
Expected benefit to job to be derived from course 1.) ABLE To RecognizE
AND WORK WITH MENTALLY + EMOTIONALLY DESTRUBED PEOPLE.
**Total Tuition Reimbursement Requested \$ 138.95
I understand that Manitowoc County has paid for my tuition in the above named course/seminar and if I do not complete or attend the course/seminar or terminate my employment before the completion of this class, I agree to reimburse Manitowoc County for 50% of the enrollment costs. In the event of my termination, I authorize Manitowoc County to deduct from my final paycheck any balance due.    Modew   1/21/94
**Employee must present itemized receipt of registration and tuition before check is issued. Certificate or grade card must be submitted to the Department of Human Resources following completion of course/seminar.
THIS DOCUMENT IS THE PROPERTY OF
MANAGEMENT APPROVAL  MANAGEMENT APPROVAL  MANAGEMENT APPROVAL  MANAGEMENT APPROVAL
The above request meets with our approval and it is our belief that the course to be taken will have a direct beneficial effect on the employee's ability to perform his/her present work.  Let whom 1-21-94 (Mail 1/6-32 7-1-94)
Supervisor Date Committee Approval Date  1 2-191 Annual 2/194 meeting
Department Director Date Personnel Committee Date

### REQUEST FOR EDUCATION EXPENSE REIMBURSEMENT

Name of School/Sponsoring Organization Lake Shore Technical College  Beginning Date of Course/Seminar or/o/94 Completion Date o4/30/94  Course/Seminar Name & Number Human Growth & Develorment 809/164-51  Location Cleveland, Wis.  Brief Description of the Course/Seminar Course Is Fegurard For the Police Science Roband. Teachs Officers How Growth & Develorment Occurs  I How To Recognize & Interelate with Emiswally Under Develor Individuals  Expected benefit to job to be derived from course 1.) Able to Recognize  AND Work with Individuals That are not Emotionally or Physically Devolved  **Total Tuition Reimbursement Requested \$ 138.95  I understand that Manitowoc County has paid for my tuition in the above named course/seminar or terminate my employment before the complete or attend the course/seminar or terminate my employment before the completion of this class, I agree to reimburse Manitowoc County for 50% of the enrollment costs. In the event of my termination, I authorize Manitowoc County to deduct from my final paycheck any balance due.  Make J. John 121/94  Employee Signature Date	A 1
Name of School/Sponsoring Organization LAKESHORE TECHNICAL COLLEGE  Beginning Date of Course/Seminar on/o/94 Completion Date on/30/94  Course/Seminar Name & Number Human GRowth + Development 809/64-51  Location Cleve Land, Wis.  Brief Description of the Course/Seminar Course Is Required For THE  Police Science Robbary. Teachs Officers How GRowth + Development Occurse  **How To Recognize + Interclate with Entremally under Developed Individuals  Expected benefit to job to be derived from course! Able to Recognize  AND UNDER WITH Individuals THAT ARE Not Enteriously, or Physically Developed  **Total Tuition Reimbursement Requested \$ 138.95  I understand that Manitowoc County has paid for my tuition in the above named course/seminar and if I do not complete or attend the course/seminar or terminate my employment before the completion of their class, I agree to reimburse Manitowoc County for 50% of the enrollment costs. In the event of my termination, I authorize Manitowoc County to deduct from my final paycheck any balance due.  **Employee must present itemized receipt of registration and tuition before check is issued. Certificate or grade card must be submitted to the Department of Human Resources following completion of course/seminar.  **Employee must present itemized receipt of registration and tuition before check is issued. Certificate or grade card must be submitted to the Department of Human Resources following completion of course/seminar.  **Employee signature Date  **Employ	Name of Employee Colborn, ANDREW L. Employee No. 0332
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	course to be taken will have a direct beneficial effect on the employee's ability to perform his/her present work.  Recurrently 1-21-94

Manitowoc Junty Sheriff's pepartment

Thomas H. Kocourek SHERIFF



Kenneth J. Petersen INSPECTOR

May 24, 1994

Andrew L. Colborn

Manitowoc County Sheriff's Dept.

Dear Andrew:

Thank you for applying for the Temporary Patrol Officer position announced recently. who has served in this temporary position since January 17, 1993, was selected to continue in this position based upon her prior experience.

We appreciate your interest in the temporary position in Patrol, and invite you to apply for any future vacant positions. If you have any questions or concerns, please feel free to contact me.

Sincerely,

Richard J. Tisler, Deputy Inspector Operations Division

RJT:kl

cc: Personnel Dept.

THE DOCUMENTS THE PROPERTY OF WAND OWO CONSERVED OF DEPTH HE STATE OF DEPTH AND ARE NOT TO BE DISSEMINATED SHERIFF ROBERT CHERMANN

### MANITOWOC COUNTY SHERIFF'S DEPARTMENT

### CERFORMANCE EVALUATION REPORT

USE INK OR TYPEWRITER FOR FINAL MARKINGS

EMPLOYEE NAME (Last) (First) (Init.) | EMPLOYEE NO. | DIVISION

Colborn Andrew L. 6641-0332 Jail

TITLE | ASSIGNMENT | DATE:

Corrections Officer

SECTION			1	2 /3 /4 FACTOR	
A	SFACT EEDS	/	/3	CHECK LIST  DARDS  DARDS  Immediate Supervisor  Must Check Each  Factor in the  Appropriate Column	
	6	ORY	MPRU	ARDS DARDS Immediate Supervisor	
/	CEACI	ME	TAN	Must Check Each	
TAT	3/6	501/0	5	Factor in the	1
105 35	EED	MEEL	CEE	Appropriate Column	
MOT SATI	/	/	EA		
1000	х		1.	Observance of Work Hours	
	X		2.	Attendance	
	X		3.	Grooming & Dress	
	X		4.	Compliance with Rules	
	X		5.	Safety Practices	
		х	6.	Public Contacts	
		Х	7.	Suspect Contacts	T
	х		8.	Employee Contacts	-
	Х		9.	Knowledge of Work	
	Х		10.	Judgements	
	х		11.	Planning and Organizing	
	х		12.	Quality of Work	1
		Х	13.	Volume of Acceptable Work	
	х	CU	14.	Meeting Deadlines	
		Х	15.	Accepts Responsibility	
	Х		16.	Accepts Direction	
	Х		17.	Accepts Change	
	Х		18.	Effectiveness Under Stress	
ESTATE OF	X		19.	Appearance of Work Station	
	X		20.	Operation & Care of Equipment	
		Х	21.	Work Coordination/Cooperation	
		Х	22.	Initiative	
		Х	23.	Self Improvement	
	X		24.	Knowledge of Policy & Procedure	
	X		25.	Courtroom Demeanor	
		Х	26.	Response to Supervision	
	Х		27.	Radio Communications	
	X		28.	Report Writing	
			I	FOR EMPLOYEES who SUPERVISE OTHERS	Jan 18
			29.	Planning & Organizing	
			130.	Scheduling & Coordinating	
			31.	Training & Instructing	e les
			32.	Evaluating Subordinates	
			33.	Judgements & Decisions	LIA.
			34.	Operational Economy SHERRER PORCET CHERR	AND
			35.	Supervisory Control	
			36.	Communication w/Subordinate	
			37.		1
	CUE	CVC	TH CC	DLS. 1 & 2 MUST BE EXPLAINED IN SECTION C	

### PERFORMANCE EVALUATION REPORT

Record job STRENGTHS, superior performance incidents, progress achieved, or checks in Col. 4.

Andy is a very solid corrections officer. He has a very good working relationship with the public & the inmates. Also Andy will accept additional duties working with the huber paperwork when the huber officer is gone. Andy also has very good observation skills. (contraband coming through the mail) cigerettes OSECTION to COMPRESSIBLE CONTROL WORK performance DEFICIENCIES or job behavior requiring improvement or correction. (Explain checks in Col. 1 and 2.) on inmate coming back from court. He also responds to supervision very well.

N/a

Record specific GOALS or IMPROVEMENT PROGRAMS to be undertaken SECTION D during next evaluation period.

Andy needs to continue to improve on his job knowledge. He also should take any additional courses that may helf him in any future advancement within the dept.

Accomplishment of GOALS from PREVIOUS evaluation. SECTION E

Andy should continue to improve on his job knowledge. He also has become a great asset to the shift.

I DO RATER: I certify this report represents my best judgement. I DO NOT recommend this employee be granted regular status. (For final probationary reports only).

(RATER'S SIGNATURE)

(DATE)

(If none, so indacate)

EMPLOYEE:

I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement.

I wish to discuss this report with the reviewer.

Comment:

# MANITOWOC COUNTY SHERIFF'S DEPARTMENT EMPLOYEE REPORT

Name Andrew Colborn	Division Jail	Date 03/09/95
χ Verbal W	<b>V</b> ritten	
STATEMENT OF INCIDENT:		
<u>On 03/09/95</u> CO Andrew Colb	orn while working in the Cent	ral control, did turn over an
envelope of money to a	with the authority of	inmate <b>Million</b> . CO Colborn
removed the envelope of mone	y from the locked box in Cent	ral control room, and handed the
envelope to <b>Calledon</b> , with	out opening the envelope to cl	heck it's contents. The envelope
was plainly marked with "	and "166.62" and s	ealed. Signed for the
receiving of the envelope on	the back of the back of the back of	nventory sheet, and then left the
jail.		
On 03/10/95 @0805hrs.	called the jail and	was very upset. She stated that
she had just opened the enve	Plope that she received from t	he jail on 03/09/95 and it only
contained \$26.62, and not th	ne \$166. <b>89</b> -marked on the outsi	de of the envelope. A search was
conducted with every place t	that an inmate could have had	money either placed or put for his
accounts, and no money could	be located. When contacting	CO Colborn about the incident, He
said that he didn't count th	ne money in the envelope.	
ACTION TAKEN:		
A Verbal warning - CO Colbor	rn was spoken to about the inc	ident in length, and advised
in the future to open any co	ontainer that the public is re	Riving from the jail, that way if
the envelope is short, then	we can take the issue up imme	diately. With the person leaving
	- 1000 -	e jail to prove the person isn't
trying to pull some kind of		×
Note: Any future violations	could result in further discip	oline up to including discharge.
	Union (	Copy Delivered To:
Sherlff or Inspector	Ryan Union I	Representative

Copies to: Employee, Supervisor, Union Representative, Sheriff/Inspector, Personnel
Department, Employee's Personnel File.

MCSD-073 11/93

\* POST-HIGH GRADE REPORT \*

COURSE DESCRIPTION

GRADE CREDITS POINTS

RULES OF EVIDENCE ORAL/INTERPRS COMM

504-130-50 801-196-54

3.00

9.00

SEMESTER 3.00 6.00 18.00 CUMULATIVE 3.50 24.00 84.00 PROGRAM-POLICE SCIENCE

WORKING ON/TWENTY YEARS
ESHORE TECHNICAL COLLEGE-CLEVELAND CAMPUS



Manitowoc County Sheriff' Department-

Thomas H. Kocourek SHERIFF



Kenneth J. Petersen INSPECTOR

August 30, 1995

Andrew Colborn, Corrections Officer Manitowoc County Sheriff's Department

SUBJECT: POLICE SCHOOL LIAISON OFFICER POSITION

Dear Andy:

Thank you for applying for Police School Liaison Officer position. Deputy was awarded this new assignment in accordance with the WPPA bargaining agreement.

We appreciate your interest and hope that you will continue to apply for any future position vacancies as they become available.

Sincerely,

Kenneth J. Petersen, Inspector

Manitowoc County Sheriff's Department

KJP:kl

cc: Personnel file

THE PROPERTY OF SUPERING CONTROL NUMBER OF SUPERING CONTROL NUMBER OF SUPERING SUPER

### MANITOWOC COUNTY SHERIFF'S DEPARTMENT





### USE INK OR TYPEWRITER FOR FINAL MARKINGS

EMPLOYEE NAME	(Last)	(First)	(Init.)	EMPLOYEE NO.	DIVISION	4	
Colborn		Andrew	: L.	6641-0332	Jail		
TITLE		,	( ASSIGNMENT	1	1	DATE:	

### Corrections Officer

SECTION		ORY MEETS	1	2 /3 /4 FACTOR	_5
A		1	201	CHECK LIST	
	CT	ORY	MPR	ARD Immediate Supervisor	
	CEAU	OME	TAN	er And Must Check Each	
CAT	35	3/19	3/35	Factor in the	
NOT SAT	EED	MEEL	CEE	CHECK LIST  DARDS  Immediate Supervisor  Must Check Each  Factor in the  Appropriate Column	
Me	/		21		
	X_		1.	Observance of Work Hours	
PARK	X		2.	Attendance	
12.53	X		3.	Grooming & Dress	
	X		4.	Compliance with Rules	
100	X		5.	Safety Practices	
		X	6.	Public Contacts	
		X	7.	Suspect Contacts	
	X		8.	Employee Contacts	
		X	9.	Knowledge of Work	
	X		10.	Judgements	
X			11.	Planning and Organizing	
		X	12.	Quality of Work	
		X	13.	Volume of Acceptable Work	
TENE	X		14.	Meeting Deadlines	
		X	115.	Accepts Responsibility	
	X		16.	Accepts Direction	
	X		17.	Accepts Change	
	X		18.	Effectiveness Under Stress	
(515)	X		19.	Appearance of Work Station	
14.45	X		20.	Operation & Care of Equipment	
		X	21.	Work Coordination/Cooperation	
		X	22.	Initiative COMNISTIE	PHROME
		X	23.	Self Improvement	FPS.OF
	X	E S	24.	Knowledge of Policy & Procedure	MEIDE
	X	111524	25.	Courtroom Demeanor	SSEMIN
		X	26.	Response to Supervision	HERWA
	X		27.	Radio Communications	
	X		28.		
			E	FOR EMPLOYEES who SUPERVISE OTHERS	
			29.	Planning & Organizing	
			30.	Scheduling & Coordinating	
			31.	Training & Instructing	
			32.	Evaluating Subordinates	
			33.	Judgements & Decisions	
			34.	Operational Economy	arus ang kasasan
			35.	Supervisory Control	
			36.	Communication w/Subordinate	
			37.		

Record jou STRENGTHS, superior performanc incidents, progress achieved, or checks in Col. 4.

ANDY IS A VERY SOLID CORRECTIONS OFFICER. ANDY ALSO HAS A VERY GOOD RAPPORT WITH THE PUBLIC, INMATES, & FELLOW EMPLOYEES. ANDY ACCEPTS RESPONSIBILITY VERY WELL, & HE HAS ASSISTED IN THE HUBER WORK IN THE ABSENCE OF THE HUBER OFFICER. ANDY ALSO HAS USED HIS INVESTIGATIVE SKILLS ON SEVERAL OCCASIONS INVOLVING HUBER INMATES. ANDY ALSO RESPONDS TO SUPERVISION VERY WELL.

Record specific work performance DEFICIENCIES or job behavior requiring improvement or correction. (Explain checks in Col. 1 and 2.)

ANDY NEEDS TO IMPROVE ON MAKING OUT HIS TIME CARDS IN A MORE TIMELY FASHION.

Record specific GOALS or IMPROVEMENT PROGRAMS to be undertaken during next evaluation period.

ANDY SHOULD CONTINUE TO IMPROVE ON HIS JOB SKILLS. HE SHOULD TAKE ANY ADDITIONAL COURSES THAT MAY HELP HIM IN ANY ADVANCEMENT IN THE DEPT.

SECTION E Accomplishment of GOALS from PREVIOUS evaluation.

ANDY SHOULD CONTINUE TO IMPROVE ON HIS INVESTIGATIVE SKILLS. ANDY ALSO HAS BEEN A GREAT ASSET TO THE SHIFT.

RATER: I certify this report represents my best judgement. I DO NOT recommend this employee be granted regular status. (For final probationary reports only). (RATER S SIGNATURE) REVIEWER: (If none, so indicate)

EMPLOYEE: I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement.

I wish to discuss this report with the reviewer.

Comment:

Manitowoc Junty Sheriff's Department

Thomas H. Kocourek



Kenneth J. Petersen INSPECTOR

January 12, 1996

Mount Senario College 1500 College Avenue West Ladysmith, WI 54848

To Whom It May Concern:

Andrew L. Colborn, date of birth the Manitowoc County Sheriff's Department as a Corrections Officer since February 2, 1992 to the present date.

Should you need any further information, please feel free to contact me.

Sincerely,

Kenneth J. Petersen, Inspector

Manitowoc County Sheriff's Department

KJP:kl

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SHERIFF ROBERT C. HERMANN

Manitowoc County Sheriff's Department

Thomas H. Kocourek SHERIFF



Kenneth J. Petersen INSPECTOR

February 28, 1996

Andy Colborn Manitowoc County Sheriff's Department

SUBJECT: PATROL OFFICER POSITION

Dear Andy:

I am pleased to inform you that you have been selected to fill the Patrol Officer position recently vacated by This appointment is effective March 23, 1996. Please contact Deputy Inspector Tisler at your earliest convenience concerning your work schedule and the duties and responsibilities associated with the position.

I wish you continued success with your employment at the Manitowoc County Sheriff's Department.

Sincerely,

Kenneth J. Petersen, Inspector Manitowoc County Sheriff's Dept.

KJP:kl

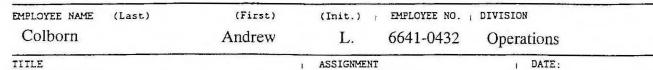
c: LEER

Personnel Dept.
Richard Tisler, Deputy Inspector
Personnel file (Colborn)

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### PERFORMANCE EVALUATION REPORT

## USE INK OR TYPEWRITER FOR FINAL MARKINGS



Patrol Officer

SECTION	4	1/	2 /3 /4 FACTOR	5	
A	/.	OVE	CHECK LIST		
/	CORY	MPRO	Immediate Supervisor		
CFA	OME	TAND	Must Check Each		İ
07132	SOL	STOR	Factor in the		
OL SUNEED.	SOME I	ACEER	Appropriate Column		
A NEEDS	SOME I	3.5	CHECK LIST  Immediate Supervisor  Must Check Each  Factor in the  Appropriate Column	44,78	
		1.	Observance of Work Hours		
		2.	Attendance	1000	
		3.	Grooming & Dress		
7		4.	Compliance with Rules		
		5.	Safety Practices		T
	V	6.	Public Contacts		Ť
	2.11	7	Suspect Contacts		
		8.	Employee Contacts		-
		9	Knowledge of Work		Ì
		10.	Judgements		+
		11.	Planning and Organizing		-
	/	12.	Quality of Work	-	<u> </u>
	1	13.		-	-
		14.	Volume of Acceptable Work		t
		The state of the s	Meeting Deadlines		+
1 1 5	-	15.	Accepts Responsibility		+
	_	16.	Accepts Direction	-	
	-	17.	Accepts Change		-
-		18.	Effectiveness Under Stress		
		19.	Appearance of Work Station		-
V		20.	Operation & Care of Equipment		-
1 1	_	21.	Work Coordination/Cooperation		-
		22.	Initiative		
		23.	Self Improvement		-
V		24.	Knowledge of Policy & Procedure		-
		25.	Courtroom Demeanor		ļ
	1	26.	Response to Supervision		1
1		27.	Radio Communications		1
	IV	28.	Report Writing		
			OR EMPLOYEES who SUPERVISE OTHERS		1
		29.	Planning & Organizing		L -
		30.	Scheduling & Coordinating THIS DOCUME	NT STHEP	RODE
		31.	Training & Instructing	COSHERIE	ES O
		32.	Fire lusting Cubordinator	ITC ARE CO	MI ILL
		33.	Independent Control of the control o	TTO REDIS	DEIVI
		34.	Operational Economy SHERIFF	ROBERT C.	HERN
		35.	Supervisory Control		1
		36.	Communication w/Subordinate		
		37.			

SECTION B achieved,	Record job STRENGTHS, su or checks in Col. 4.	uperior performance incidents, progres	S
about his a his past ex	ections and very willing to	is an officer that is very consciention learn. He has come to patrol with ion at this dept. Andy responds to surports.	
SECTION C requiring None noted.	improvement or correction.	erformance DEFICIENCIES or job behavio (Explain checks in Col. 1 and 2.)	r
	t evaluation period. further his knowledge in t	or IMPROVEMENT PROGRAMS to be undertak	
SECTION E		S from PREVIOUS evaluation.	
rego		ents my best judgement I DO NOT nted regular status. (For final	
Kolls	& C. Clemann		
(RATER'S SIGN.  REVIEWER:	(If none, so indicate)	(TITLE) (DATE)	
		-	
(REVIEWER'S S	IGNATURE)	(TITLE) (DATE)	<u>U</u>
EMPLOYEE:	stand my signature does no	t has been discussed with me. I under ot necessarily indicate agreement. is report with the reviewer.	: <del>-</del>
Comment:	,		
			••••

(FMPLOYEE'S SIGNATURE

130/96

(DATE)